# FIVE-FACTOR MODEL OF PERSONALITY AND JOB SATISFACTION ON ORGANIZATIONAL COMMITMENT OF BANK EMPLOYEES

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**ABSTRACT**

This is a descriptive-correlational study aimed to determine and explore the relationship of personality traits, job satisfaction, and organizational commitment of bank employees in Iloilo City Proper. One hundred ten (110) bank employees aging 20-59 years old were selected through a convenience sampling. The instruments used were Big Five Inventory, Porter's Job Satisfaction Survey, and Allen and Meyer's Organizational Commitment Questionnaire. Data were analyzed using Pearson Correlation and Regression. Analysis showed that there is significant relationship between personality traits particularly of extraversion, agreeableness, and neuroticism and job satisfaction. Agreeableness, conscientiousness, and emotional stability (neuroticism) can predict affective commitment. Extraversion can develop continuance commitment. Agreeableness and Openness to experience can predict normative commitment. It was also found that job satisfaction was an antecedent of organizational commitment.