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Project Title: Big 5 Personality Traits as the Predictors of Psychological Well-being adults working from home (WFH) in Malaysia during COVID-19 pandemic	
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APPROVAL FORM

This research paper attached hereto, entitled “Big 5 Personality Traits as the Predictors of Psychological Well-being adults working from home (WFH) adults in Malaysia during COVID-19 pandemic” was prepared and submitted by Liew Qian Qi and Lim Yee Wen in partial fulfillment of the requirements for the Bachelor of Social Science (Hons) Psychology is hereby accepted.



Date: 02 April 2022

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Abstract

Psychological well-being plays an imperative role in each working adults' lives, especially during the pandemic of COVID-19. However, there are many working adults turned up to have low psychological well-being when facing the huge transaction caused by the pandemic. Thus, the present study aims to focus on how personality traits affect psychological well-being among adults Working From Home (WFH) in Malaysia during the COVID-19 pandemic. This cross-sectional study applied a quantitative survey method were applied in the present study in order to test the hypotheses. Purposive and snowball sampling methods were used to recruit participants and the questionnaire was mainly distributed through social media. Demographic information, Big Five Inventory (BFI) and Ryff's Psychological Well-Being (RPWB) were included in the questionnaire. There were 112 adults working from home in Malaysia who participated in the present study after filtering out those who were not eligible and disagree to proceed with their personal data. The finding showed that openness, conscientiousness, extraversion and agreeableness were significantly and positively correlated with psychological well-being, while neuroticism was significantly and negatively correlated with psychological well-being. Additionally, except for openness, all of the personalities were significantly predicted psychological well-being. The present study makes a significant contribution to the literature and increase the knowledge of the relationship between personality traits and psychological well-being among working adults in Malaysia and let the employees understand how their personality traits of the employees will affect their job performances if their psychological well-being is unstable.

Keywords: Psychological well-being, personality traits, COVID-19 pandemic, working adults, Malaysia

DECLARATION

We declare that the material contained in this paper is the end result of our own work and that due acknowledgment has been given in the bibliography and references to ALL sources be they printed, electronic or personal.

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TABLE OF CONTENTS

Abstract		iii
Declaration		iv
List of Tables		x
List of Figure		xi
List of Abbreviations		xii
Chapter		
I	Introduction	1
	Background of Study	1
	Problem Statement	4
	Significance of Study	7
	Research Objectives	8
	Research Questions	9
	Hypothesis	10
	Definition of Terms	12
	Conceptual Definition	12
	Operational Definition	15
II	Literature Review	17
	The Big 5 Personality Traits (OCEAN)	17
	Psychological Well-being	17
	Relationship between Big 5 Personality Traits and Psychological Well-being under COVID-19	18

	Pandemic	
	Relationship between Openness and Psychological Well-being	19
	Relationship between Conscientiousness and Psychological Well-being	21
	Relationship between Extraversion and Psychological Well-being	23
	Relationship between Agreeableness and Psychological Well-being	24
	Relationship between Neuroticism and Psychological Well-being	26
	Prediction of Big 5 Personality Traits with Psychological Well-being	27
	Theoretical Framework	31
	Latent Deprivation Model	31
	Conceptual Framework	34
III	Methodology	36
	Research Design	36
	Sampling Methods	36
	Sample Size	38
	Participants	38
	Location	39

	Instruments	39
	Demographic Information	39
	Big Five Inventory (BFI)	40
	Ryff's Psychological Well-being (RPWB)	41
	Reliability Testing	42
	Procedure	43
	Data Analysis	45
	Ethical Consideration	45
IV	Results	46
	Assumptions of Normality	46
	Descriptive Statistics	48
	Hypothesis Testing	52
	Hypothesis Testing (Hypotheses 1 to 5)	42
	Hypothesis Testing (Hypotheses 6)	57
	Assumptions of Multiple Linear Regression (MLR)	60
	Multicollinearity Assumption	60
	Independence of Errors	61
	Multivariate Outliers and Influential Cases	61
V	Discussion and Conclusion	63
	Constructive Discussion of Findings	63

Relationship between Openness and Psychological Well-being (Hypothesis 1)	63
Relationship between Conscientiousness and Psychological Well-being (Hypothesis 2)	65
Relationship between Extraversion and Psychological Well-being (Hypothesis 3)	66
Relationship between Agreeableness and Psychological Well-being (Hypothesis 4)	67
Relationship between Neuroticism and Psychological Well-being (Hypothesis 5)	68
Prediction of Big 5 Personality Traits with Psychological Well-being (Hypothesis 6)	69
Implications of the Study	74
Theoretical Implication	74
Practical Implication	75
Limitations	76
Recommendations	78
Conclusion	79
REFERENCES	81
APPENDIX	101

Appendix A: Sample Size Calculation	101
Appendix B: Personal Data Protection Notice	103
Appendix C: Group Ethical Approval Letter	105
Appendix D: Questionnaire	107
Appendix E: Demographic Information of the Participants in Pilot Test (n = 12)	116
Appendix F: Demographic Information of the Participants in Actual Study (n = 112)	118
Appendix G: Assumption of Normality	120
Appendix H: Assumptions of Multiple Linear Regression (MLR)	125
Appendix I: Pearson's Product Correlation (PPMC)	129
Appendix J: Result of Multiple Linear Regression	130
Appendix K: Turnitin Report	131

List of Tables

Table		Page
Table 1	Cronbach's Alpha Value for Personality Traits and Psychological Well-being in the Pilot Study and Actual Study	43
Table 2	Skewness Value and Kurtosis Value of the Variables	46
Table 3	Normality Test of Kolmogorov Smirnov and Shapiro Wilk	48
Table 4	Demographic Information of the Participants	50
Table 5	Descriptive statistics among variables	51
Table 6	Pearson's Product Correlation (PPMC) between Big Five Personality Traits and Psychological Well-being	55
Table 7	ANOVA Table	58
Table 8	Model Summary	59
Table 9	Coefficients Table	59
Table 10	Collinearity Statistics for the Independent Variables	60
Table 11	Durbin-Watson from Model Summary of the Predictors	61
Table 12	Casewise Diagnostics	62

List of Figure

Figure	Page
Figure 2.1 Extraversion, neuroticism, openness, agreeableness and conscientiousness are correlated with psychological well-being	34

List of Abbreviations

COVID-19	-	Coronavirus disease 2019
WFH	-	Work From Home
MCO	-	Movement Control Order
CMCO	-	Conditional Movement Control Order
EMCO	-	Enhanced Movement Control Order
FMCO	-	Full Movement Control Order
RMCO	-	Recovery Movement Control Order
NEO-PI-R	-	NEO Personality Inventory-Revised
NEO-PI-3	-	NEO Personality Inventory-3
RPWB	-	Ryff's Psychological Well-Being
ICT	-	Temperament and Character Inventory
FFI-NEO	-	Five Factor Inventory
IPIP	-	International Personality Item Pool
BFI	-	Big Five Inventory
TDA	-	Trait Descriptive Adjectives
SPSS	-	Statistical Package for the Social Sciences
PPMC	-	Pearson Product-Moment Correlation
MLR	-	Multiple Linear Regression
QR code	-	Quick Response code

Chapter I

Introduction

1.1 Background of Study

Psychological well-being has been defined by several researchers from different points of view. According to Bharti and Bhatnagar (2017), psychological well-being is defined as the evaluation and judgment of an individual in his or her life, no matter whether it is in life satisfaction or emotional reactions that are divided into unpleasant and pleasant consequences. Besides, Diener (1984) proposed that psychological well-being is well defined as the positive self-perception as well as a positive outlook in the way of life that includes a sense of being joyful in an individual. In addition, Keyes (2006) defined psychological well-being as a feeling of joy and satisfaction in conducting an individual's activities, and the capability to reach the commands in his or her daily life as well as have a sense of personal meaning and objective. Currently, we are fighting against Coronavirus disease 2019 (COVID-19), and most of our lifestyles are forced to be changed to protect ourselves from the virus.

Presently, COVID-19 has drastically altered the lives of people globally. Following the 1918 flu pandemic that lasted almost 2 years and took the lives of 50 million people worldwide, COVID-19 is the fifth pandemic in human history with the first case being detected in Wuhan, China on 31 December 2019 (Liu et al., 2020). It is an illness that was caused by a novel coronavirus which is called a severe acute respiratory syndrome coronavirus 2 (Cucinotta & Vanelli, 2020)

The present study aims to focus on how personality affects psychological well-being among adults Working From Home (WFH) in Malaysia during the COVID-19 pandemic. Under this global pandemic, most of us have changed our lifestyle to ensure that we are safe from being infected by the virus. The Malaysia government imposed that the first Movement Control Order (MCO) had begun on 18 March 2020 (*14-day movement control order begins nationwide on Wednesday / New straits times*, 2020). MCO was a restriction in movement and gathering in Malaysia. Under MCO, all educational institutions, universities, kindergarten, schools, and the business sectors which included government and private premises were strictly announced to close in MCO except those essential services such as food, health, banking, and so on. Under the MCO, most of the employees were asked to work from home to ensure their own and other safety.

Later, the Prime Minister announced that interstate travel would be lifted once the vaccinated rate in Malaysia has reached up to 90% (*Malaysia Hits 90% Adult Vaccination Rate As Interstate Travel Resumes*, 2021). During this COVID-19 pandemic, most of the working adults in Malaysia kept on changing their working mode. When first announced MCO, they have to switch from working physically to working from home. Once MCO had been removed or changed to CMCO (Conditional Movement Control Order), EMCO (Enhanced Movement Control Order), RMCO (Recovery Movement Control Order) and FMCO (Full Movement Control Order), they could work physically by optional. However, there was MCO 3.0 in all states in Malaysia, which meant that all of the working adults had to get back to work from home.

During this pandemic, most of us had faced drastic changes in our life. Without this pandemic, we may be continuing our routine, as usual, an employee continues to travel from his or her house to workplace to work from morning till evening, an employer may be continuing to run his or her business smoothly or even consider expanding his or her business to another state or country. Unfortunately, COVID-19 has changed most of our lives. Some of the employees may become unemployed, and some of the companies may declare bankruptcy and finally collapse. Some of the people may try to search for part-time jobs to make ends meet. There is a decreased amount of unemployed in May 2021 compared to April 2021, which was 742.7 thousand in April and 728.1 thousand in May (Department of statistics Malaysia official Portal, 2021). However, the unemployment rate rose by 4.8% in June from 4.5% in May (*Higher JoblessRate in June Due to Tighter Covid-19 Curbs*, 2021). This shows that a lot of workers are becoming unemployed in Malaysia during this pandemic. This may be due to the bankruptcy of their original companies. According to Rahim and Carvalho (2021), there were a total of 1246 businesses closed down during COVID-19. At the same time, more than 10000 individuals had declared bankruptcy.

When we are facing sudden change, our psychological well-being may be influenced. It is important to maintain and increase our level of psychological well-being as it brings several benefits to us, especially under this pandemic. It is believed that individuals with higher levels of psychological well-being tend to live healthier and longer than those who have lower levels of psychological well-being. According to Llewellyn et al. (2008), psychological well-being can help us to maintain cognitive function by safeguarding chronic stress such as work stress, emotional stress, relationship stress which can affect our health. Besides, they reported that

psychological well-being will enable socializing, intellectual well as physical exercises are more possible to impact our cognitive functions and brain efficiency.

