

THE STUDY OF EMPLOYEES' PERSONALITY AND
ITS RELATIONSHIP WITH ABSENTEEISM IN
TERTIARY EDUCATION

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DECLARATION

We hereby declare that:

- (1) This UBMZ 3016 Research Project is the end result of our own work and that due acknowledgement has been given in the references to ALL sources of information by the printed, electronic, or personal.
- (2) No portion of this research project has been submitted in support of any application for any other degree or qualification of this or any other university, or other institutes of learning.
- (3) Equal contribution has been made by each group member in completing the research project.
- (4) The word count of this research report is 15,069 words.

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PREFACE

In completion of Bachelor of Business Administration (HONS) degree program, a research project is necessary to be conducted. Business Administration is relating to management in an organization, hereby research project for Business Administration course students should relate with management issues. Therefore we decided to conduct a study of employees' personality traits and its relationship with absenteeism in the tertiary education.

In order to sustain in this fast-paced competitive environment, management should not only focus on the profit but they should emphasize more on employees because employees are the most valuable assets in an organization. Hiring the suitable employees can enhance the organization's value. Thus, it is important to hiring the correct employees fit with the vacancy. By this way, the organization's problem such as absenteeism issues can be reduced. Such absenteeism issue has brought negative effect toward organization, like the increasing cost of lost work time and the declining of work efficiency.

This study will help to identify which personality would probably influence the absenteeism. The researchers hope that the management can have a more understanding on the relationship between personality traits and absenteeism and applies this concept in the recruitment and selecting the employee with desired personality traits which suit the vacancy provided. This can reduce the absenteeism level in tertiary education. Hopefully this study can help academicians or practitioner to gain better understanding on Big Five Personality and how it influences the absenteeism in tertiary education.

ABSTRACT

Nowadays Malaysia is facing higher absenteeism rate in which the cost of lost work time is substantially higher than employee salary when perfect replacement are not available to replace employees absenteeism. Therefore, in solving these problems, several researches had been conducted in tertiary education to enhance employee's morale and ensure quality service provided by employees

The main purpose of this research is to determine whether there is a significant relationship between Big Five Model (Conscientious,Extroversion,Emotional Stability,Openness to Experience,Agreeableness) and employers' absenteeism. This research was targeted to respondents in UniversitiTunku Abdul Rahman (UTAR), Perak Campus due to the convenience to distribute and collect back the questionnaires.

Printed questionnaire has been used instead of electronic questionnaire in order to explain any double arise by respondents. 200 questionnaires have been distributed however only 165 questionnaires were collected back. Subsequently, the data was tested and analyzed by using the Statistical Package for Social Science (SPSS).

Through the research project result, Extroversion tends to have positive relationship with absenteeism. In contrast, Conscientious and Emotional Stability tend to have negative relationship with absenteeism.