

**THE RELATIONSHIP BETWEEN PERSONALITY TRAITS AND JOB  
SATISFACTION AMONG STAFF AT SARAWAK ECONOMIC DEVELOPMENT  
CORPORATION**

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Hereby, declare that:

- This work has not previously accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
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## **ABSTRACT**

The Sarawak Economic Development Corporation (SEDC) was established on 1st March 1972 as a state – owned statutory body with the general aim of promoting the commercial, industrial and socio-economic development of the State. SEDC was established under the Perbadanan Pembangunan Ekonomi Sarawak Ordinance (Sarawak Cap. 35), a law duly passed by the Sarawak State Assembly in accordance with the powers conferred on and delegated to the State Government of Sarawak under the Constitution of Malaysia.

While SEDC is a statutory body established under the laws of the State of Sarawak, it also comes under the purview of the Federal Government of Malaysia through the Federal Ministry of Finance (MOF).

The framework of this study was adapted from between Personality Traits and Job Satisfaction. This study required implementation of a composite survey consisting of the demographic questionnaire, personality traits questionnaire and job satisfaction questionnaire.

In order to get the data, census technique was used to the staff in Sarawak Economic Development Corporation. A total of 100 questionnaires are distributed and 83 are returned back from the support staff. This study helps pave a path for researchers to understand the importance of personality traits among the staff to ensure they achieve staff job satisfaction.

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## **CHAPTER 1**

### **Introduction**

This chapter describes the background of the study, statement of the problem, research objectives, and research questions, significance of the study, limitation of the study and definition of terms.

### **Background of the Study**

The importance of working in human life is undeniable. According to D Kappagoda (2012), Job satisfaction is an important topic in organizational research because of its many effects on the overall well-being of the organization. Job satisfaction of the working-age person plays one of the most important tasks in terms of its motivation, performance, work efficiency, as well as terms of mental health (Potkany, 2008; Potkany, & Giertl, 2013).

According to Hajdukova, Klementova and Klementova Jr (2015), assessment of the employee work conditions is reflected in the attitudes, which are the unit of measurement of job satisfaction. During an investigation of job satisfaction, it is necessary to distinguish whether a person is completely satisfied at work or is satisfied only by several factors, the extent to which various aspects of the work are important to him (intensity), the still and current ones, and equally to recognize when it is only current state of satisfaction / dissatisfaction of man.