Since psychological well-being will dominate our lives, especially during COVID-19, we have to ensure that our psychological well-being level should be high enough to manage our emotions and cope with the stresses as well as face the transition. Several studies found that our personality traits will affect our psychological well-being (Schmutte & Ryff, 1997; Hicks & Mehta, 2018). Boyd and Pennebaker (2017) stated that personality means an individual's continuum of attitudes, emotions, traits and behaviors. Similarly, other researchers also revealed similar definition of personality which consists of a unique feature pattern of emotion, thought and behavior with their psychological mechanisms, whether an individual decides to show or conceal their real pattern (Funder, 1997). Yildiz (2017) added that personality comes from the Latin word 'Persona' and refers to a mask as well. The function of the mask is to distinguish the characters who had their unique characteristics but not to conceal their real identity. Correlation and direction between personality traits and psychological well-being will be further investigated in the present study to determine how the WFH adults' psychological well-being will be affected by their personality traits.

1.2 Problem Statement

Under this huge transition, psychological well-being plays a significant role in the life of each of us. Individuals with higher psychological well-being are expected to have better subjective health, lesser functional limitations as well as fewer health symptoms than individuals with moderate and lower levels of psychological well-being (Yoo & Ryff, 2019). Moreover, a lower level of psychological well-being will lead to having suicide ideation (Teismann &

Brailovskaia, 2019) and depression as well as anxiety (Whitehead et al., 2018).

However, there are many working adults, especially those are working from home who appear to have low psychological well-being under this pandemic. Approximately 66.7% of working adults claimed that they were working from home, and they were still struggling to manage the balance of their work-life (*Press release: Pandemic's impact on Malaysian workforce, 2021*). There are other level news reports that WFH adults in Malaysia are experiencing the highest level of anxiety among 28 countries in a poll (Hemananthani, 2021). Based on Rodzi (2021), a WFH adult in Malaysia felt burnt out, especially when working beyond normal working hours in her house and listening to the baby's crying in the house. Besides, Orrell and Leger (2021) reported that about 75% of the working adults in America had struggled with stress and anxiety while they were working from home and considered quitting their jobs. In addition, 41% of working adults that were working from home in 15 countries in the United Nations reported that they considered themselves highly stressed (Murugesan, 2020).

Based on the news above stated, it is clearly shown that parts of the working adults who were working from home faced depression, stress and anxiety; while still part of them did not face the same issues as the data showed in the news were not hundred percent of them, but were only 66.7% of them were still struggling to manage with the balance of work-life, 75% struggled with stress and anxiety as well as 41% had highly stressed out. It is believed that personality is influencing our psychological well-being. It is also our personality traits that are helped to make us unique and different from others. According to Goldberg (1993), there are 5 dimensions of personality, which are openness, conscientiousness, extraversion, agreeableness, and neuroticism. Each of us will have different characteristics, hence influencing our personality. For instance,

according to Uliaszek (2010), when we are high in neuroticism, we tend to have higher levels of depression and stress. In addition, openness and neuroticism were positively associated with suicide ideation (Oginyi, 2018).

Several studies proposed that personality is correlated with psychological well-being (Schmutte & Ryff, 1997; Hicks & Mehta, 2018). Salami (2011), Kokko et al. (2013) and Hicks and Mehta (2018) reported that all the Big 5 Personality traits were statistically significant to psychological well-being. However, Mobarakeh et al. (2015) reported that only 3 personality traits, which were extraversion, agreeableness and neuroticism were statistically significantly correlated with psychological well-being, while conscientiousness and openness were not statistically significantly correlated with psychological well-being. On the other hand, Garcia (2011) reported that only two personality traits which were openness and agreeableness did not significantly correlate with psychological well-being.

According to Garcia (2011), Bharti and Bhatnagar (2017), and Hicks and Mehta (2018), only neuroticism was negatively correlated with psychological well-being, while extraversion and conscientiousness were positively correlated with psychological well-being. However, Salami (2011) found out that although the results of neuroticism, extraversion and conscientiousness were similar with past studies, the results of agreeableness and openness gave a new point of view, in which agreeableness and openness were positively correlated with psychological well-being. Furthermore, Mobarakeh et al. (2015) reported that neuroticism was negatively correlated with psychological well-being, while extraversion and agreeableness were positively correlated with psychological well-being.

Since the past studies showed different results in determining the relationship and

direction between personalities and psychological well-being, the aim of the present study was to examine how Big 5 Personality traits correlated and influenced psychological well-being among adults working from home in Malaysia during the COVID-19 pandemic.

1.3 Significance of Study

The result of the present study will add a new perspective within the academic fields due to adding the setting of COVID-19. This research will also make a significant contribution to the literature on the subject of research. (Big 5 personality traits correlate with psychological well-being among work from home workers in COVID-19)

The present study is going to serve as a reference for the employers or organizations for accessing the individual difference in personality traits and psychological well-being of their employees when working from home in Malaysia during COVID-19. As it is a challenge for employers to access their employees' mental health due to working from home without face-to-face interaction (Huff, 2021).

In addition, the result of the present research will give a certain concept of the psychological well-being of the working adults who are working from home under this pandemic for the workplace counsellor during the counselling and consultation session. Therefore, the workplace counsellor will be able to provide a more suitable intervention for dealing with the employees' mental issues (World Health Organization, 2019). In brief, enhancing workers' psychological well-being in WFH should be a concern for employers and organizations which wish their employees to have high productivity to produce a profit.

Besides, the present study will offer a chance for the working adults who are currently or

going to work from home to understand the idea of how their personalities influence their psychological well-being. Hence, the awareness of their mental health will be improved. Thus, the stigmatization of mental illness will be broken as well (World Health Organization, 2019), so people who are suffering from mental illness will be more willing to receive early intervention to avoid developing to a more severe stage (*The importance of mental health awareness*, 2019).

Lastly, the present finding is a very new topic in Malaysia, so there is extremely limited relevant previous study can be found. Several research articles in other countries are similar to the present study. In Spain, there was a comparative study about psychological well-being among older adults during the COVID-19 outbreak in 2020 (López et al., 2020). Furthermore, there is very least finding regarding working adults because some past studies only focus on student groups such as research reported by Anglim and Horwood (2020) proposed the COVID-19 pandemic and Big Five Personality on subjective and psychological well-being among undergraduate psychological students in Australia. Gupta and Parimal (2020) also discovered a similar finding among university students. However, related research journal articles that target working adults are less likely to be found in Malaysia. Therefore, the present findings will provide a significant contribution by recruiting the data from working adults that are currently working from home or experienced working from home in Malaysia and filling the gap in this academic field.

1.4 Research Objectives

1. To determine the relationship between Big 5 Personality traits (openness, conscientiousness, extraversion, agreeableness, and neuroticism) and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19

pandemic.

2. To determine the prediction of Big 5 Personality traits (openness, conscientiousness, extraversion, agreeableness, and neuroticism) and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

1.5 Research Questions

1. Is there any significant relationship between openness and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic?
2. Is there any significant relationship between conscientiousness and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic?
3. Is there any significant relationship between extraversion and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic?
4. Is there any significant relationship between agreeableness and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic?

5. Is there any significant relationship between neuroticism and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic?
6. Do Big 5 Personality traits (openness, conscientiousness, extraversion, agreeableness, and neuroticism) predict psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic?

1.6 Hypothesis

1. ***H₀***: There is no significant relationship between openness and psychological well-being among adults working from work home (WFH) in Malaysia during the COVID-19 pandemic.
H₁: There is a significant relationship between openness and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.
2. ***H₀***: There is no significant relationship between conscientiousness and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.
H₁: There is a significant relationship between conscientiousness and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.
3. ***H₀***: There is no significant relationship between extraversion and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

HI: There is a significant relationship between extraversion and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

4. **Ho:** There is no significant relationship between agreeableness and psychological well-being among adults working from home (WFH) in Malaysia during COVID-19 pandemic.

HI: There is a significant relationship between agreeableness and psychological well-being among adults working from home (WFH) in Malaysia during COVID-19 pandemic.

5. **Ho:** There is no significant relationship between neuroticism and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

HI: There is a significant relationship between neuroticism and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

6. **Ho:** Big 5 Personality traits (openness, conscientiousness, extraversion, agreeableness, and neuroticism) do not predict psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

HI: Big 5 Personality traits (openness, conscientiousness, extraversion, agreeableness, and neuroticism) predict psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

1.7 Definition of Terms

1.7.1 *Conceptual Definition*

Personality. Personality is defined as the individual differences in which all of us have unique patterns of behavior and thought as well as emotion (Funder, 1997). Personality is also defined as the characteristics of individuals which can be used to predict their behaviors whereas Corr and Matthews defined personality by learning and habits (Harb & Alhayajneh, 2019). To determine personality, the Big 5 personality model was proposed by D. W. Fiske was adopted in this study. There are 5 elements including openness, conscientiousness, extraversion, agreeableness, and neuroticism.

Openness to experience. People with openness to experience are adaptable, they are easier to accept for special values and innovative ideas in terms of social beliefs, political and new ethnic, therefore they are imaginative, innovative, inquisitive and originality (Isidore & Christie, 2017). In addition, they prefer simplicity rather than vagueness (Sadi et al., 2011). In the research published by Simha and Parboteeah (2019b), they like to explore and find out some innovative thoughts and ways too.

Conscientiousness. According to Kalshoven et al. (2011), reliability and achievement are the two key aspects of this personality trait. High conscientiousness people are responsible, dependable, dutiful, and organized (McCrae & John, 1992) and goal-oriented and inclined to obey the rules and norms (Giluk & Postlethwaite 2015). In addition, Mc Crae and John (1992) also proposed that individuals with a high conscientiousness trait led to strictly abide by their moral obligations and responsibilities and look before leap which means think before acting.

Extraversion. In the past research proposed by McCabe and Fleeson (2012), talkative, gregarious and assertive are common terms of describing extraversion. They also proposed several subcomponents of extraversion such as sociable, outgoing, voluntary, talkative, energetic, courageous and dominant (McCabe & Fleeson, 2012). Besides, based on Watson and Clark (1997), they are associated with excitement-seeking and ambition-seeking as well.

Agreeableness. People who contain this personality trait tend to respect their friends and show a sincere attitude in their relationships (Isidore & Christie, 2017). People with agreeableness are more likely to be honest, trusting, gentle, altruistic and warm (Goldberg, 1990; Kalshoven et al., 2010). They are also characterized by being caring and empathetic to others (Kalshoven et al., 2010). Similarly, John and Srivastava (1999) also revealed that individuals in agreeableness are described as trustful, cooperative and good-natured.

Neuroticism. Neuroticism is self-centered, looking for higher goals (Sadi et al., 2011). Furthermore, negative emotions such as anxiety, remorse, insecurity, and self-pity are common in high neuroticism persons, so they are more likely to be emotionally unstable and behave impulsively (Giluk & Postlethwaite, 2015). Correspondingly, John and Srivastava (1999), and Isidore and Christie (2017) proposed similar characteristics of neuroticism which are prone to be agitated and emotionally volatile, depression, temper as well.

Psychological Well-being. Psychological well-being is defined as the positive view of self-perception and the positive outlook which includes a sense of happiness in each individual (Diener, 1984). In order to pinpoint psychological well-being in detail, a model of psychological well-being, which is the Six-factor Model of Psychological Well-being has been proposed by Ryff (1995). It helps to identify psychological well-being in six interrelated

dimensions, which are autonomy, positive relation, environmental mastery, personal growth, the meaning of life, and self-acceptance. These components have been widely utilized in measuring positive psychological functioning and mental health.

Autonomy has been defined as a sense of self-determination and independence as well as authority (Grant et al., 2009). Individuals with this characteristic are capable of making their own decisions and can be self-regulated.

