

Critical thinking abilities as mediator between Big five personalities and job performance Among assistant managers in Sabah oil palm Plantations companies: a conceptual paper

ABSTRACT

There is a shortage of research investigating the link between the Big Five Personalities and Job Performance as mediated by Critical Thinking Abilities among the Assistants Managers of the Oil Palm Plantations Companies in Sabah particularly. Critical Thinking is a vital skill in the workplace. Employers value Assistant Managers who can think critically because it allows them to analyse situations, make informed decisions, solve problems effectively, and adapt to new challenges. Critical Thinking also helps Assistant Managers evaluate information, consider different perspectives, and communicate ideas clearly. Overall, Assistant Managers with strong Critical Thinking Abilities would increase productivity, innovation and career success in the workplace. Therefore, Assistants Managers of the Oil Palm Plantations Companies in Sabah particularly must be a critical thinker whose Critical Thinking Abilities should have been enhanced via various Human Capital Management including Learning, Training and Development to retain them as for strategic succession plan and to sustain company's long-term goals. The aim of the current research is to consider the influence of the Big Five Personalities on Job Performance through Critical Thinking Abilities via Quantitative approach. The 150 respondents are Assistant Managers who are working presently in a major Oil Palm Plantations Companies in Sabah. Data collection via distribution of the questionnaires. This paper proposes the conceptual framework towards the influential of Big Five Personalities on Job Performance mediated by Assistant Managers Critical Thinking Abilities. Assistant Managers' Personalities is proposed to be measured in terms of Openness to Experience (O), Conscientiousness (C), Extraversion (E), Agreeableness (A), Neuroticism (N) while Job Performance that is proposed to be measured by Task Performance and Contextual Performance. Critical Thinking Abilities is proposed to be measured by wide-ranging critical thinking skills viz Analysis, Inference, Evaluation and Reasoning. Overall results (Appendix 1) show, no significant relationships between individual Independent Variables (O, C, E, A, N) and the Dependent Variable (DV) Job Performance. All hypotheses (H1-H5) regarding the effect on DV were not supported (p -value > 0.05). Significant relationships between some Independent Variables (IV) the Big Five Personalities and the Mediating Variable (MV), Critical Thinking Abilities (CTA). Several hypotheses (H6, H8, H11-H14, H16) regarding the effect on CTA were supported (p -value < 0.05). The model including all IV is significant for both DV and CTA. Hypotheses H11, H12, H13, H14,

H15, and H16 all show a significant relationship between the combination of Independent Variables and their respective Dependent Variables. Probably for conclusion, while the individual Independent Variables might not have a strong enough effect on the Job Performance being Dependent Variable (DV) on their own, the combined effect of these variables along with other factors not included in the model is statistically significant for both DV and CTA. For further insights, it would be helpful to see the actual values of the regression weights and beta coefficients. It provides the direction and strength of the individual relationships. In other note, level of work experiences might have some effect to the results as well. It is hoped that the proposed conceptual framework may contribute to the body of knowledge as additional references for scholars. Most importantly, it is hoped that, enable with time all practitioners in various field to identify important factors that most influential Assistant Managers from Gen X, Y and Z to gain motivation on their Big Five Personalities and enhance their Critical Thinking Abilities for high Job Performance in their respective area of responsibilities in the work place.