

UNIVERSITI TEKNOLOGI MARA (UiTM)

**THE RELATIONSHIP BETWEEN PERSONALITY TRAITS
AND JOB PERFORMANCE AMONG EMPLOYEES AT
KEMAMAN SUPPLY BASE (KSB)**

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Dissertation submitted in partial fulfilment
of the requirements for the degree of
Master in Office Systems Management

FACULTY OF BUSINESS MANAGEMENT

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January 2014

CANDIDATE'S DECLARATION

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ABSTRACT

Personality traits can be classified as one (1) factor that lead to successful of employees and organization. Job performance of employees is important in order for organization and business to be successful and have the desire to achieve their goals. It is necessary for organization understand personality traits of their employees in order to improve their job performance. Therefore, this research investigates the relationship between personality traits and job performance among employees at Kemaman Supply Base (KSB). Thus, along with it this study also identifies the most influence personality traits towards employees' job performance at this company. The independent variable in this research was personality traits that consist of extraversion, agreeableness, conscientiousness, openness to experience and neuroticism. The dependent variable in this study was job performance. Furthermore, this study provided the literature review on the elements of independent variables and dependent variable. Some of theories were also included. Data has been collected from 260 employees at Kemaman Supply Base (KSB). Questionnaires were used as instrument to collect data from respondents and has been analysed by using the SPSS version 20. For the findings, 226 set of questionnaires were returned. The result indicated that, elements of personality traits such as extraversion, agreeableness, conscientiousness, openness to experience (excluded neuroticism) have relationship with job performance. Overall, based on the findings most of the employees in Kemaman Supply Base (KSB) possess agreeableness personality traits and this personality seems to influence their job performance.

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