

## Abstract

This study, "Relationships between The Big Five Personality Types, Self-Esteem and Job Satisfaction: A Case Study of Teak Sawmill Enterprises" was a survey research. The purposes were to study the relationship between The Big Five Personality Types, Self-esteem and Job satisfaction, the prediction of job satisfaction by The Big Five Personality Types and Self-esteem.

The sample of this study consisted of 132 factory employees of 3 Teak Sawmill Enterprises. Instruments used were: (1) demographic questionnaire, (2) The Big Five Personality Test (based on Goldberg, 1990), (3) Self Esteem Questionnaire (based on Coopersmith, 1981) and (4) Job Satisfaction (based on Spector, 1997). The results of this study were:

1. There were differences of certain demographic characteristics, which were gender, age, working experience, marriage status and educational level, but there were no differences in overall and each of the dimensions of self-esteem at .05 level of significance. However, for health perception, there were differences in overall and self-appreciation dimension of self-esteem at .01 level of significance.

2. There were differences of certain demographic characteristics, which were gender, age, working experience, marriage status, educational level, and health perception; but there were no differences in overall job satisfaction at .05 level of significance. Dimensions of job satisfactions were:

2.1 Men's job satisfaction in promotion and fringe benefits were higher than women's at .05 level of significance.

2.2 Job satisfaction in operating procedures of workers who were less than 31 years old and more than 50 years old were higher than workers who were 31 – 40 year old at .05 level of significance.

2.3 Job satisfaction in operating procedures of married workers was higher than single workers at .05 level of significance. Moreover, the satisfaction in nature of work of married workers was higher than single workers at .01 level of significance.

3. Extraversion, openness to experience, agreeableness and conscientiousness personality types were positively correlated with overall, self-appreciation and family dimensions of self-esteem at .01 level of significance. However, neuroticism personality negatively correlated with overall and all dimensions of self-esteem at .01 level of significance.

4. Extraversion and conscientiousness personality types were positively correlated with overall job satisfaction at .01 level of significance. Openness to experience and agreeableness personality types were positively correlated with overall job satisfaction at .05 level of significance. However, neuroticism personality was negatively correlated with overall job satisfaction at .01 level of significance. Dimensions of job satisfactions were:

4.1 Neuroticism personality was negatively correlated with job satisfaction in payment, coworkers, nature of work and communication dimensions at .01 level of significance and promotion dimension at .05 level of significance.

4.2 Extraversion personality was positively correlated with job satisfaction in supervision, nature of work and communication dimensions at .01 level of significance.

4.3 Openness to experience personality was positively correlated with job satisfaction in fringe benefits dimension at .01 level of significance and operating procedures and coworkers dimensions at .05 level of significance.

4.4 Agreeableness personality was positively correlated with job satisfaction in coworkers and nature of work dimensions at .01 level of significance.

4.5 Conscientiousness personality was positively correlated with job satisfaction in payment, promotion, fringe benefits, coworkers and nature of work dimensions at .01 level of significance and supervision and communication dimensions at .05 level of significance.

5. Self-esteem was positively correlated with overall and payment dimension of job satisfaction at .05 level of significance, with coworkers and nature of work at .01 level of significance.

6. Extraversion and conscientiousness personality types could be used to predict job satisfaction at 11.1 percentage of coefficient of determination.

The results of this study indicated opportunities for the organizations to recruit and select suitable factory employees for Teak Sawmill Enterprises by recruiting employees who have low neuroticism, high extraversion, high openness to experience, high agreeableness and high conscientiousness. The organizations can provide training for developing personality of employees, increasing self-esteem and job satisfaction of factory employees.