

**A STUDY ON BIG FIVE PERSONALITY MODEL PRACTICES
AMONG MIDDLE AND TOP LEVEL MANAGEMENT IN
NATIONAL AUDIT DEPARTMENT, PUTRAJAYA**

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CHAPTER ONE

INTRODUCTION

A person's personality is unique as it helps differentiate a person with another people. For an employee, their leader's personality has always been one of the main issues among the subordinates of their workplace in National Audit Department. Each subordinate always try to categorize their leader whether by judging on their leader's way of interacting with other people or also based on the leader's attitude towards his or her own self. Since the employee usually comes from different department of the company, usually there will be different patterns of a leader's personality when compared to a leader from another department. This situation then happens to lead the study on Big Five Personality Model practices among middle and top level management in National Audit Department, Putrajaya. This chapter will expatriate the main objectives of the study in which how it would benefits the audience.

Background of the study

Practices the Big Five personality model among National Audit Department will be a good applied because the leaders can know their types of personality itself. It be supported by (Bligh, 2011) that factors are conscientiousness, agreeableness,

neuroticism, openness and extraversion has emerged as a unifying framework for understanding the complete domain of normal personality, and more researchers explores the influence of these five general personality dimensions on job performance and leadership. First, extraversion encompasses such more specific traits as talkative, energetic and assertive, second agreeableness. It includes traits like sympathetic, kind and affectionate. Third, conscientiousness consists the traits like individual which more organized and systematic. Forth is neuroticism that contains traits such always moody and anxious. Lastly, openness to experience includes characteristic like having wide interests, being imaginative and insightful (Srivastava, 2010). Based on my research, many of leader in National Audit Department using Neuroticism as their leadership style seems that firm and fierce to the their employees. Their leadership practice autocratic system is common to the co-workers, and the result is they are excellent in producing the idea, systematic when doing a tasks and well organized with office procedures.

These theories often portrayed great leaders as heroic, mythical and uniquely destined to rise to leadership when their skills when needed, an overview of research on the Big Five personality factors and the degree to which each has been linked to leadership is followed by a summary of the five more specific traits that have been most consistently connected to leadership. Therefore, the current study will explore perspectives between the Big Five personality characteristics of middle and top management level. (Nordin Yahaya, et al., 2011) investigated the relationship of the “Big Five” personality dimensions and managerial practices to the dimension of trust connection between managers and employees. None of the five traits is in themselves positive or negative; they are simply characteristic that individuals exhibit to a greater