

THE RELATIONSHIP BETWEEN PERSONALITY TRAITS AND JOB
PERFORMANCE AMONG THE STAFF OF UNIVERSITY MALAYSIA
SARAWAK (UNIMAS)

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“DECLARATION OF ORIGINAL WORK”

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Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
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ABSTRACT

According to (Rothmann, 2003) job performance is a multi-dimensional construct which indicates how well employees perform their tasks, the initiative they take and the resourcefulness they show in solving problem. The job performance is used as a dependent variable to examine its relationship with the independent variable which is personality traits that consist of agreeableness, conscientiousness and neuroticism towards the staff at University Malaysia Sarawak. The aim of this study is to determine the relationship between personality traits and job performance among the staff at the University Malaysia Sarawak (UNIMAS). This study was accomplished through quantitative method of data collection namely a set of questionnaires. The results of the findings for this study revealed that the personality traits have an effect towards job performance among the staff at University Malaysia Sarawak. The result of the correlation revealed that personality traits have a significant relationship towards job performance. The findings of this study will provide guidelines for the management on how to increase the employee's job performance in the organization. It is recommended for future researchers that an alternative method of data collection to be employed to obtain in-depth information on how personality trait can effect an employee job performance.

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CHAPTER 1

INTRODUCTION

This chapter focused on the background of study on the relationship between personality traits and employees job performance. This chapter also focused on the problem statement, the research objectives, research questions, significance of the study, limitations of the study and the definition of terms used in the study.

Background of Study

Research related to the Big Five Personality Model has recently clarified the use of utility, using personality traits variables for predicting job performance. According to Askarian (2013) personality is a crucial component on job performance of the employees. The impact of personality trait on job performance has been used by the government to hire the right people for the right job in the organization. If an organization assigned employee to the job that suit with the employee personality, it helped to enhance the performance of the individual and organization. The purpose of this study is to investigate the relationships between personality traits and job performance in the educational department.