



ABSTRACT

Name of Institution: De La Salle University-Dasmariñas

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Title: “Personality Traits and Its Relation to Job Satisfaction Among the Local Government Employees of the Municipality of Alfonso, Alfonso, Cavite”

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Authors: Lielzel A. Cahinhinan

Reenalyn V. Mendoza

Charina Rose C. Velazco

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Objective of the Study:

A. General:

To determine the Personality Traits and Job Satisfaction of Local Government Employees of the Municipality of Alfonso.

B. Specific:

1. To determine the profile of the local government employees in

terms of:

a. age

b. sex

c. religion



2. To determine the personality traits profile of the respondents.
3. To determine the job satisfaction profile of the respondents.
4. To determine the significant relationship between personality traits and job satisfaction of the local government employees.

Scope and Limitation:

This study focused on the personality traits and job satisfaction of the permanent local government employees of the Municipality of Alfonso in Alfonso, Cavite.

The research is designed to identify the personality traits and its relation to job satisfaction among Local Government Employees of the Municipality of Alfonso.

Methodology:

Research Design

The researcher used the descriptive-correlational research in the study. The descriptive-correlational research was designed for an investigator who wishes to find out the association of certain characteristics in the population and to determine the relationship existing between the variables of the study namely: personality traits and job satisfaction.

The purpose is to find out and describe systematically a situation or area of interest accurately. The descriptive-correlational research involves the collection of



data in order to test the hypothesis or to answer the questions concerning the current status of the subject of the study.

Research Respondents

The respondents of this study are the permanent employees of the Municipality of Alfonso that came from the different departments of the said municipality. The researchers used a universal sampling technique in getting the respondents. There are 92 permanent employees that serve as respondents. Respondents are both men and women.

Research Instrument

To be able to determine the relationship between personality traits and job satisfaction among the permanent local government employees of the Municipality of Alfonso, the researchers used the Guilford-Zimmerman Temperament Survey and the Job Satisfaction Test. Both tests are standardized.

Each of the tests was rated using the following scales:

Personality Traits

Percentile Rank	1	5	10	20	30	50	70	80	90	95	99
	Very low			Low		Average	High	Very High			

Job Satisfaction

- | | |
|-------------------------|----------------------|
| 1 – Disagree very much | 4 – Agree slightly |
| 2 – Disagree moderately | 5 – Agree moderately |
| 3 – Disagree slightly | 6 – Agree very much |



Major Findings:

1. The demographic profile of the respondents.

There are 112 local government employees in the municipality of Alfonso. The researchers only chose those employees that are permanent. There are only 92 permanent employees and they were taken universally as respondents. Out of 92, there were only 70 or 76 % who answered the GZTS and Job satisfaction Survey. Their ages ranges from 21-60; nine (9) aged 21-30, twenty-one (21) aged 31-40, thirty-two (32) aged 41-50, and eight (8) aged 51-60. Fifty-four of them are female and the rest are male. From the 70 respondents, there are sixty-four (64) Roman Catholics, three (3) Iglesia ni Cristo, and three (3) Born Again Christian.

2. The personality traits profile of the respondents.

The majority of the respondents obtained an average score in personality traits. These traits are emotional stability, thoughtfulness, restraints, general activity, social interest, personal relation, objectivity and ascendance. There are only two traits that fall under low average and these are friendliness and femininity or masculinity.



3. The job satisfaction profile of the respondents.

There were no respondents belonging to the moderately dissatisfied and very dissatisfied. Based on the result gathered, the respondents are slightly satisfied in some factors affecting their job satisfaction like operating procedure, fringe benefits, and promotion and contingent reward while 55.71 % of the respondents are moderately satisfied when it comes to pay. It also showed a high percentage on communication and supervision that fall under very satisfied while there are 52.86 % who were slightly dissatisfied in terms of the nature of work.

4. The relationship of personality traits and job satisfaction.

There is no significant relationship between the personality traits and job satisfaction of the respondents.

Conclusions:

Based on the findings of the study, it is concluded that:

1. The respondents have an average or balance level of personality traits;
2. The respondents were slightly satisfied in terms of job satisfaction; and
3. The personality traits and job satisfaction have no relationship at all.



Recommendations:

Based on the findings of the study, the following are recommended by the researchers:

1. Future researchers should conduct a more extensive related study for more generalized results on job satisfaction.
2. Human Resource Staff and Recruitment Officers should create different strategies on how they can measure employee's satisfaction in order to boost them in their work.
3. Local Government should plan some additional incentives or rewards for their employees, which will motivate them to work hard.
4. Municipal employees, especially the supervisors, should be creative in building a trusting atmosphere for a continuing good interpersonal relationship among their subordinates.
5. The society must be cooperative on the projects launched by the municipal government for the continual progress of their municipality and to push the government to create more projects for them.