Positive relation has been defined as trusting and satisfying relationships with one and another (Ma & Ma, 2014). It involves the development and maintenance of trusting and warm relationships with others. In another term, it is the ability to develop a close relationship with others.

Environmental mastery has been defined as a person's capability to manage, carry out and engage in one's surrounding world (Clarke et al., 2001). It is about how an individual manages his or her environment and life.

Personal growth is the degree to which people develop their potential through improving and developing as persons (Ryff & Keyes, 1995). When the individuals have fulfilled this criterion, it represents that the individuals are continuing to grow and develop as well as strive to realize their potential by using the knowledge to guide self-improvement. However, it seems to decline once we are getting older (Ryff, 2014).

Purpose in life has been characterized as searching for goals and meaning in their past and present lives (Grant et al., 2009). When individuals have this criterion, they are considered as having directions and meaning in their lives. Even so, the purpose of life seems to decline with the age when older when compared to young and midlife adults (Ryff, 2014).

Self-acceptance has been defined as a positive attitude towards oneself (Ma & Ma, 2014).

It is about the acceptance of an individual toward positive and negative in himself or herself.

Once you accept yourself, you will be accepting your body shape, accessibilities, and others that are related to yourself.

1.7.2 Operational Definition

Personality. One of the instruments that can use to measure personality traits is Big Five Inventory (BFI)(John & Srivastava, 1999) that contains 44 items and 5 dimensions which are openness, conscientiousness, extraversion, agreeableness, and neuroticism. Besides, the NEO Personality Inventory-Revised (NEO-PI-R) which was developed by Costa and McCrae (2008) is an alternative measurement to measure individuals' personality traits. Another alternative measurement that also can be considered is NEO Personality Inventory-3 (NEO-PI-3) which is more readable than NEO-PI-R (McCrae et al., 2005). 240 items are included in both measurements to access the 30 specific traits which turn into the five factors which are openness, conscientiousness, extraversion, agreeableness, and neuroticism.

Psychological Well-being. Many instruments can be used to measure psychological well-being such as the Flourishing Scale that was developed by Diener et al. (2009) to measure respondents' self-perceived success in important areas including relationships, self-esteem, purpose and optimism. Besides, there is another scale to measure psychological well-being, which is Ryff's Psychological Well-Being Scale 42-items (Ryff, 1989). It is used to measure psychological well-being in terms of autonomy, environmental mastery, personal growth, positive relation, purpose in life and self-acceptance. There is a shorter version of Ryff's Psychological Well-Being Scale that only contains 18 items measuring the same 6 dimensions. In the present study, the longer version of Ryff's Psychological Well-Being Scale, which contains

42 items, is used to measure the psychological well-being among work from work home adults.

Chapter II

Literature Review

2.1 The Big Five Personality Traits (OCEAN)

The Big Five Personality Model was developed by D. W. Fiske in 1949. After that, other researchers like Norman (1967), Smith (1967), Goldberg (1981) and McCrae and Costa (1987) expanded the model (Cherry, 2020). It is adopted in this study which includes 5 elements such as openness to experience, conscientiousness, extraversion, agreeableness and neuroticism. It was found by using various research methods constantly and has been also considered to be genetically based and has stable generalizability (Costa & McCrae, 1988; Digman & Shmelyov, 1996; Kalshoven et al., 2011). Past studies also found that it can be generalized in cross-cultural (Moberg, 1999) such as in Malaysia (Ong, 2014), Germany (Angleitner et al., 1990), China (Zhang et al., 2019) and so forth.

2.2 Psychological Well-being

Psychological well-being has been defined by López et al. (2020) as the effect of improving ourselves and attaining our possibilities that are associated with owning a sense and aim of life, managing the problems faced and trying to solve them with the effort to solve and reach the valuable goals. Psychological well-being plays an important role in our everyday life as it helps to regulate our emotions and manage challenges or stresses that we face.

Past studies have proved that low levels of psychological well-being will lead to psychological distress (Winefield et al., 2012) and high levels of stress (Haleh et al., 2018). In

addition, there were several studies reported that suicide ideation was negatively correlated with psychological well-being (Jin & Zhang, 1998; Takwin & Atmini, 2018). In simple terms, a low level of psychological well-being will lead to having suicide ideation. Moreover, Kareaga et al. (2009) and Rehman et al. (2020) found out that burnout was significantly and negatively correlated with psychological well-being. As working adults, when they are having low levels of psychological well-being, they tend to have lower productivity and job performances (Kundi, 2020). While individuals with higher levels of psychological well-being have several positive upshots. According to Ryff (2017), individuals will increase life expectancy, less suffer from illnesses and take part in a healthier lifestyle when they are having higher levels of psychological well-being. Besides, there was another related research that reported that high levels of psychological well-being were correlated with satisfaction in life, hopefulness and self-efficacy as well as happiness (Haleh et al., 2018). When we are having higher levels of psychological well-being, we tend to be more satisfied with our life, happier and full of hope in our daily lives.

2.3 Relationship between Big 5 Personality Traits and Psychological Well-being during COVID-19 Pandemic

The outbreak of COVID-19 has become a special event in its rapidity of transmission globally. After COVID-19 originating from China in 2019, it has become a global health emergency that most of us have to take cautionary actions to prevent from infecting the virus. Rossi et al. (2021) reported that the results of psychological well-being were found to be low among Italians during COVID-19. Hence, it is helpful to review the personality traits on psychological well-being as there are several pieces of researchers proposed that personality traits will dominate our PWB (Schmutte & Ryff, 1997; Hicks & Mehta, 2018). According to

Kim-Prieto et al. (2005), personality traits are the main key components to psychological well-being as it is associated with intensity to respond to every emotional event and time needed in responding to the emotional reactions among each individual. The differences in personality traits among individuals play a significant key function in perceiving psychological well-being in assuming protective behaviors (Rossi et al., 2021).

2.3.1 Relationship between Openness and Psychological Well-being

Hicks and Mehta (2018) recruited 286 participants from social media, such as Facebook. Ryff's Psychological Well-being Scale and International Personality Item Pool- Big Five Scale were used to measure psychological well-being and personality. The result showed that openness was significantly correlated with psychological well-being.

However, when Mobarakeh et al. (2015) investigated the correlation between personality traits and psychological well-being among Iranian adolescents in Malaysia by using the Five Factor Inventory (FFI-NEO) and Ryff's Psychological Well-being Scale, the result proved a different result with previous studies, in which openness did not have statistically significant with psychological well-being. Furthermore, a similar result was reported by Siegler and Brummett (2000). Siegler and Brummett (2000) examined the association between personality and psychological well-being among 2379 middle-aged adults with Ryff's Psychological Well-being Scale and Revised NEO Personality Inventory (NEO PI-R). The result found out that openness was not significant with psychological well-being. Additionally, Garcia (2011) conducted research to examine the relationship between Big 5 Personalities and psychological well-being among 289 high school students in Sweden. Temperament and Character Inventory (ICT) and NEO Personality Inventory-Revised (NEO-PI-R) were used to determine personality

traits and Ryff's Short Measurement of Psychological Well-Being (18 items) was used to measure psychological well-being. The results showed that openness was not significantly correlated with psychological well-being. Therefore, the present study aims to provide a new result to show the significant correlation between openness with psychological well-being among the WFH adults during COVID-19 in Malaysia.

Past studies discovered that openness was not often significantly correlated with psychological well-being, as some studies proved that openness did not correlate with psychological well-being. This may be due to some individuals being contradicted with their personalities and the stress received in handling new challenges. At the same time, they may perceive two different feelings, which are excitement and nervousness or stress.

The results in Mobarakeh et al. (2015) showed different results may be due to their targeted participants. Most of the Iranians travel to Malaysia with the purpose of working (Rahmandoust et al., 2011) and studying (Kazemi et al., 2018). They migrated to Malaysia were to make ends meet and to study for a better future. Even though they have tried new things, which is traveling from their hometown to survive in another country, their psychological well-being cannot increase as they may be feeling homesick and miss their families and peers in their own country. Hence, psychological well-being is not correlated with openness. Besides, the results in the research that was conducted by Siegler and Brummett (2000) also showed that openness was not significantly correlated with psychological well-being. This may be due to the targeted participants in the research were less likely to try new things in their lives. The participants were aged 40 and above. At this age, they are having dull life and their routine are seemed to continue everyday. They may not be willing to try out new things like the young

people. They are more likely to engage in a common and ordinary life instead of adventurous. Hence, psychological well-being was found not significantly related to openness. Garcia (2011) examined that personality traits and psychological well-being among high school students.

Psychological well-being was found not significantly related to openness as high school students had too many challenges to face in everyday such as problems in assignments, presentation, the relationship between peers, family and partner. Everyday is a new adventure journey for them. So, even though individuals with openness characteristics tend to be happy when trying new things or having a new adventure journey, they become numb in those new challenges. Therefore, conscientiousness may not significantly correlate with psychological well-being.

2.3.2 Relationship between Conscientiousness and Psychological Well-being

According to past studies, conscientiousness was significantly correlated with psychological well-being. Hicks and Mehta (2018) recruited 286 participants from social media, such as Facebook. RPWB and IPIP Big Five Scale were used to measure psychological well-being and personality. The result showed that conscientiousness was significantly correlated with psychological well-being. Besides, Bharti and Bhatnagar (2017) conducted research to examine the correlation of personality and psychological well-being among 100 caregivers with chronic mental illness by using FFI-NEO and RPWB. The results showed that conscientiousness was significantly correlated with psychological well-being. Moreover, Salami (2011) examined the relationship between the Big Five Personality and psychological well-being of 400 adolescents from secondary schools in southwestern Nigeria. FFI-NEO was used to determine their personality traits while RPWB (42 items) was used to determine their level of psychological

well-being. The results showed that conscientiousness will significantly affect psychological well-being.

However, when Mobarakeh et al. (2015) investigated the correlation between the personality traits and psychological well-being among Iranian adolescents in Malaysia by using NEO-FFI and RPWB, the result proved a different result with previous studies, in which conscientiousness did not have statistically significant with psychological well-being. Thus, the present study aims to provide a new result to show the significant relationship between conscientiousness with psychological well-being among the WFH adults during Covid-19 in Malaysia.

The results between conscientiousness and psychological well-being show inconsistent findings, in which some researchers found that conscientiousness was significantly correlated with psychological well-being, while some researchers found that it was not significantly correlated with psychological well-being. Psychological well-being can be detached once they finally complete a task or reach a goal. However, when they are still in the progress of completing the task or reaching a goal, they may feel burnout or stress in facing the challenges in reaching the goal or completing a task.

The results in Mobarakeh et al. (2015) showed different results may be due to their targeted participants. Most of the Iranians travel to Malaysia with the purpose of working (Rahmandoust et al., 2011) and studying (Kazemi et al., 2018). They migrated to Malaysia were to make ends meet and to study for a better future. Even though they have completed their goals, their psychological well-being cannot increase as they are far from their home. They could not feel a sense of belonging in Malaysia as most of their family members and friends are not in

Malaysia. Hence, psychological well-being is not correlated with conscientiousness.

Consequently, inconsistent studies are found in the correlation between conscientiousness and psychological well-being.

