

**THE RELATIONSHIP BETWEEN THE BIG FIVE
PERSONALITY TRAITS AND JOB PERFORMANCE AMONG
EMPLOYEES AT TENAGA NASIONAL BERHAD, MACHANG.**

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ABSTRACT

The objective for this study was to determine the relationship between Big Five Personality traits and the job performance among employees at Tenaga Nasional Berhad, Machang. The quantitative method was used and the questionnaire was the instrument to collect the data from the respondents. There were 107 respondents for this study and correlation analysis were conducted to determine the association between five independent variables in personality traits and Job Performance. The five independent variables included were Conscientiousness, Agreeableness, Neuroticism, Openness to Experiences and Extraversion. Based on this study findings, the results shows that all the five independent variables in personality traits in this study affect Job Performance. The result of this study also shows that Conscientiousness has the highest value of correlations towards Job Performance compared to other four independent variables. Based on the findings of this study, the researcher has achieved and fulfilled the research objectives and the research questions. This study can be beneficial especially for the organization because they can improve their personality traits so that they can maintain their employee's level of Job Performance.

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CHAPTER 1

INTRODUCTION

BACKGROUND OF THE STUDY

Personality related to people's feelings, thoughts, and behavioural style. According to Alsuwailem and Elnaga (2016), every different people has different personality which differentiates them from others, and by understood the behaviour of someone, it gave us an idea on how they are likely to act and feel in different situations. Apart from that, an effective management can be achieved by knowing the personalities of every employees. These Five personality traits represented the overview of a person who has different behaviours to complete a certain task given to them.

Conscientiousness known as people who show self-discipline, act dutifully, and have their own goal to achieve (Kunlin, Li'an, & Xinyong, 2013). It is also mentioned that, this personality shows that they more to plan rather than spontaneous behaviour. Apart from that, Costa and McCrae (1992) was cited in Barrick and Mount (1991) conscientious individuals tend to be goal-directed and motivated, it has been shown that it can be related to job performance.

Agreeableness not produce a strong relationship with job performance and it was not related to it (Barrick, Mount & Judge, 1991). Agreeableness do not have a strong relationship related to the occupational team unless for teamwork (Barrick,