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**HUBUNGAN DI ANTARA PERSONALITI, MOTIVASI  
DAN PRESTASI KERJA DALAM KALANGAN  
BELIA SABAH**

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# HUBUNGAN DI ANTARA PERSONALITI, MOTIVASI DAN PRESTASI KERJA DALAM KALANGAN BELIA MALAYSIA

## ABSTRAK

Kajian ini bertujuan untuk mengkaji pengaruh jenis personaliti (*Agreeableness, Neuroticism, Extraversion, Conscientiousness, Openness To Experience*) dan jenis motivasi (ekstrinsik dan intrinsik) terhadap prestasi kerja. Kajian ini juga bertujuan untuk mengkaji perbezaan jenis personaliti, motivasi dan prestasi kerja berdasarkan faktor demografik belia iaitu, jantina, umur, status perkahwinan dan pengalaman kerja. Kajian ini dijalankan ke atas 1,412 orang belia daripada pelbagai organisasi di Sabah, Malaysia. Alat kajian *NEO Five Factor Inventory (NEO-FFI)* yang digunakan untuk mengukur personaliti, *Work Preference Inventory (WPI)* yang digunakan untuk mengukur motivasi dan *Staples's Measure* yang digunakan untuk mengukur prestasi kerja mengikut persepsi subjek telah digunakan dalam kajian ini. Keputusan kajian menunjukkan: (i) Jenis personaliti dominan bagi belia berbeza mengikut faktor demografik seperti jantina, status perkahwinan dan pengalaman kerja. Dalam perkara ini, faktor umur tidak memberi kesan; (ii) Motivasi ekstrinsik belia tidak dapat dibezakan mengikut faktor jantina, status perkahwinan ataupun pengalaman kerja. Tetapi jenis motivasi ini berbeza mengikut umur. Bagi motivasi intrinsik pula, perbezaannya hanya signifikan mengikut jantina; (iii) Tiga dimensi personaliti iaitu, *Neuroticism* (pengaruh secara negatif), *Agreeableness* (pengaruh secara positif) dan *Conscientiousness* (pengaruh secara positif) merupakan peramal signifikan kepada prestasi kerja belia; (iv) Motivasi intrinsik merupakan peramal signifikan kepada prestasi kerja belia, dan (v) Jenis motivasi tidak memberi kesan dalam hubungan di antara personaliti dengan prestasi kerja.

**Kata Kunci:** Personaliti, Motivasi, Prestasi Kerja, Belia

# THE RELATIONSHIP BETWEEN PERSONALITY, MOTIVATION AND JOB PERFORMANCE AMONG YOUTHS IN MALAYSIA

## ABSTRACT

*This study attempted to examine the effect of personality (Agreeableness, Neuroticism, Extraversion, Conscientiousness, Openness to Experience) and motivation (extrinsic and intrinsic) on job performance. This study also attempted to examine the differences in personality, motivation and job performance by the youths' gender, age, marital status and work experience. Data were collected from 1,412 youths from various organizations in Sabah, Malaysia. The adapted NEO Five Factor Inventory (NEO-FFI) to measure personality trait, the Work Preference Inventory (WPI) to measure motivation and Staples's Measure to measure job performance were applied in this study. The results show that (i) the dominant personality for the subjects were different according to their gender, marital status and job performance. But not for the age. (ii) there were no significant different in extrinsic motivation by the youths' gender, marital status and work experience. But this type of motivation can be differentiated according to the subjects' age. The result for intrinsic motivation showed that there was significant different between male and female; (iii) Three dimension of personality, Neuroticism, Agreeableness and Conscientiousness were significant predictors of job performance among youths; (iv) The intrinsic motivation was also a significant predictor of job performance among youths; and (v) The relationship between personality and job performance is not mediated by various facets of motivation.*

*Key Words: Personality, Motivation, Job Performance, Youth*