2.3.3 Relationship between Extraversion and Psychological Well-being

According to past studies, extraversion was significantly related to psychological well-being. Hicks and Mehta (2018) got similar results with Bharti and Bhatnagar (2017). Hicks and Mehta (2018) recruited 286 participants from social media, such as Facebook. Ryff's Psychological Well-being Scale and International Personality Item Pool- Big Five Scale were used to measure psychological well-being and personality. The result showed that extraversion and psychological well-being was significantly correlated. Furthermore, Bharti and Bhatnagar (2017) conducted research to examine the correlation of personality and psychological well-being among 100 caregivers with chronic mental illness by using NEO-FFI and RPWB. The results also showed that extraversion was significantly correlated with psychological well-being. In addition, Mobarakeh et al. (2015) investigated the correlation between personality traits and psychological well-being among Iranian adolescents in Malaysia by using NEO-FFI and RPWB. The result proved a similar result with previous studies, in which the relationship between extraversion and psychological well-being was significantly correlated.

All the past studies mentioned above have proven that extraversion shows a significant relationship with psychological well-being. Individuals that are extroverted tend to be cheerful, warm and optimistic (Mobarakeh et al., 2015); while individuals that are introverted tend to be self-aware, feel comfortable when being alone and avoid group work. In such extreme differences of characteristics, they will view the challenges and problems in different ways.

When handling challenges, extroverted individuals will have optimistic thinking on how to deal with them. However, introverted individuals will see themselves as weak in handling the challenges, thus becoming stressed and anxious. Hence, this personality is significantly correlated with psychological well-being.

2.3.4 Relationship between Agreeableness and Psychological Well-being

According to past studies, the relationship between agreeableness and psychological well-being was significantly correlated. Hicks and Mehta (2018) recruited 286 participants from social media, such as Facebook. RPWB and IPIP- Big Five Scale were used to measure psychological well-being and personality. The result showed that agreeableness was significantly correlated with psychological well-being. Besides, Mobarakeh et al. (2015) investigated the correlation between the 5 personality traits and psychological well-being among Iranian adolescents in Malaysia by using NEO-FFI and RPWB. The result proved a similar result with previous studies, in which the relationship between agreeableness and psychological well-being was significantly correlated.

However, Bharti and Bhatnagar (2017) conducted research to examine the correlation of personality and psychological well-being among 100 caregivers with chronic mental illness by using NEO-FFI and RPWB. The results showed that agreeableness was not significantly correlated with psychological well-being. This result was found similar to findings from Siegler and Brummett (2000) and Garcia (2011). Siegler and Brummett (2000) examined the association between personality and psychological well-being among 2379 middle-aged adults with Ryff's Psychological Well-being Scale and Revised NEO Personality Inventory (NEO PI-R). The result found out that agreeableness was not significantly correlated with psychological well-being.

Additionally, Garcia (2011) conducted research to examine the relationship between Big 5 Personalities and psychological well-being among 289 high school students in Sweden. Temperament and Character Inventory (ICT) and NEO Personality Inventory-Revised (NEO-PI-R) were used to determine personality traits and Ryff's Short Measurement of Psychological Well-Being (18 items) was used to measure psychological well-being. Results showed that agreeableness was not significantly correlated with psychological well-being. Hence, the present study aims to provide a new result to show the significant relationship between openness with psychological well-being among the WFH adults during COVID-19 in Malaysia.

The findings between agreeableness and psychological well-being show inconsistent findings, in which some studies proved that it was not significantly correlated with psychological well-being; while several studies found out that it was significantly correlated. This may be because trusting or being generous and kind to other people may not let a person become cheerful as somebody will think that it is their responsibility to do so.

Bharti and Bhatnagar (2017) conducted research among caregivers to the person with chronic mental illness. Chronic mental illness is a condition with severely impaired function. Individuals with chronic mental illness will face the issue in performing activities of daily living and participating in school, work, or any interpersonal relationships (Park et al., 2008). So, they need a group of paid or unpaid member of a person's social network who helps them with activities of daily living, who are the caregivers. The caregivers have to take care of their feelings and their daily lives. Although they are kind and like to help people who need them, after a long period of facing individuals that are having mood disorders, their personal moods and feelings might be affected as they human being too. In addition, caregivers represent a

specific group of people who cannot be generalized to all people. Hence, agreeableness was found not significantly correlated with psychological well-being. Besides, the results in the research that was conducted by Siegler and Brummett (2000) also showed that agreeableness was not significantly correlated with psychological well-being. This may be due to the targeted participants in the research, middle-aged adults were less likely to have satisfaction and happiness in their life. In this age, they started to have health issues such as diabetes, stroke, heart problems, cancer, hypertension and so on (McGrath et al., 2019). Thus, despite having agreeableness traits, their psychological well-being will not be affected much as they are facing other issues that will influence their emotions and moods. Garcia (2011) examined that personality traits and psychological well-being among high school students. Psychological well-being was found not significantly related to agreeableness as high school students had too many challenges to face in everyday such as problems in assignments, presentation, the relationship between peers, family and partner. Even though they like to help others, they do not have time to do so as they are busying with their own tasks. As a result, although they are high in agreeableness, their psychological well-being will not be affected much.

2.3.5 Relationship between Neuroticism and Psychological Well-being

According to past studies, neuroticism was significantly influencing our level of psychological well-being. Hicks and Mehta (2018) recruited 286 participants from social media, such as Facebook. RPWB and IPIP-Big Five Scale were used to measure psychological well-being and personality. The result discovered that neuroticism was significantly related to psychological well-being. In addition, Mobarakeh et al. (2015) investigated the correlation between personality traits and psychological well-being among Iranian adolescents in Malaysia

by using NEO-FFI and RPWB. The result proved a similar result with previous studies, in which neuroticism was significantly correlated with psychological well-being. All the past studies have proven that neuroticism shows a significant relationship with psychological well-being.

Moreover, Salami (2011) examined the relationship between the Big Five Personality and psychological well-being of 400 adolescents from secondary schools in southwestern Nigeria. NEO-FFI was used to determine their personality traits while RPWB (42 items) was used to determine their level of psychological well-being. The results showed that neuroticism shows a significant relationship with psychological well-being. Furthermore, Bharti and Bhatnagar (2017) conducted research to examine the correlation of personality and psychological well-being among 100 caregivers with chronic mental illness by using NEO Five Factor Inventory and Ryff's Psychological Well-being Scale. The results showed that neuroticism shows a significant relationship with psychological well-being.

All the results above found that neuroticism is significantly affected our psychological well-being. Individuals with high neuroticism usually will be having poor emotional stability, moodiness, feelings of self-doubt and an overall tendency towards negative emotions. Individuals with low neuroticism usually will be more emotionally stable, less reactive to stress, calm and less likely to feel tense or rattled. When we are in a state of emotional instability and stress, our psychological well-being is most likely to be affected. Hence, neuroticism is significantly correlated with psychological well-being.

2.3.6 Prediction of Big 5 Personality Traits with Psychological Well-being

Garcia (2011) conducted research to examine the relationship between Big 5 Personalities and psychological well-being among 289 high school students in Sweden. Temperament and

Character Inventory (ICT) and NEO Personality Inventory-Revised (NEO-PI- R) were used to determine personality traits and Ryff's Short Measurement of Psychological Well-Being (18 items) was used to measure psychological well-being. The results showed that neuroticism was negatively correlated with psychological well-being while extraversion and conscientiousness were positively correlated with psychological well-being. Besides, Bharti and Bhatnagar (2017) conducted research to examine the correlation of personality and psychological well-being among 100 caregivers with chronic mental illness by using NEO Five Factor Inventory and Ryff's Psychological Well-being Scale. The results also showed that neuroticism predicted psychological well-being negatively while extraversion and conscientiousness predicted psychological well-being positively.

However, Mobarakeh et al. (2015) reported a result that was slightly different from Garcia (2011) and Bharti and Bhatnagar (2017). Mobarakeh et al. (2015) predicted the relationship between personality and psychological well-being among 300 Iranian high school adolescents aged from 13 to 16 years old in Malaysia by using the Five Factor Inventory (FFI-NEO) and Ryff's Psychological Well-being Scale (54 items). The results showed that neuroticism negatively predicted psychological well-being while agreeableness and extraversion positively predicted psychological well-being. Moreover, Salami (2011) examined the relationship between the Big Five Personality and psychological well-being of 400 adolescents from secondary schools in southwestern Nigeria. NEO Five-Factor Inventory was used to determine their personality traits while Ryff's Psychological Well-being Scale (42 items) was used to determine their level of psychological well-being. The results showed that neuroticism predicted psychological well-being negatively while extraversion, agreeableness, openness and conscientiousness predicted psychological well-being positively. These results were similar to

Hicks and Mehta (2018). Hicks and Mehta (2018) investigated how personalities relate to psychological well-being among 186 participants that were recruited on Facebook. International Personality Item Pool- Big Five Scale was used to determine personality traits and Ryff's Psychological Well-being Scale (54 items) was used to determine the level of psychological well-being. The results reported that neuroticism predicted psychological well-being negatively while extraversion, agreeableness, openness and conscientiousness predicted psychological well-being positively.

The results between openness and psychological well-being show inconsistent findings, in which some researchers proved that it was not significantly correlated with psychological well-being; while several researchers found out that it predicted psychological well-being positively. Individuals that are having openness characteristics tend to try something new have more creative and fresh ideas, attentiveness to inner feelings, dislike consistency and adventurousness. They are also good at thinking about and making connections between ideas and concepts. In this case, despite facing challenges or changes, they will not be afraid or withdraw themselves from the problems. On the contrary, they tend to become excited in facing changes and challenges as they cannot bear with consistency. They will not view the challenges and changes as a big issue and become nervous in handling changes and challenges. Thus, their psychological well-being will increase. Yet, despite facing the changes and challenges that they are looking for, they may find difficulties in handling them. Stress and anxiety may appear once they face difficulties in handling the changes or challenges that they want. Thus, their feelings of happiness and satisfaction in receiving challenges and changes are contradicted by the stress and nervousness in managing challenges and changes. Thus, the relationship between openness and psychological well-being becomes not significant.

The results between conscientiousness and psychological well-being show inconsistent findings, in which it might predict psychological well-being positively, but sometimes did not relate with psychological well-being. Individuals that have a conscientious personality tend to be more dutiful, self-disciplined, achievement-oriented and inclined to self-efficacy. When they successfully achieve a goal or complete a task, they tend to be satisfied, hence psychological well-being will increase. However, in the process of achieving a goal or completing a task, they need to pay extra focus and effort. Thus, they may feel stressed and nervous in the process. Therefore, contradictory emotions may be found in the same individual. Consequently, inconsistent studies are found in this personality trait.

The results between extraversion and psychological well-being show consistent findings, in which extraversion predicts psychological well-being positively. Extroverted individuals tend to express their opinions or challenges to their peers, be optimistic towards the challenges faced and are not afraid of taking risks; while introverted individuals tend to handle everything by themselves as they feel uncomfortable when dealing or socializing with other persons. Hence, individuals who are extroverted tend to have a higher level of psychological well-being.

The findings between agreeableness and psychological well-being show inconsistent findings, in which some studies proved that it was not significantly correlated with psychological well-being; while several studies found out that it predicted psychological well-being positively. Individuals who have agreeable characteristics are more likely to include the attributes like trust, affection, generosity, kind and thoughtful. When they are able to help those who need an offer, they may be delighted, hence psychological well-being can be increased. However, trusting or being generous and kind to other people sometimes cannot make a person become cheerful as they think that they should do so, it is mankind that should be practiced by all of us. Hence, their

psychological well-being will not be affected much. In other words, they will not be stressed in helping others or feeling contented after offering a helping hand to those who needed it.

From the results of the studies, neuroticism is negatively predicted psychological well-being. Individuals with low neuroticism may show sore social adjustment, dutifulness and self-effacement; while individuals with high neuroticism often show depression, moody, emotionally unstable and nervous. Thus, individuals with high neuroticism could not perform well in psychological well-being.

