

The Relationship between Big Five Personality towards Career Success among Employees

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Abstract

The aim of this descriptive and correlational research is to explore the relationship between employee's personality and career achievement. This study involved 126 respondents ranging from grades 1 to 54 in the Land and Mines Office, Nusajaya, Johor. The respondents were selected using stratified random sampling method. The Big Five Inventory (BFI) questionnaire was designed to evaluate the respondents' personality, while the Minnesota Satisfaction Questionnaire (MSQ) was developed to measure their career success. Then, the collected data was analysed using the Statistical Package for Social Sciences (SPSS) version 20.0. The results indicated that the 'openness to experience' personality trait was found high in the majority of respondents as compared to the other four personality dimensions. In addition, the respondents scored higher in intrinsic career success as compared to extrinsic career success. Furthermore, the Pearson correlation test revealed that the dimensions of agreeableness, extraversion, openness to experience, and conscientiousness are associated to the intrinsic career success. However, the findings related to extrinsic career success showed a positive relationship with the conscientiousness dimension, and a negative relationship with the neuroticism dimension. Finally, the findings from this study will make a significant contribution to the field of personality and career success.

Keywords

Big Five Personality, Career Success, Personality Traits, Intrinsic Career Success, Extrinsic Career Success

Biographies

Norliyana Zakaria is a Doctor of Philosophy candidate in Human Resource Development at Faculty of Management, University Technology Malaysia. She earned Master of Science in Human Resource Development from University Technology Malaysia and Bachelor Degree in Business Management from University Teknologi Mara. She has published a number of journal and conference papers. Her research interests include psychology, personality, stress, art therapy, job satisfaction and work performance.

Dr. Halimah Mohd Yusof is a Senior Lecturer at the Department of Human Resource Development, Faculty of Management, University Technology Malaysia. She holds a PhD in Management from Universiti Teknologi Malaysia, Master in Business Administration from Preston Tech University, USA and an Honor Degree in Science (Microbiology) from Universiti Sains Malaysia. She is also a certified trainer accredited from the Ministry of Human Resources Malaysia, and gained a Certification in Training (Train the Trainer) by HRDF Malaysia. Dr. Halimah also serves as a trainer for multiple seminars and workshops in various government and private organizations. Besides, she served as a Management Consultant and provided program management mentoring and training to develop project papers, program plans, cost estimation, and facilitation for e-commerce initiatives. She has provided consultation for various businesses on improving effectiveness of the overall company's performances. Lastly, Dr. Halimah is also a reviewer for the International Journal of Human Resources Management (IJHRM), Taylor & Francis (IF .89).