

**A STUDY ON THE RELATIONSHIP BETWEEN THE
BIG FIVE PERSONALITY AND JOB PERFORMANCE
AMONG EMPLOYEES AT FGV AGRI SERVICES
SDN. BHD., JERANTUT, PAHANG.**

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ABSTRACT

The purpose of this research was to investigate the relationship between the Big Five Personality and job performance among employees in selected departments in FGV Agri Services Sdn. Bhd., Jerantut, Pahang. This correlational research used a stratified random sampling technique and the sample size was determined using Krejcie and Morgan (1970). Survey questionnaires were distributed to 140 employees in selected departments. The questionnaires were analysed using SPSS V-23 to identify the results. Most of the respondents were male; aged above 41 years old, married, attained SPM qualification and have above 21 years working experience. The findings showed that the majority of employees of FGV Agri Services are having conscientiousness as the result presented that the highest mean score was with ($M=4.442$, $SD=0.38043$). Moreover, conscientiousness indicates the highest mean score ($M=4.442$, $SD=0.38043$) and the lowest mean score is neuroticism with the total mean score is ($M=3.9137$, $SD=0.61803$). It can be concluded that this personality trait is most affecting the employees' job performance. Whereas the lowest mean is neuroticism, indicating that employees of FGV Agri Services Sdn. Bhd. are positively influenced in performing their work due to this kind of personality. The correlation result showed that the Big Five Personality has a positive relationship with job performance. It is recommended that the organization develop a self-improvement program for employees and provide employer's mentoring and monitoring. Finally, future study should focus on conducting the study with a large sample size, using the upper level of employees as a unit of analysis, and carried out the study in both the government sector and private companies in Malaysia.

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