2.4 Theoretical Framework

2.4.1 Latent Deprivation Model

According to Jahoda (1981), the Latent Deprivation Model is specifically focused on unemployment and decline in well-being. This model has conceptually extracted from Merton's (1957) paradigm as the functional analysis. The Latent Deprivation Model has been applied in the present study to determine why the WFH working adults are still working hard and without quitting their jobs under pandemic although they may face extra burden and stress as well as challenges when they are working from home.

This model will be mainly focused on two functions, which are manifest function and latent function (Jahoda, 1981). The manifest function is the financial strain of the employees; while the latent function is about the positive consequences of an organization that are often unrecognized and unintentional. In the model, employees often engage in employment due to financial rewards, but at the same time also get advantages in the form of latent by-products. The 5 most significant latent functions are time structure, regular shared social contact, the linking of

individuals in a shared collective effort or purpose, the provision of social identity or status, and regular enforced activity.

Jahoda explained that time structure is the experience of time that is shaped by the social institution such as the organization in present societies. Nowadays, workers lack a clear time structure and need to have planned activities to “fill” their days. When this criterion has not been met, they will be having low well-being and become bored as well as feeling that wasting time has become one of their daily routines. Besides, the collective purpose has been defined as feeling to be useful and needed by others (Jahoda, 1981). A sense of purposelessness will be felt once this need is deprived. In addition, social contact refers to the experiences and contact with a group of people who are outside our own nuclear family (Jahoda, 1981). Furthermore, social status is the value system in the society that they are living in. Jahoda stated that we tend to see ourselves based on how other people evaluate us. Lastly, activity has been referred to as ‘being active’. We are active due to external forces like earning money in our lives.

In short, all the five latent functions are correlated to the human basic needs, in which Jahoda (1982) stated that they are significant and ubiquitous. Therefore, the maintenance and development of the psychological well-being of the employees are affected by both of the functions. The satisfaction or dissatisfaction of the monetary reward, as well as the latent by-product, will have a strong effect on our level of psychological well-being (Paul & Batinic, 2009).

Similarly, another researcher had established that the Latent Deprivation Model was significantly related to psychological well-being (Sousa-Ribeiro et al., 2013). Hence, their psychological needs can be fulfilled based on Jahoda (1981). People have great demands on being satisfied by the latent functions in which their psychological needs and requirements can

be fulfilled in paid employment (Johada, 1984). Creed and Evans (2002) also revealed latent function was more significant to psychological well-being compared with manifest function, so they proposed that latent deprivation had a negative impact on psychological well-being.

Before the development of the Latent Deprivation Model, the Deprivation Model did not pay attention to individual differences. It pretends that every individual has similar reactions towards similar situations, and the special expectations, anger, past experiences and merits are being evaluated (DeNeve & Cooper, 1998). Creed and Evans (2002) stated that the Deprivation Model failed to view the individuals' perception of situation information on the perspectives of personality differences and disposition. Besides, DeNeve and Cooper (1998) and Ezzy (1993) also revealed the model neglects the people who react differently in a similar situation due to individual differences in which they interpret the situation based on their values, expectations, experiences and temperament. Thus, individual differences should be taken into account to have a more coherent explanation of well-being in the model. Hence, Creed and Evans (2002) conducted research to test the personality factors that are significant in explaining psychological well-being after both functions have been considered.

The time structure is one of the elements of latent function which is also mentioned above. Van Hove and Lootens (2013) indicated that time structure predicts psychological well-being because they perceive their time was filled up intentionally. However, people have different responses to the structure of time due to individual differences like personality traits. They emphasized that personality is vital to retain time structure. Hence, they found that individuals that are conscientious have well time structure while individuals who are neurotic will have a poor time structure. They explained that people with conscientiousness tend to organize and plan their time properly, whereas people with neuroticism are more likely to

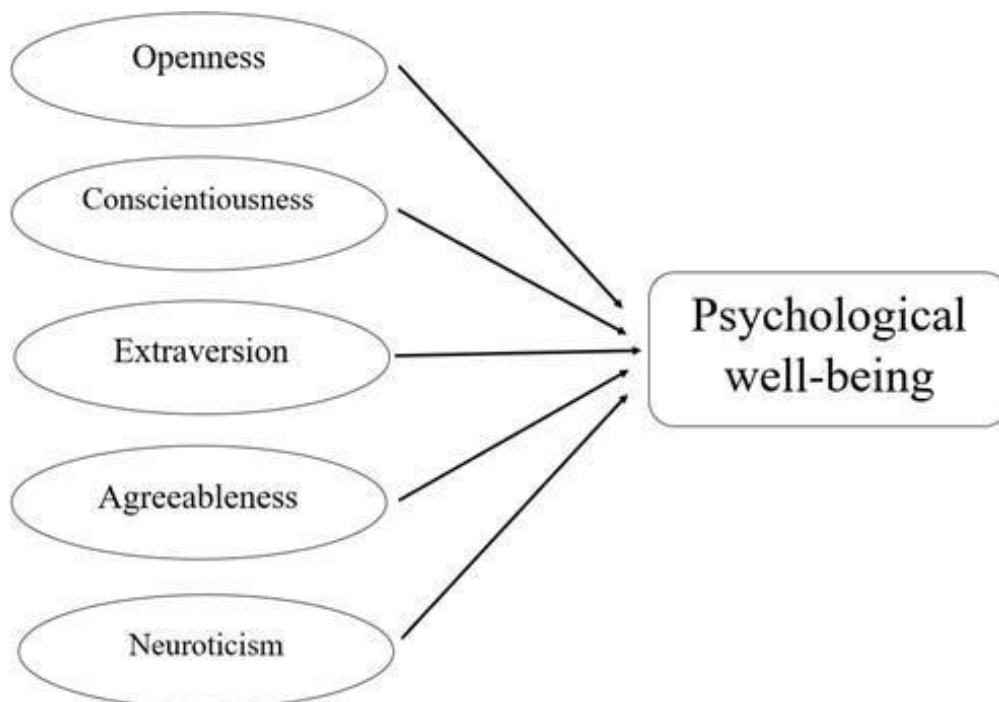
perceive their time is filled up with less valuable ways and may face issues on time management. Thus, the time structure of the mediator between the relationship personality and psychological well-being is discovered (Van Hoyer & Lootens, 2013).

In the past findings, they successfully proved that personality traits would lead to changes in psychological well-being after the manifest function and latent function had been accounted for in the study.

2.5 Conceptual Framework

Figure 2.1

Extraversion, Neuroticism, Openness, Agreeableness and Conscientiousness are correlated with Psychological Well-being



In the present study, the Big 5 Personality traits (openness, conscientiousness, extraversion, agreeableness and neuroticism) as the predictors of psychological well-being among adults working from home (WFH) in Malaysia during COVID-19 pandemic. The relationship between Big 5 Personality traits (openness, conscientiousness, extraversion, agreeableness and neuroticism) and psychological well-being is supported by the Latent Deprivation Theory.

According to the Latent Deprivation Theory, individual differences should be considered in determining one's psychological well-being. For instance, one of the latent functions, which is time structure has been further discussed by other researchers together with the personality traits. Since different types of personality traits will organize their time in a dissimilar way, therefore their psychological well-being level will be different.

Hence, the hypotheses of the present study are based on the Latent Deprivation Model, in which personality traits are used to examine the correlation and prediction of personality traits and psychological well-being among adults working from home in Malaysia during the COVID-19 pandemic. The personality traits that act as the predictors in the present study are openness, conscientiousness, extraversion, agreeableness and neuroticism.

Chapter III

Methodology

In this chapter, the research design and sampling method applied had been discussed. Besides, this chapter had clarified who would be the eligible participants for the present study and ways to recruit them. In addition, the procedure and ethical consideration of the present study had been listed clear in this chapter.

3.1 Research Design

Van der Merwe (1996) stated that quantitative research design was used to examine the theories that stipulate the associations between the variables in one's study as well as predict the results of the study. Besides, Daniel (2016) proposed that energy, resources, and time can be saved when using quantitative research design. Hence, a quantitative research design was adopted in the present study as data had been gathered through an online survey questionnaire that consists of demographic information of participants and scales in examining personality traits and psychological well-being.

In the present study, a cross-sectional study was adopted and allowed us to collect data from the targeted groups at one specific time (Chris & St. George, 2004). The present study aimed to collect data from the adults who are currently working from home or worked from home before during COVID-19, hence a cross-sectional study was suitable to be adopted.

3.2 Sampling Method

In the present study, only those who met the predefined criteria would be recruited as participants. The inclusion of criteria of the present study were: (a) adults who are 19 years old to

65 years old that are currently working from home in Malaysia; (b) adults who are 19 years old to 65 years old that have worked from home before in Malaysia during COVID-19. The exclusion criteria were: (a) not aged between 19 years old to 65 years old; (b) Malaysians who are not working in Malaysia at the time the data were collected from them; (c) adults that are 19 years old to 65 years old who have never worked from home before in Malaysia during COVID-19; (d) 19 years old to 65 years old unemployed adults.

In the present study, the non-probability sampling method was applied. It was a sampling strategy that does not obtain any probability hence anyone in this world will not necessarily have an opportunity to be recruited in the study sample (Etikan & Bala, 2017). After having deep consideration, two non-probability sampling methods were adopted in the present study, which were purposive and snowball sampling methods. According to Vehovar et al. (2016), purposive sampling, also known as judgmental sampling was the selection of participants according to researchers' arbitrary ideas or judgmental that can be the 'representative sample' of the targeted group for the study; while snowball sampling was a design process that was applied when the researchers only know a little about the specific group, then contact with those they know to get more participants that are in the same group. Thus, in order to approach the eligible participants effectively, these two sampling methods had been utilized.

Participants that fulfilled the criteria as mentioned in the first paragraph had been purposely approached to invite them in taking part in the present study. Several questions such as 'May I know have you currently working from home or experienced working from home during the pandemic?', 'Are you working and staying in Malaysia now?' and other questions that clarify the eligibility of the participants would be asked before sending the QR code or survey link to

them. Then, the snowball sampling method had been applied in which they were invited to spread the questionnaire to their colleagues who have also fulfilled the criterion. Both of these sampling methods had been applied as they were convenient and effective.

3.3 Sample Size

In the present study, G*Power had been used to calculate the sample size. G*Power is a software that allows us to compute statistical power analyses for several different tests and show graphically the results of the power analyses as well as calculate the effect sample size. According to the result computed by G*Power, the sample size of the present study was 68 (refer to Appendix A). However, 138 participants had been successfully recruited. Among 138 participants, there were 5 of them disagreed with us to process their data in the present data, 7 of them were not currently working or staying in Malaysia, 8 of them had not been experiencing working from home and 6 of them were still a student. Therefore, after filtering out the data who were not eligible to become the participants in the current study, merely 112 participants were valid in the current study.

3.4 Participants

According to Erikson's Stages of Human Development, adults are between the age of 19 years old to 65 years old. Since our research was focused on the WFH adults in Malaysia, hence, the targeted participants in the present study would be the Malaysian 19 to 65 years old WFH adults and worked from home before. Among the 112 participants, 42 of them (37.5%) were male and 70 (62.5) were female. Besides, there were 19 (17%) Malays, 82 (73.2%) Chinese and 11 (9.8%) Indians (refer Appendix F). The details of the participants would be further discussed in Chapter 4.

