

**AN EMPIRICAL STUDY: THE RELATIONSHIP BETWEEN
PERSONALITY TRAITS AND JOB PERFORMANCE**

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ABSTRACT

This study is concentrated on the relationship between personality traits and job performance at KPDNKK Negeri Pahang. The measurement was completed through several independent variables that consist of Conscientiousness, Agreeableness, Neuroticism and Openness to Experience. Thus, the dependent variable for this research was job performance.

The questionnaires have been used in this study to collect the data. The researcher distributes personally the questionnaires to 50 employees at KPDNKK Negeri Pahang. There was 49 sets of questionnaire have been collected. After collecting all the questionnaires, it has been analysed the research questions, research objectives and hypothesis. The sampling technique used in this study is the random sampling technique.

Moreover, the Cronbach's Alpha for Conscientiousness was (.640), Agreeableness was (.623), the Neuroticism was (.608) and Openness to Experience was (.680). Lastly, for the Job Performance, the Cronbach's Alpha was (.748). These alphas score showed that the reliability are preferable, since 0.5 and above are considered as the reliable value. The relationship has been discovered between personality traits and job performance is positive and moderate.

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CHAPTER ONE

INTRODUCTION

1.1 Background of Study

Personality is the element that can influence people. According to Mayer (2007), personality is the arrangement of mental qualities and components inside the person that are sorted out and generally persevering what's more that impact his or her cooperation's with, and adjustments to intrapsychic, physical, and social conditions. Sometimes the personality can influence people to act right or wrong. There are four basic dimensions of personality based on personality traits which are conscientiousness, agreeableness, neuroticism and openness to experience (Velerie, 2012). A good personality will produce an excellence identity. According to (Moreira *et al.*, 2015), identity is evaluated by utilizing the Temperament and Character Inventory. Therefore, the personality can be characterized as the combination of characteristic or qualities that from an individual are distinctive character (Suman, 2015).

The relationship of personality traits to job performance has created several articles and more than three dozen separate meta-examinations since Barrick and Mount's (1991) influential investigation (Timothy, 2008). According to Laura (2012), Personality traits commonly characterized as descriptions of individuals regarding