



**THE RELATIONSHIPS BETWEEN THE BIG 5 PERSONALITY TRAIT AND
JOB PERFORMANCE AMONG STAFF IN MAJLIS PERBANDARAN MUAR**

**NURUL FATIN BINTI JEFFRY
2014229986**

**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TEKNOLOGI MARA
MELAKA**

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Abstract

The purpose of this research is to find out the role of Big 5 Personality towards job performance among staff in Majlis Perbandaran Muar. There are six objectives had been set in this study. First, to examine the relationship between conscientiousness and job performance. Second, to examine the relationship between agreeableness and job performance. Third, to examine the relationship between extraversion and job performance. Forth, to examine the relationship between neuroticism and job performance. Fifth, to examine the relationship between openness to experience and job performance. Last but not least, identify the most significant factor that contributes towards job performance. In order to complete this study, the data was obtained from primary data through the distribution of questionnaires. Pertaining to that, 150 staff in Majlis Perbandaran Muar were chosen as respondent for this study. Only 142 responses were returned back to the researchers. Then, all the collected data were analyzed by using Statistical Package for Social Science (SPSS). From the correlation testing, the result shows four independent variables which are conscientiousness, agreeableness, extraversion and openness to experience have a significant relationship with job performance while neuroticism has no significant relationship towards job performance. Besides that, the hypotheses testing using the multiple regression analysis displays that only two factor is accepted, which are conscientiousness and agreeableness while three other hypotheses about extraversion, neuroticism and openness to experience are rejected. In conclusions, it shows that individuals who possess personality traits such as conscientiousness and agreeableness will ultimately affect the job performance.