

INFLUENCE OF PERSONALITY TRAITS ON JOB SATISFACTION OF PROFESSIONAL STAFF AT BESTLINK COLLEGE OF THE PHILIPPINES

ABSTRACT

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This research explores the impact of personality traits on the job satisfaction of professional staff at Bestlink College of the Philippines. A study by Aryanti, Rhamawati, and Rahardho (2024) emphasized that employees with adaptable and positive personality traits tend to exhibit higher job satisfaction, which in turn enhances their overall performance. In a related study conducted in Singapore, findings revealed that individuals with higher levels of employment and life satisfaction reported greater satisfaction with 18 indicators of Indoor Environmental Quality (IEQ), suggesting a broader link between personal well-being and perceived satisfaction in the workplace. This study explores the relationship between personality traits and job satisfaction using the Big Five Personality Traits model, commonly known as OCEAN—Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism. A correlational-comparative quantitative research design was utilized, with data gathered through a researcher-developed survey questionnaire. The sample consisted of 50 respondents, equally divided between Academic Support Personnel (ASP) and Non-Teaching Personnel (NTP), selected through purposive sampling. To assess the relationship between personality traits and job satisfaction, the researchers employed Pearson's r to determine the strength and direction of the correlation. The data show that most respondents are aged between 21 and 30, with 72% identified as female. A majority have been employed at Bestlink College of the Philippines for 2 to 4 years, indicating a relatively low number of long-term employees. The study utilized the OCEAN model, or the Big Five Personality Traits, to assess respondents' personality profiles. Findings revealed that Conscientiousness was the most dominant trait, while Extraversion was the least prevalent. The correlation between personality traits and job satisfaction yielded an r -value of -0.1775 and a p -value of 0.3959. As a result, the null hypothesis was accepted, suggesting no significant relationship between personality traits and job satisfaction among the respondents. The findings suggest that positive workplace relationships, a supportive organizational culture, and clear opportunities for career advancement play a crucial role in influencing job satisfaction. These results emphasize the importance for institutions to foster a healthy work environment and strengthen employee support systems.

RECOMMENDED CITATION

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