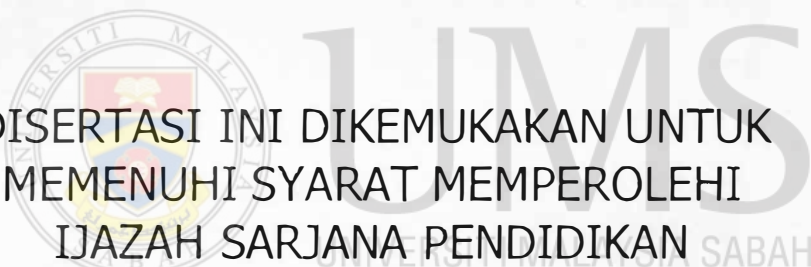


PENGARUH SIFAT KETERBUKAAN DAN KETELITIAN GURU TERHADAP PRESTASI KERJA

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ABSTRAK

Kajian ini bertujuan untuk menyelidik pengaruh sifat keterbukaan dan ketelitian guru terhadap prestasi kerja. Lima buah sekolah menengah dalam daerah Tuaran, Sabah telah dijadikan lokasi kajian. Kajian ini melibatkan 191 orang sampel daripada keseluruhan populasi berjumlah 381 orang guru. Sampel kajian dipilih menggunakan teknik persampelan rawak mudah. Instrumen yang digunakan dalam kajian ini diubah suai daripada *NEO Personality Inventory (NEO PI-R)*, *NEO-Five Inventory (FFI)* dan Laporan Penilaian Prestasi Pegawai Kumpulan Pengurusan dan Profesional. Inventori ini mengandungi 74 item yang mencakupi aspek sifat keterbukaan, sifat ketelitian dan prestasi kerja. Data yang diperolehi dianalisis dengan menggunakan *Statistical Package for the Social Science (SPSS)* Versi 16.0. Analisis data dalam kajian ini melibatkan statistik deskriptif dan statistik inferensi. Dapatan kajian menggunakan statistik deskriptif dibentangkan dalam bentuk kekerapan, peratusan, min dan sisihan piawai. Statistik inferensi pula menggunakan analisis regresi pelbagai, *Korelasi Pearson* dan *Independent Samples t-test*. Berdasarkan analisis *Korelasi Pearson*, kajian menunjukkan terdapat hubungan signifikan yang rendah antara sifat keterbukaan dengan prestasi kerja ($r=.315$, $p<0.01$) dan juga hubungan signifikan yang rendah antara sifat ketelitian dengan prestasi kerja ($r=.311$, $p<0.01$). Bagi analisis *Independent Samples t-test*, kajian ini mendapati tidak terdapat perbezaan yang signifikan antara guru lelaki dan guru perempuan dari segi sifat keterbukaan dan sifat ketelitian. Kajian ini juga turut mendapati wujudnya pengaruh signifikan yang rendah sifat keterbukaan guru terhadap prestasi kerja ($r^2 = 0.315$) dan pengaruh signifikan yang rendah sifat ketelitian guru terhadap prestasi kerja ($r^2 = 0.311$). Cadangan bagi kajian lanjutan juga telah dinyatakan dalam kajian ini.

ABSTRACT

INFLUENCE OF CONSCIENTIOUSNESS AND OPENNESS IN TEACHER'S TRAITS TOWARDS JOB PERFORMANCE

The purpose of this study is to investigate whether the conscientiousness and openness of teacher's trait are influencing towards the job performance variable. Five secondary schools in Tuaran District, Sabah were taken as the location for this study. This study involved 191 samples from the whole population of 381 teachers. Samples were chosen using a simple random sampling technique. The instrument used in this study is modified from NEO Personality Inventory (NEO PI-R), NEO-Five Inventory (FFI) and Performance Appraisal Report Of The Management And Professional Officer Groups. The inventory consist of 74 items which covers aspects such as the conscientiousness trait , openness trait and job performance. The data in study were analyzed using the Statistical Package For The Social Science (SPSS) software (Version 16.0). The data analysis involves in this study were descriptive statistic and inference statistic. The findings were presented in frequency, percentage, mean and standard deviation. The inference statistics used in this study were multiple regression analysis, Pearson Correlation and Independent Samples t-test. Based on Pearson Correlation analysis, the study reveals that there are weak significant relations between openness trait with job performance ($r=.315$, $p<0.01$) and also are weak significant relations between conscientiousness trait with job performance ($r=.311$, $p<0.01$). For the Independent Samples t-test analysis, this study reveals that there are no significant differences of openness trait and conscientiousness trait between male teachers and female teachers. The study also reveals that there are weak significant that exist which influence the teacher's trait openness towards job performance ($\check{r}^2 = 0.315$) and weak significant influence in the teacher's trait conscientiousness towards job performance ($\check{r}^2= 0.311$). Suggestion for future research has also been stated in this research.