

**PERSONALITY TRAITS AND JOB PERFORMANCE: AN EMPIRICAL
ANALYSIS AT IBU PEJABAT BOMBA DAN PENYELAMAT PAHANG**

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JULY 2015

ABSTRACT

Personality traits influence occupational choice and are valid predictors of managerial success. The primary objective of this study was to investigate whether a relationship exists between possessing certain personality traits and employee job performance. The personality dimensions of the five-factor model of personality, *Extraversion*, *Conscientiousness*, *Openness to experience*, *Agreeableness* and *Neuroticism* were the focus of this study.

Simple random sampling was employed and a measuring instrument distributed to respondents; 56 usable questionnaires were returned. An exploratory factor analysis was undertaken and Cronbach Alpha coefficients calculated to assess the validity and reliability of the measuring instrument. Descriptive statistics were calculated to summarise the sample data. Pearson Correlation analysis was undertaken to establish relationships between the independent variable (the five dimensions of personality) and the dependent variable, *Job Performance*.

This findings of this study show that individuals who have high levels of the personality traits *Extraversion*, *Conscientiousness* and *Agreeableness* are more likely to perform better.

Keywords: Personality traits, job performance

ACKNOWLEDGEMENT

I thank Allah SWT, because with His mercy I am able to complete my project paper to fulfil the requirements of the Academic Project course. This project could not have been written without the assistance and guidance of Sir Mahathir Bin Mahali who not only served as my supervisor but also encouraged and challenged us throughout our academic program. I am blessed to have both parents who have been the source of inspiration. I thank them all.

AHMAD AMIRUL IKSHAN BIN AHMAD TAJUDIN

JUNE 29, 2015

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