

THE RELATIONSHIP BETWEEN THE BIG FIVE PERSONALITY
TRAITS AND JOB PERFORMANCE AMONG SUPPORT STAFFS
AT UNIVERSITY MALAYSIA SARAWAK (UNIMAS)

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AUTHOR'S DECLARATION



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“DECLARATION OF ORIGINAL WORK”

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- 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.
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ABSTRACT

This study explored and described which elements in Big Five Personality traits that have an impact toward job performance among support staff at Universiti Malaysia Sarawak (UNIMAS). Big Five Personality trait which includes Conscientiousness, Agreeableness, Neuroticism, Openness to Experience and Extraversion plays an essential role in addressing the issues of employees' job performance (Barrick & Mount, 2001). Although most of the previous study found that Neuroticism has negative correlation toward employees' job performance. To the end, this paper presents the results of a survey that neuroticism has negative relationship compared to other traits (conscientiousness, agreeableness, openness to experience and extraversion) that have positive relationship toward job performance. However, this study recommended conducting another similar study to the private sector. Thus, it will give different results because of the difference in background and thinking.

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 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 &