

THE RELATIONSHIP BETWEEN BIG FIVE PERSONALITY
TRAITS AND JOB PERFORMANCES AMONG THE EMPLOYEES
IN HUMAN RESOURCES DEPARTMENT AT DEWAN BAHASA
DAN PUSTAKA (DBP), KUALA LUMPUR.

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AUTHOR'S DECLARATION

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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.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

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ABSTRACT

The primary purpose of this study is to investigate the relationship between Big Five Personality traits and employees' Job Performance in public sector among employees in Dewan Bahasa dan Pustaka, Kuala Lumpur. Barrick and Mount (1991) theory were used in this research. The total population for this study was involved 160 employees in Dewan Bahasa dan Pustaka, Kuala Lumpur. The sampling technique used in this research is the convenience sampling technique. The sample size of 113 was chosen based on the suggestion of Krejcie and Morgan. Table (1970) which was used for the study. The instrument used for this study was developed by and was prepared in both languages, English and *Bahasa Melayu*. Reliability test was done and shows that all the items are reliable. The correlation analysis shows that conscientiousness, agreeableness, openness to experience and extraversion does have a positive relationship on employees' job performance. However, neuroticism has negative relationship towards employees' job performance. The researcher recommended that organization should be more concern towards their employees' personality.

TABLE OF CONTENT

| | Page |
|--------------------------------|------|
| AUTHOR’S DECLARATION | ii |
| ABSTRACT | iii |
| ACKNOWLEDGEMENT | iv |
| TABLE OF CONTENT | v |
| LIST OF TABLES | ix |
| LIST OF FIGURE..... | x |
| LIST OF APPENDICES | xi |
| CHAPTER 1 | 1 |
| INTRODUCTION | 1 |
| Background of the Study | 1 |
| Statement of the Problem..... | 3 |
| Research Objective | 5 |
| Research Questions..... | 5 |
| Hypotheses of the Study | 5 |
| Significance of the Study..... | 6 |
| Limitations of the Study..... | 6 |
| Definition of Terms..... | 7 |
| CHAPTER 2 | 8 |
| LITERATURE REVIEW | 8 |
| Introduction..... | 8 |
| Job Performance..... | 8 |
| Agreeableness | 10 |

CHAPTER 1

INTRODUCTION

Background of the Study

Identity envelops a person's moderately steady emotions, considerations, and behavioral examples. According to Alsuwailem and Elnaga (2016), each individual has a one of a kind identity which separates them from other individuals, and by understanding the identity of somebody, it will give us a thought on how they are probably going to act and feel in various circumstances. Aside from that, a powerful administration can be accomplished by knowing the identities of each representative. These Five personality traits can speak to the review of a person who has diverse practices to finish a specific assignment given to them.

Conscientiousness is simply the inclination to indicate train, act obediently, and go for accomplishment (Kunlin, Li'an, & Xinyong, 2013). It is additionally said that the characteristic demonstrates an inclination for arranged as opposed to unconstrained conduct. Apart from that, Costa & McCrae, (1992) was cited in Barrick and Mount (1991) conscientious people have a tendency to be objective coordinated and inspired, it has been demonstrated that it can be identified with work execution.

Agreeableness has an exceptionally feeble association with the job performance and it's anything but a critical estimation of job performance (Barrick & Mount, 1991). Agreeableness isn't firmly identified with some other foundation or word related gathering aside from collaboration (Barrick, Mount & Judge, 2001).