

**THE RELATIONSHIP BETWEEN THE BIG FIVE
PERSONALITY TRAITS AND KNOWLEDGE
SHARING: A CASE OF UNIVERSITY MALAYSIA
SARAWAK (UNIMAS)**

PREPARED FOR:

ASSOCIATE PROFESSOR PAULINE ACHAN

PREPARED BY:

RINGLEY IMBARAN

BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS.)

UNIVERSITY OF TECHNOLOGY MARA (UiTM)

KOTA SAMARAHAN

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ABSTRACT

The purpose of this study is to determine the level of each of the Big Five Personality Traits dimension amongst the public sector employees and to investigate the relationship between the personality traits and knowledge sharing amongst the employees. For the purpose of this research, a total of 80 respondents were undertaken at the Centre for Information and communication Technology Services (CICTS), University of Malaysia Sarawak (UNIMAS). The study applies survey research through questionnaires that was adapted from McShane, Steven Lattimore, (2013) and Pei-Lee Teh, Chen-chen Yong, Chin-Wei Chong and Siew-Yong Yew, (2011). No sampling was used as this study utilized the total population of 80 staff to participate in completing the individual questionnaire. The data was analysed using IBM SPSS Statistics Version 20.0 in order to identify statistically significant associations. The findings suggested that, there is a significant correlation between the Big Five Personality traits dimension and knowledge sharing. It is discovered that those persons who belong to agreeableness dimension are likely to apply as compared to those with other personality traits, its correlation value showing, $p = .000 (< .05)$, $r = .851$. Therefore, the findings indicate the personality traits of the CICTS' staff at UNIMAS are significantly correlated with knowledge sharing.

Keyword: *Knowledge Sharing, Personality, Extraversion, Agreeableness, Conscientiousness, Neuroticism, Openness to experience.*

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Ringley Bin Imbaran

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Faculty of Business Management
University of Technology MARA
Kampus 2, Kota Samarahan

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CHAPTER 1

INTRODUCTION

Background of the Study

According to Angela (2010) as cited in Quigley et.al.(2007), knowledge sharing is increasingly viewed as critical to organizational effectiveness in the knowledge-based economy. With the fast moving global environments, the storage of information or knowledge about opportunities and threats within markets becomes more important (Boom & Pennink, 2012). Housel and Bell (2001) as cited by Boom & Pennink (2012) stated that the quality of knowledge and the knowledge processes in organizations are seen as the key business activities that make an organization successful in competitive marketplaces. In other related study, Angela (2010) stated that most researches on knowledge sharing have been conducted in private sector organizations (e.g. Hara and Hew, 2007; Land et al., 2009; Li et al., 2010) or among students (e.g. Kwok and GAO, 2005). Furthermore, she added that only few studies focus on knowledge sharing in the public sector (Sandhu et al., 2011; Yusof et al., 2012).

Knowledge is understood as “information processed by individuals including ideas, facts, expertise, and judgments relevant for individual, team, and organizational performance” (Wang and Noe, 2010, p.117). Conversely, knowledge sharing refers to