3.5 Location

The participants were mainly recruited through online sites such as Facebook, Instagram, Whatsapp email and Microsoft Teams. The QR code and survey link had been posted in our profile and shared with potential participants. Besides, participants were also recruited from some shops and companies that are located in Ipoh, Kampar, Kuala Lumpur and Penang. When we were face-to-face approaching to those participants, the standard operating procedure (SOP) of the COVID-19 had been strictly followed, in which face mask had been worn and body temperature had been taken before entering a shop. Besides, hand sanitizer had been applied before and entering a shop.

3.6 Instruments

The present study used Qualtrics to create an online survey questionnaire to collect data from the participants. Two scales had consisted in the present study, which were Ryff's Psychological Well-Being Scales and Big Five Inventory. Besides, demographic information had been collected in the present study.

3.6.1 Demographic Information

Demographic information such as gender, age, ethnicity, citizens, job sectors and working mode had been collected in the survey questionnaire in order to provide data and information to conduct secondary research for future studies. Besides, the participants' informed consent and use of the data had been questioned in the survey questionnaire for agreeing to access the data.

3.6.2 *Big Five Inventory (BFI)*

Big Five Inventory (BFI) (John & Srivastava, 1999) had been used in the present study to measure the personality traits of the WFH adults in Malaysia during COVID-19. There were 44 items on the scale, and each item was rated on a 5 Likert Scale ranging from 1 (disagree strongly) to 5 (agree strongly). There were 5 dimensions in the scale, which were extraversion in item 1, 6, 11, 16, 21, 31 and 36, agreeableness in item 2, 7, 12, 17, 22, 27, 32, 37 and 42, conscientiousness in item 3, 8, 13, 18, 23, 28, 33, 38 and 43, neuroticism in item 4, 9, 14, 19, 24, 29, 34 and 39, and openness in item 5, 10, 15, 20, 25, 30, 35, 40, 41 and 44. There were 16 reverse items on this scale, which were items 2, 6, 8, 9, 12, 18, 21, 23, 24, 27, 31, 34, 35, 37, 41 and 43. After reversing the scoring in all the reverse questions, total up the marks in each dimension to get the total score. Higher scores on each on the scale indicated who you are from the dimension. According to Waddell et al. (2020), Cronbach's alpha values of extraversion, agreeableness, conscientiousness, neuroticism and openness are .84, .75, .79, .86 and .74.

John and Srivastava (1999) had determined the convergent validity of this scale with Inventory and Trait Descriptive Adjectives (TDA) and NEO. They found that the correlation of extraversion, agreeableness, conscientiousness, neuroticism and openness were .99, .93, .94, .90 and .89 respectively in BFI and TDA with the mean of .95 and .83, .97, .96, .90 and .85 respectively in BFI and NEO with the mean of .92 (John & Srivastava, 1999). Therefore, the high validity had been reported.

Some examples of items include 'I see myself as someone who is talkative.' (extraversion), 'I see myself as someone who tends to find fault with others.' (agreeableness), 'I see myself as someone who does a thorough job.' (conscientiousness) and etcetera (John & Srivastava, 1999).

3.6.3 Ryff's Psychological Well-being (RPWB)

Ryff's Psychological Well-Being (RPWB) (Ryff, 1989) had been used in the present study to measure the psychological well-being of the WFH adults in Malaysia during COVID-19. There were 42 items on the scale, and each item was rated on a 6 Likert Scale ranging from 1 (strongly disagree) to 6 (strongly agree). There were 6 subscales in the scale, which were autonomy in items 1, 7, 13, 19, 25, 31, and 37, environmental mastery in items 2, 8, 14, 20, 26, 32, and 38, personal growth in item 11, 12 and 14, positive relations with other in item 4, 10, 16, 22, 28, 34 and 40, and purpose in life in item 5, 11, 17, 23, 29, 35 and 41, and self-acceptance in item 6, 12, 18, 24, 30, 36 and 42. There were 20 reverse items in this scale, which are items 3, 5, 10, 13, 14, 15, 16, 17, 18, 19, 23, 26, 27, 30, 31, 32, 34, 36, 39 and 41. After reversing the scoring in all the reverse questions, total up the marks in each dimension to get the total score. Higher scores on each on the scale indicated greater well-being on that dimension. The higher the total score, the higher the level of psychological well-being. According to Gustems-Carnicer et al. (2018), the Cronbach's alphas of Self-acceptance, Positive Relationship, Personal Growth, Purpose in Life, Autonomy, Environmental Mastery were .848, .809, .778, .846, .751, and .731 respectively.

Plus, based on Cortina (1993), the validity was tested by examining the correlations with prior measures of positive functioning which all positive and significant, the coefficients ranged from .25 to .73 and negative functioning which all negative significantly, the coefficients ranged from -.30 to -.60. Thus, 42-items of the Ryff Psychological Well-being scale was an appropriate scale for adopting this study.

Here are some examples of items include ‘I am not afraid to voice my opinions, even when they are in opposition to the opinions of most people.’ (autonomy), ‘In general, I feel I am in charge of the situation in which I live.’ (environment mastery), ‘I am not interested in activities that will expand my horizons.’ (personal growth) and etcetera.

3.7 Reliability Testing

A pilot study had been carried out to examine the reliability of the scales before the actual study started. A pilot study had been conducted in the present study to test the layout of the full-scale study, which was then amended if anything was missing in the pilot study. After getting the results in the pilot study, and there was anything absent in the pilot study, it may be expanded to the full-scale study to improve the odds of a better result (Thabane et al., 2010).

According to In (2017), 12 participants were recommended to be recruited per group in a pilot study. Since the present study was only focused on one group, which was working adults in Malaysia that experienced working from home or currently working from home, thus only 12 participants would be recruited in the pilot study. The details of the demographic information of 12 participants are shown in Appendix E.

After analyzing the data, the reliability of both of the scales had been figured out. The overall reliability of the Big 5 Inventory (BFI) was .789 and the overall reliability of Ryff’s Psychological Well-being (RPWB) was .945.

After ensuring the scales used were having high reliability, data for the actual study had started to be collected. Then, reliability testing had been conducted again to see the reliability of the actual study. Table 1 showed the reliability of the pilot study and the actual study.

Table 1

Cronbach's Alpha Value for Personality Traits and Psychological Well-being in the Pilot Study and Actual Study

	No. of items	Cronbach's alpha, α	
		Pilot study	Actual study
Openness	10	.758	.590
Conscientiousness	9	.625	.755
Extraversion	8	.863	.791
Agreeableness	9	.748	.644
Neuroticism	8	.798	.807
Big 5 Personality Scale	44	.789	.621
Ryff's Psychological Well-being Scale	42	.945	.925

3.8 Procedure

In the questionnaire, cover page, informed consent, demographic information, Big Five Inventory (BFI) and Ryff's Psychological Well-Being (RPWB) had been included. The online survey questionnaire used the English language, and it approximately took 10 minutes to complete the online survey. Next, a complete set of the questionnaire had been submitted to University Tunku Abdul Rahman (UTAR) scientific committee to be reviewed. After we had received the Ethical Approval for Research Project or Protocol (reference number: U/SERC/299/2021), a Qualtrics questionnaire had been created. Then, a completed version of the questionnaire had been downloaded and sent to FYP supervisor to check and review.

After amending the questionnaire, a Quick Response (QR) code and an anonymous link of the survey had been generated so that the participants could complete and submit their answers conveniently as they just needed to scan the QR or click on the link provided. After that, the QR code and the anonymous link were shared with the targeted participants through social media such as WhatsApp, Facebook, Instagram and so forth. Besides, targeted participants such as family members, friends, relatives, neighbours and those who fulfill the requirements had been purposely approached to distribute the anonymous link and QR code.

Before starting to collect data for the actual data, data for the pilot study had been collected. several participants had been purposely approached through social media such as WhatsApp, Messenger and Instagram. After collecting data from 12 eligible participants, a reliability test was conducted to analysis on the reliability of the scales.

After ensuring the reliability of the scale, the survey then started to be distributed to other participants who met the criteria in order to collect data from participants who met the requirements. Other than that, the snowball sampling method had been utilized by inviting them to share the questionnaire link or QR code with friends or colleagues who met the requirements for the present study. Thus, they could use their devices such as smartphones, tablets, laptops and so on to access the link and QR code through social media.

After collecting sufficient participants, the questionnaire had been stopped from receiving new responses. Then, data deletion had been proceeded in filtering out the data that did not meet the requirement of the present study. After that, data analysis such had been conducted.

3.9 Data Analysis

In the present study, IBM SPSS version 23 was used in analyzing all the results. It is software that offers advanced statistical analysis. Besides testing on the reliability and validity of the scales, the present study had also analyzed the assumptions of normality, descriptive information among participants and variables, multivariate outliers and influential cases, Pearson Product-Moment Correlation (PPMC), Multiple Linear Regression (MLR) and the independence of errors. PPMC was used to determine the correlation between personalities and psychological well-being (Research Question 1 to 5) while MLR was used to predict the relationship between personalities and psychological well-being (Research Question 6).

3.10 Ethical Consideration

An Ethical Approval for Research Project or Protocol (reference number: U/SERC/299/2021) had been received. Then, the questionnaire had stated to create and shared. Informed consent had been stated on the first page of the questionnaire to ensure that the participants acknowledged that they were fully voluntary to provide their response including their demographic information. They had to click on 'I agree to participate' to indicate that they agree to the terms and conditions mentioned on the Informed consent page before they provide their responses. They could choose to withdraw whenever they wished to and denied in allowing us to access the data they contributed through the online questionnaire. The participants would be informed that their information and responses would not be judged, remained confidential, and only for academic purposes, and honest answers were encouraged. The data provided by the participants would not be shared and accessed by third parties.

Chapter IV

Results

In this chapter, several statistical tests had been used to see the normality of the scales. Besides, PPMC and MLT had been utilized to conduct hypothesis testing.

4.1 Assumptions of Normality

In the present study, skewness and kurtosis were used to examine the normality distribution. The skewness values for openness, conscientiousness, extraversion, agreeableness, neuroticism, and psychological well-being were -.088, .371, -.397, -.063, .102, and .407; while for the kurtosis values of openness, conscientiousness, extraversion, agreeableness, neuroticism, and psychological well-being were -.060, .498, .365, .951, .027 and -.773. There is no violation of the skewness and kurtosis assumption as the values were within the acceptable range, which is -2 to +2 (George & Mallery, 2010).

Table 2

Skewness Value and Kurtosis Value of the Variables (n = 112)

	Skewness	Kurtosis
Openness	-.088	-.060
Conscientiousness	.371	.498
Extraversion	-.397	.365
Agreeableness	-.063	.951
Neuroticism	.102	.027
Psychological well-being	.407	-.773

Besides, the normality of all personality traits scales and psychological well-being was recognized through histogram where the result indicates that openness, extraversion and agreeableness were negatively skewed, while conscientiousness, neuroticism and psychological well-being were positively skewed (refer to Appendix G).

Furthermore, the Q-Q plot tells that the data were normally distributed as the data points shown were closed or adhered closely to the diagonal line in all of the scales (refer to Appendix G).

Last but not least, the Kolmogorov Smirnov and Shapiro Wilk test were used to analyze the normality for the present study. If the p -value is greater than .05, it shows that the data is normally distributed (Ghasemi & Zahediasl, 2012). However, in Table 3, beside openness, extraversion, agreeableness, and neuroticism, the p -value for Kolmogorov Smirnov of conscientiousness was below .05, which was .006 and the p -values for Kolmogorov Smirnov and Shapiro Wilk of psychological well-being were below .05, which were .000 respectively. Thus, excluding openness, extraversion, agreeableness, and neuroticism, the data were not normally distributed.

