

ABSTRACT

The purpose of this study is to identify and examine the influence of conscientiousness and emotional stability toward employees' job satisfaction of PT Pertamina Gas. The samples which were taken were 118 employees of PT Pertamina Gas.

It was hypothesized that conscientiousness and emotional stability significantly influence job satisfaction. Job satisfaction was measured using questionnaire that was developed by Spector (1997), while conscientiousness was measured using NEO-FFI questionnaire developed by McCrae and Costa (1986) and emotional stability was measured using NEO-FFI questionnaire which was also developed by McCrae and Costa (1986).

The data obtained from the questionnaires was analyzed using SPSS 12.0, includes multiple regression and correlation. The result was emotional stability ($\beta = 0.591$, $t = 1.86$, $p > 0.05$) not significantly influence job satisfaction, while conscientiousness significantly influence job satisfaction ($\beta = 0.563$, $t = 3.196$ $p < 0.05$). The research explained the findings in the measurement and proposed implication for the company, managers and employees.

Key Word : *Job Satisfaction, Conscientiousness, Emotional Stability*