

IMPACT OF WORKER PERSONALITY TYPE ON JOB PERFORMANCE

PRISCILLINE ANAK PRESLY

**Final Year Project Report Submitted in
Partial Fulfilment of the Requirements for the
Degree of Bachelor of Science (Hons.) Technology and Plantation Management
in the Faculty of Plantation and Agrotechnology
Universiti Teknologi MARA**

JULY 2019

ACKNOWLEDGEMENT

I hereby student of Faculty of Plantation and Agrotechnology would like to express my very great appreciation to my supervisor, Madam Nurulain binti Isa for her guidance and constructive suggestions during this research work. I also would like to thank her for her patient and assistance in monitoring my progress throughout this research. Her willingness to spend her time for me in order to make amendment and improving my quality of thesis. For those who have given their support in process of developing this thesis which are my family and friends, thank you a lot for the support. I also would like to express my special thanks to management team and employees of Pembangunan Pertanian Melaka Sdn. Bhd for willing to be my respondents and giving permission so I can carry out my Final Year Project (FYP) at their place. Lastly, I would express my gratitude to Universiti Teknologi MARA (UiTM) for giving me opportunity to do my Final Year Project as a partial fulfilment of the requirement for a degree of Bachelor of Science (Hons.) Technology and Plantation Management.

PRISCILLINE ANAK PRESLY

TABLE OF CONTENTS

	<u>page</u>
ACKNOWLEDGEMENTS	iii
TABLE OF CONTENTS	iv
LIST OF FIGURES	vi
LIST OF TABLES	vii
LIST OF ABBREVIATIONS	viii
ABSTRACT	ix
ABSTRAK	x
<u>CHAPTER</u>	
1 INTRODUCTION	
1.1 Introduction	1
1.2 Research Background	2
1.3 Problem Statement	3
1.4 Research Questions	4
1.5 Research Objectives	4
1.6 Hypothesis of Study	4
1.7 Significance of Study	6
1.8 Limitation	7
1.9 Conclusion	7
2 LITERATURE REVIEW	
2.1 Introduction	8
2.2 Big Five Personality Model	8
2.3 Dependent Variable	10
2.4 Independent Variable	
2.4.1 Extraversion	11
2.4.2 Agreeableness	12
2.4.3 Conscientiousness	13
2.4.4 Neuroticism	14
2.4.5 Openness to Experience	15
2.5 Empirical Research	16
2.6 Conclusion	18
3 RESEARCH METHODOLOGY	
3.1 Introduction	19
3.2 Research Design	19
3.3 Research Location	19
3.4 Sampling Design	20
3.5 Research Instrument	20
3.6 Data Analysis	21
3.6.1 Reliability Test	21
3.6.2 Descriptive Analysis	22
3.6.3 Inferential Analysis	22
3.7 Conclusion	25

4	RESULTS AND DISCUSSIONS	
	4.1 Introduction	26
	4.2 Reliability Test	26
	4.3 descriptive Analysis	
	4.3.1 Gender	28
	4.3.2 Age	29
	4.3.3 Durations of Working	30
	4.3.4 Education Level	31
	4.3.5 Marital Status	32
	4.4 Pearson Correlation Analysis	33
	4.5 Multiple Linear Regression	35
	4.6 Discussion	37
	4.7 Conclusion	43
5	CONCLUSION AND RECOMMENDATIONS	44
	CITED REFERENCES	46
	APPENDICES	51
	CURRICULUM VITAE	71

ABSTRACT

IMPACT OF WORKER PERSONALITY TYPE ON JOB PERFORMANCE

Plantation agriculture is the biggest economic contributor in many tropical countries especially oil palm plantation in Malaysia. Through this study, worker who works in plantation sector has been studied using Big Five personality traits and have a positive relationship with the worker job performance. Different studies have been conducted for the relationship between Big Five Personality Model and job performance in many different fields but a little in plantation area. This causes the employee and employer in plantation sector has lack of understanding on this matter. This study is to identify relationship of worker personality type towards job performance and to determine the dominant workers personality that affect the job performance by using Big Five Personality Model which are extraversion, agreeableness, conscientiousness, neuroticism and openness to experience. A questionnaire is being distributed to collect the data on the impact of worker personality type on job performance on 53 workers at Pembangunan Pertanian Melaka Sdn. Bhd (PMMSB). The result shows that independent variables which is worker personality type have significant relationship with the dependent variable. Dominant personality that affect job performance is conscientiousness because person with this type of personality has high self-discipline. For recommendation, employer should help their employee with providing training to increase workers motivation or promoting workers that has potential and capable to lead others.

KEYWORDS: Big Five Personality Model, job performance, plantation area