Table 3*Normality Test of Kolmogorov Smirnov and Shapiro Wilk*

	Kolmogorov Smirnov		Shapiro Wilk	
	df	Sig.	df	Sig.
Openness	112	.200*	112	.639
Conscientiousness	112	.006	112	.094
Extraversion	112	.200*	112	.175
Agreeableness	112	.161	112	.072
Neuroticism	112	.054	112	.336
Psychological well-being	112	.000	112	.000

*. This is a lower bound of the true significance.

As a summary, all the variables had met the assumptions of normality as skewness and kurtosis, histogram and Q-Q plot had showed that the data were normally distributed.

4.2 Descriptive Statistics

The demographic information of the participants including gender, age range, ethnicity, job sector, and the working mode was shown in Table 4. From the table below, it was clearly shown that more than half of the participants in which 62.5% were female participants ($n = 70$) while 37.5% were male respondents ($n = 42$). Besides, there were 68.8% were aged from 19 to 29 ($n = 77$), followed by 20.5% aged from 30 to 40 ($n = 23$), 8.9% aged from 41 to 51 ($n = 10$) and 1.8% aged from 52 to 65 ($n = 2$). Furthermore, more than half of the participants, which were 73.2 were Chinses ($n = 82$), followed by 17% Malays ($n = 19$) and 9.8% Indians ($n = 11$). Among all the job sectors, most participants, which there were 29.5% of them worked in the

education sector ($n = 33$), 12.5% worked in the finance sector ($n = 14$), 10.7% were doing online business ($n = 12$), 8.9% from the healthcare sector ($n = 10$), 8.9% worked as customer service ($n = 10$), 5.4% from the engineering sector ($n = 6$), 3.6% from logistic sector ($n = 4$) and 1.8% were doing wholesale and retail ($n = 2$). Besides, 21 of them were from other sectors ($n = 21$) such as manufacturing, tourism, human resources, and other sectors. In addition, among 112 participants, 41.1% are working from home now ($n = 46$) and 58.9% were working in the organization but worked from home during the pandemic ($n = 66$).

Table 5 shows the descriptive statistics among variables ($n=112$). The independent variables (IV) in the present study were the personality traits such as openness, conscientiousness, extraversion, agreeableness and neuroticism. While the dependent variable of the present study was psychological well-being. For the first independent variable, which was openness ($M = 33.61$, $SD = 4.59$), 49.1% ($n=55$) were lower than mean, while 50.9% ($n=57$) were higher than mean. For the second independent variable, conscientiousness ($M = 29.47$, $SD = 5.13$), 51.8% ($n=58$) were lower than mean, while 48.2% ($n=54$) were higher than mean. For extraversion ($M = 24.57$, $SD = 5.13$), 46.4% ($n=52$) were lower than mean, while 53.6% ($n=60$) were higher than mean. For agreeableness ($M = 32.19$, $SD = 4.47$), 54.5% ($n=61$) were lower than mean, while 45.5% ($n=51$) were higher than mean. For neuroticism ($M = 24.76$, $SD = 5.55$), 50.9% ($n=57$) were lower than mean, while 49.1% ($n=55$) were higher than mean. For the dependent variable, which was psychological well-being ($M = 166.77$, $SD = 25.39$), 56.3% ($n=63$) were lower than mean, while 43.8% ($n=49$) were higher than mean.

Table 4*Demographic Information of the Participants (n=112)*

Variable	Frequency	Percentage (%)
Gender		
Male	42	37.5
Female	70	62.5
Age range		
19 – 29	77	68.8
30 – 40	23	20.5
41 – 51	10	8.9
52 - 65	2	1.8
Ethnicity		
Malay	19	17.0
Chinese	82	73.2
Indian	11	9.8
Job sector		
Education	33	29.5
Healthcare	10	8.9
Finance	14	12.5
Logistic	4	3.6
Engineering	6	5.4
Customer services	10	8.9
Wholesale and retail	2	1.8

Online business	12	10.7
Others	21	18.8
Working mode		
Working from home	46	41.1
Working in the organization but worked from home during the pandemic	66	58.9

Table 5*Descriptive statistics among variables (n=112)*

Variable	Frequency	Percentage (%)	<i>M</i>	<i>SD</i>
Openness			33.61	4.59
Lower than mean	55	49.1		
Higher than mean	57	50.9		
Conscientiousness			29.47	5.13
Lower than mean	58	51.8		
Higher than mean	54	48.2		
Extraversion			24.57	5.28
Lower than mean	52	46.4		
Higher than mean	60	53.6		
Agreeableness			32.19	4.47
Lower than mean	61	54.5		

Higher than mean	51	45.5		
Neuroticism			24.76	5.55
Lower than mean	57	50.9		
Higher than mean	55	49.1		
Psychological well-being			166.77	25.39
Lower than mean	63	56.3		
Higher than mean	49	43.8		

4.3 Hypothesis Testing

Pearson's Product Correlation (PPMC) and Multiple Linear Regression (MLR) were used to examine the hypotheses for the present study.

4.3.1 Hypothesis Testing (Hypotheses 1 to 5)

PPMC was used to examine the strength of a linear relationship between 2 variables. It was used to examine the result of hypotheses 1 to 5. Besides, MLR was used to examine the linear relationship between the independent variable and dependent variable. It was used to examine the result of hypothesis 6.

H₀: There is no significant relationship between openness and psychological well-being among adults working from work home (WFH) in Malaysia during the COVID-19 pandemic.

H₁: There is a significant relationship between openness and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

Openness. The alternative hypothesis was accepted as there was a significant positive relationship between openness and psychological well-being ($r(112) = .394, p$

<.01) (see Table 6). This represented that the higher the score in openness, the higher the psychological well-being that they have. Besides, according to Cohen's Rule of Thumb, openness and psychological well-being had a medium relationship. Since there was a significant and positive relationship between openness and psychological well-being at .01 level of significance, the null hypothesis null was rejected in the present study.

Ho: There is no significant relationship between conscientiousness and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

Hi: There is a significant relationship between conscientiousness and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

Conscientiousness. The alternative hypothesis was accepted as there was a significant positive relationship between conscientiousness and psychological well-being ($r(112) = .445, p < .01$) (see Table 6). This indicated that the higher the score in conscientiousness, the higher the psychological well-being that they have. Besides, according to Cohen's Rule of Thumb, conscientiousness and psychological well-being had a medium relationship. Since there was a significant and positive relationship between conscientiousness and psychological well-being at .01 level of significance, the null hypothesis null was rejected in the present study.

Ho: There is no significant relationship between extraversion and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

H₁: There is a significant relationship between extraversion and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

Extraversion. The alternative hypothesis was accepted as there was a significant positive relationship between extraversion and psychological well-being ($r(112) = .524$, $p < .01$) (see Table 6). This showed that the higher the score in extraversion, the higher the psychological well-being that they have. Besides, according to Cohen's Rule of Thumb, extraversion and psychological well-being had a strong relationship. Since there was a significant and positive relationship between extraversion and psychological well-being at .01 level of significance, the null hypothesis null was rejected in the present study.

H₀: There is no significant relationship between agreeableness and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

H₁: There is a significant relationship between agreeableness and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

Agreeableness. The alternative hypothesis was accepted as there was a significant positive relationship between agreeableness and psychological well-being ($r(112) = .340$, $p < .01$) (see Table 6). This showed that the higher the score in agreeableness, the higher the psychological well-being that they have. Besides, according to Cohen's Rule of Thumb, agreeableness and psychological well-being had a medium relationship. Since there was a significant and positive relationship between agreeableness and psychological well-being at .01 level of significance, the null

hypothesis null was rejected in the present study.

H₀: There is no significant relationship between neuroticism and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

H₁: There is a significant relationship between neuroticism and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

Neuroticism. The alternative hypothesis was accepted as there was a significant negative relationship between neuroticism and psychological well-being ($r(112) = -.551$, $p < .01$) (see Table 6). This showed that the higher the score in neuroticism, the lower the psychological well-being that they have. Besides, according to Cohen's Rule of Thumb, neuroticism and psychological well-being had a strong relationship. Since there was a significant and negative relationship between neuroticism and psychological well-being at .01 level of significance, the null hypothesis null was rejected in the present study.

Table 6

Pearson's Product Correlation (PPMC) between Big Five Personality Traits and Psychological Well-being

		Neuroticism	Psychological well-being	Extraversion	Agreeableness	Conscientiousness	Openness
Neuroticism	Pearson Correlation	1	-.551**	-.599**	-.232*	-.281**	-.344**
	Sig. (2-tailed)		.000	.000	.014	.003	.000

	N	112	112	112	112	112	112
Psychological well-being	Pearson Correlation	-.551**	1	.524**	.340**	.445**	.394**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	112	112	112	112	112	112
Extreversion	Pearson Correlation	-.599**	.524**	1	.168	.165	.409**
	Sig. (2-tailed)	.000	.000		.076	.083	.000
	N	112	112	112	112	112	112
Agreeableness	Pearson Correlation	-.232*	.340**	.168	1	.241*	.115
	Sig. (2-tailed)	.014	.000	.076		.011	.229
	N	112	112	112	112	112	112
Conscientiousness	Pearson Correlation	-.281**	.445**	.165	.241*	1	.330**
	Sig. (2-tailed)	.003	.000	.083	.011		.000
	N	112	112	112	112	112	112
Openness	Pearson Correlation	-.344**	.394**	.409**	.115	.330**	1

Sig. (2-tailed)	.000	.000	.000	.229	.000	
N	112	112	112	112	112	112

** . Correlation is significant at the 0.01 level (2-tailed).

4.3.2 Hypothesis Testing (Hypothesis 6)

Ho: Big 5 Personality traits (openness, conscientiousness, extraversion, agreeableness and neuroticism) do not predict psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

H1: Big 5 Personality traits (openness, conscientiousness, extraversion, agreeableness and neuroticism) predict psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic.

MLR was applied to test if openness, conscientiousness, extraversion, agreeableness, and neuroticism predicted psychological well-being significantly. Table 10 indicated that the model was $F(5, 106) = 19.988, p = .000$, and accounted for 46.1% of the variance (see Table 8). In addition, it was discovered that conscientiousness ($\beta = .261, p = .001$), extraversion ($\beta = .267, p = .004$), and agreeableness ($\beta = .164, p = .027$) were positively and significantly predicted psychological well-being; while neuroticism was negatively and significantly predicted psychological well-being ($\beta = -.247, p = .007$) (see Table 9). Surprisingly, openness was not significantly predicted psychological well-being ($\beta = .095, p = .236$).

The beta value indicated the degree of change in the outcome variable for every 1-unit of change in the predictor variables. If the beta value is positive, the interpretation is that for every 1-unit increase in the predictor variable, the outcome variable will

increase by the beta coefficient value. If the beta value is negative, the interpretation is that for every 1-unit increase in the predictor variable, the outcome variable will decrease by the beta value. Since openness was not significantly predicted psychological well-being ($\beta = .095, p = .236$), it indicated that the beta value also not statistically significant. For conscientiousness ($\beta = .261, p = .001$), it indicated that for each 1-unit increase in conscientiousness, the psychological well-being is increased by .261 units. For extraversion ($\beta = .267, p = .004$), it indicated that for each 1-unit increase in extraversion, the psychological well-being is increased by .267 units. For agreeableness ($\beta = .164, p = .027$), it indicated that for each 1-unit increase in agreeableness, the psychological well-being is increased by .164 units. For neuroticism ($\beta = -.247, p = .007$), it indicated that for each 1-unit increase in neuroticism, the psychological well-being is decreased by .247 units. Therefore, among all the predictors, extraversion turned up to be the strongest predictor of psychological well-being and followed by conscientiousness, neuroticism and agreeableness.

