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THE RELATIONSHIP BETWEEN PERSONALITY TRAITS AND JOB PERFORMANCE
TOWARDS SUPPORT STAFF AT JABATAN BEKALAN AIR LUAR BANDAR, KUCHING SARAWAK

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ABSTRACT

Job performance refers to the evaluating based on the employee's attitude. Assessments of individuals are undertaken to identify their strengths and weaknesses in order to design training programs. This study was based on The Five Personality Traits Effect Employees' Job Performance. Adapted from The Five Personalities Dimension (McCrae & Coasta, 2013) and used only three personality traits such as agreeableness, conscientiousness and neuroticism. This study involved 93 support staff of Jabatan Bekalan Air Luar Bandar, Kuching as the respondents. Questionnaires were chosen as the method for collecting the data and it was analysed using SPSS version 23. The Pearson correlations were used in order to investigate the relationship between personality traits and job performance. This study was to determine the relationship between personality traits and job performance of employees at Jabatan Bekalan Air Luar Bandar, Kuching. This was accomplished through the quantitative method of data collection namely questionnaires.

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CHAPTER 1

INTRODUCTION

This chapter focuses on the relationship between personality traits and employees job performance. This chapter focuses on the problem statement, the research objectives, research questions, significance of the study, limitations of the study and the definition of terms used in the study.

Background of Study

Research related to personality has recently clarified the use of utility, using personality traits variables for predicting job performance. According to Askarian (2013), personality is a crucial component on job performance of the employee's. The impacted of personality trait on job performance has been used by the government to hire the right people for the right job in the organization. If an organization assigned employee to the job that suited the employee personality it helps to enhance the performance of the individual and organization. The purpose of this study was to investigate the relationships between personality traits and job performance in the educational department of Kerman Province.