Influence Of Personality Traits On Job Satisfaction Of The Permanent Faculty Members Of Management Science Department Of Local University

A thesis
Presented to
The Faculty of
Management Sciences
Bahria Institute of Management & Computer Sciences, Karachi

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In Partial Fulfillment
Of the Requirements for the
Degree of Master of Business Administration

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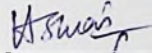
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RECOMMENDATION FOR ORAL EXAMINATION

This Project/thesis hereto attached, entitled, "_____", prepared and submitted by _____, in partial fulfillment of the requirements for the degree MASTER IN BUSINESS ADMINSTRATION, is hereby recommended for appropriate action.

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ABSTRACT

Employee satisfaction is very important for an organization. Happy and motivated employees are factors to success for any organization. There are many factors which affect the job satisfaction which include salary, working environment, benefits, growth, employee attitude and personality trades. Globalization is a factor because of which employee encounter cross cultural differences. Ability to work under pressure, power distribution and gender are the factors due to which cross cultural differences occur. Moreover, employee at times finds it difficult to cope up with their new jobs when they are frequently moved from on department or job to another. Nature of work is also an important part of job satisfaction. Unrealistic job assignments, which can't be achieved plays an important role in making employees dissatisfied. It has been found by the researchers that job performance and job satisfaction are strongly connected and employees on professional jobs are more satisfied than employees on the unprofessional jobs. There are many ways of knowing the employee job satisfaction one of them is employee job satisfaction survey. The two of the most valid employee attitude surveys are JDI *Job Descriptive Index* and MSQ *Minnesota Satisfaction Questionnaire*. Analyzing survey information is very important for achieving the desired results. Working Conditions, opportunity to grow, degree of stress and work load, getting respect from co-workers, relationship with manager/ supervisor, financial rewards for employee are some of the factors of employee satisfaction. Furthermore, the five factor model explains five broad personality traits--, neuroticism, agreeableness, conscientiousness, extraversion and openness to experience, that describes most of the differences in the personalities among individuals. Fear is a motivator itself but a temporary one. Fear of losing a job can motivate employees temporarily but when this kind of motivation goes does hence, productivity decreases. It has been observed by the researchers that employees low at emotional stability and conscientiousness are more likely to quit their jobs on reasons other than job satisfaction and inability to do their job well. Employee having greater emotional stability and conscientiousness perform high on groups and their individual jobs as well. Monotonous jobs can lower the self esteem of an employee and lead

towards negative job satisfaction. Hence, absenteeism and turnover increases. Job satisfaction and success brings positive emotional behavior and the worker became more innovative, flexible and loyal. Every organization must create a system under which the employees get satisfied and become more productive. Like the employees of any other organization, a faculty member's behavior toward the work or teaching can be measured by the level of motivation, performance and job satisfaction. A teacher's motivation can measured through many factors. For example, taking classes and completing the course on time, being innovative in the class through bringing up new ideas and motivating students to participate.

Table of Contents