In short, since one of the predictors, openness did not contribute significantly to psychological well-being, the alternative hypothesis was rejected.

Table 7

ANOVA Table

Model		Sum of Square	df	Mean Square	F	Sig.
1	Regression	34725.313	5	6945.063	19.988	.000 ^b
	Residual	36830.652	106	347.459		
	Total	71555.964	111			

a. Dependent Variable: Psychological well-being

- b. Predictors: (Constant), openness, conscientiousness, extraversion, agreeableness and neuroticism

Table 8*Model Summary*

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.697 ^a	.485	.461	18.640

- a. Predictors: (Constant), openness, conscientiousness, extraversion, agreeableness and neuroticism

- b. Dependent Variable: Psychological well-being

Table 9*Coefficients Table*

Model		Unstandardized		Standardized		t	Sig.
		Coefficient		Coefficient			
		B	Std. Error	Beta			
1	(Constant)	77.440	27.232			2.844	.005
	Extraversion	1.285	.437	.267		2.943	.004
	Agreeableness	.929	.414	.164		2.242	.027
	Conscientiousness	1.291	.380	.261		3.399	.001
	Neuroticism	-1.129	.413	-.247		-2.731	.007
	Openness	.528	.443	.095		1.191	.236

- a. Dependent Variable: Psychological well-being

4.4 Assumptions of Multiple Linear Regression (MLR)

4.4.1 Multicollinearity Assumption

Tolerance and Variance Inflation Factor (VIF) were used to measure multicollinearity for the present study. When the VIF score is smaller than 10 and the Tolerance value is greater than .10, it can be said that the assumption is not violated (Shieh, 2010). The Tolerance values for openness, conscientiousness, extraversion, agreeableness and neuroticism were .758, .823, .590, .911. and .595 respectively. The VIF scores for openness, conscientiousness, extraversion, agreeableness and neuroticism were 1.320, 1.214, 1.696, 1.098 and 1.681 simultaneously. Since all of the values were in the requirement of the assumption, there was no violation for all the independent variables.

Table 10

Collinearity Statistics for the Independent Variables

	Collinearity Statistics	
	Tolerance	VIF
Openness	.758	1.320
Conscientiousness	.823	1.214
Extraversion	.590	1.696
Agreeableness	.911	1.098
Neuroticism	.595	1.681

a. Dependent Variable: Psychological well-being

4.4.2 Independence of Errors

Assumption of independence of errors is tested using Durbin Watson. The value that was closer to 2 indicated congruent to the assumption and the value smaller than 1 and greater than 3 showed violation for the assumption (Durbin & Watson, 1971). Since the value of Durbin Watson in the present study was 1.946, which is closer to 2 and did not smaller than 1 as well as not greater than 3, the assumption was met.

Table 11

Durbin-Watson from Model Summary of the Predictors

Model	Durbin-Watson
1	1.946

4.4.3 Multivariate Outliers and Influential Cases

Multivariate outliers and influential cases were evaluated in the present study. 5 outliers were found from the data set, which were case number 13, 14, 37, 63 and 69. They were further examined through Mahalanobis distance, Cook's distance, and Centered Leverage. As for a sample size of about 100, the conservation cut-off point for Mahalanobis distance was below 15. While for the Cook's distance, it was suggested that the cases with Cook's distance value greater than 1 are potential as the outlier (Cook & Weisberg, 1982). Whereas for the Centered Leverage, it was calculated by using the formula $(p + 1)/n$, p is the number of predictors in the present study and the n is the sample size of the study. Thus, the cut-off value of Centered Leverage in the present study was $(5+1)/112 = .054$. However, Ellis and Morgenthaler (1992) suggested that 3 times of the Leverage's value was in the acceptable range. Therefore, the acceptable value of Centered Leverage in the present study was .161.

All 5 case numbers presented in Table 12 did not show any violation as all of the requirements of Mahalanobis distance, Cook's distance, and Centered Leverage were met (refer to Appendix H). Consequently, no case number would be removed as no violation had been shown in the assumption of Mahalanobis distance, Cook's distance, and Centered Leverage.

Table 12

Casewise Diagnostics

Case Number	Participants	Std. Residual	Total_PWB	Predicted Value	Residual
13	P16	2.585	187	138.82	48.183
14	P18	-2.219	153	194.37	-41.372
37	P46	2.431	199	153.69	45.306
63	P77	2.916	223	168.64	54.363
69	P85	2.298	107	164.17	42.833

Chapter V

Discussion and Conclusion

5.1 Constructive Discussion of Findings

5.1.1 Relationship between Openness and Psychological Well-being (Hypothesis 1)

The present study indicated that alternative hypothesis 1 was accepted in which there was a positive relationship between openness and psychological well-being. Throughout the result, it is clearly shown that the higher level of openness, the higher level of psychological well-being. The result of the present study was similar to the past studies (Kokko et al., 2013; Gupta and Parimal, 2020). According to the past study, as a human being, an individual drive for personal growth (included psychological well-being) as well as insightfulness typical of openness describe positive adult personality development, also known as personality growth (Kokko et al., 2013). Thus, for individuals who have high level of openness and tend to have high level of psychological well-being during the pandemic because they are prone to accept and adapt the new norms compare with lower level of openness. People have to adapt the new normal due to the pandemic such as working from home, being isolated, wearing masks in public areas. Based on Gupta and Parimal (2020), people who have trait of openness of experience normally are creative, prefer various of novelty and aesthetics and more likely to experience new things. They further explained that people mostly stay at home, so they have more time to become creative and innovative as well as acquire some new skills during the lockdown period which able to help them to get job promotions or bonuses in the future.

However, the result of the present study was inconsistent with the past study. The past study indicated that there was no relationship between openness and psychological well-being

while the present study revealed that there was a significant correlation between openness and psychological well-being. Since the past study focused on Irian adolescent migrants in Malaysia which was a totally different targeted group from the present research which focused on working adults in Malaysia (Mobarakeh et al., 2015). Even though the migrants might have high openness levels such as having interests in new things and accepting new skills or knowledge, they might not be able to maintain a good emotion as they have to face several acculturation issues such as having language barriers, psychological and cultural changes. A transition for them in which they had to face more uncertainty and challenges, so they may not be able to prepare and adapt in a whole new life and have to develop a new norm in Malaysia. They may be discriminated against because of their immigrant status. Thus, the Irian adolescent migrant had to face more pressures compare with the working adults in Malaysia in order to survive, so they had lower psychological well-being hence resulting in no significant relationship between openness and psychological well-being (Mobarakeh et al., 2015).

Even though the working adults in Malaysia suddenly faced a whole new challenge in which they have to adapt to a new working style and environment without any preparation, they still can feel capable, happy, and well-supported by their family members or peers. Besides, being different from the migrants, the migrants have to move to a whole new place or environment to make ends meet. However, the working adults in Malaysia, which was the targeted group in the present study, they still live and stay in their own places and environments, in which they just need to stay in their own living place, which might be their own houses or rooms that there belongs to and start their new working style. They might find it uncomfortable to work from home as it might be difficult to have the motivation and attention to work hard since in their mindset, their houses or rooms are the places for them to take a good rest but not

work hard for their projects. Since individuals with high openness are more open-minded, they will be willing to accept what they are facing. So, after a period of accommodation, they may be feeling comfortable and slowly adapt to the new working environment in which they have the motivation to work from home thus they will be feeling happy and doing well in their work tasks. Therefore, the present study revealed that openness was significantly and positively correlated with psychological well-being.

5.1.2 Relationship between Conscientiousness and Psychological Well-being (Hypothesis 2)

In the current study, alternative hypothesis 2 had accepted as there was a positive significant relationship between conscientiousness and psychological well-being in the present study. The result was consistent with the past studies by Osamika et al. (2021), Kokko et al., (2013) and Grant et al., (2009). Since people with conscientiousness includes the characteristics of qualities of perseverance and dutifulness, they tend to complete the tasks given on time. In addition, Zellars et al. (2006) claimed that people with higher conscientiousness have a lower level of burnout as well since they are more self-disciplined and like to follow and plan so they are less likely to make a hasty last-minute effort.

Even though the working adults faced a sudden transition during the pandemic, in which they may feel inactivated and disorganized in their own houses or hostels, so some of them may feel that they can loaf on the job and result in unable to complete the tasks given before the due date. However, individuals with high conscientiousness tend to complete the tasks given on time. Thus, in spite of the fact that they do not have to motivation to proceed with their projects or tasks given, their personalities will let them work on their tasks. When they can complete the tasks given on time, psychological distress will be lesser than those who cannot do so (Rice et al., 2012). Besides, Miller et al. (1999) proposed that individuals who have a lower level of

psychological distress while a higher level of contextual performance and job satisfaction. Therefore, individuals with high job performance will have a high level of psychological well-being (Mathieu et al., 2014; Munir et al., 2012).

To the contrary, when ones who have a low level of conscientiousness, they tend to procrastinate and do not plan well in doing things, thus they may be having stress since they could not complete their tasks on time in a new working environment thus having low job satisfaction and performance. Low level of psychological well-being will be lower as a result. In short, conscientiousness was found to be significantly and positively correlated with psychological well-being.

5.1.3 Relationship between Extraversion and Psychological Well-being (Hypothesis 3)

Alternative hypothesis 3 was accepted which there was a positive significant relationship between extraversion and psychological well-being in current findings and the result was supported by past studies by Jackman et al. (2020) and Grant et al., (2009). Since people with high extraversion are more likely to socialize and interact with people, which increase their tendency of positive affect and improved well-being (Jackman et al., 2020). In simple words, extraverts have higher level of happiness compare with introverts because extraverts tend to have more social abilities which they are more cooperative and assertive so the element of sociability can be accounted for the association.

Apart from those, Beveridge et al. (1976) revealed that extraversion is related with social activity and friendship which are the two best sources of happiness, joy, and personal satisfaction. Although people must be isolated during the pandemic, they were still able to communicate with their friends or family members by texting, video calls, voice calls and so

forth through social media such as Facebook, WhatsApp, Instagram and etcetera. Moreover, Jackman et al. (2020) revealed that individuals with high extraversion have a higher level of perceived support because they know that there will a person who will provide support and turn to when they face problems in their daily life. Hence, it also can be explained when the working adults in Malaysia face problems during the pandemic they understand who or where they can seek help from in order to cope with the problems.

There was an opposite result observed by Gupta & Parimal (2020). The researchers claimed that extroverts tend to be socialized but they have to be forced isolated during the pandemic due to lockdown. They may feel challenges to be accustomed to being separated from others and adopt a new norm of social distancing because their self-esteem can be increased by social ability, participating in the physical company, and friends group influence (Gupta & Parimal, 2020). They feel disconnected from others during the quarantine period may lower the level of their psychological well-being. In contrast, the participants in this study did not face the difficulty of feeling connect with other as they can maintain the relationship with other through social medias which have mentioned above.

5.1.4 Relationship between Agreeableness and Psychological Well-being (Hypothesis 4)

In the present study, the alternative hypothesis 4 was accepted because there was a positive significant relationship between agreeableness and psychological well-being which has proved by Singh et al. (2012), Kokko et al. (2013), Abdullahi et al., (2020) and Mobarakeh et al. (2015) as well. Singh et al. (2012) explained that people with high agreeableness prefer to show cooperation and focus on social harmony, they also like to get along with others. Hence, people always view them as friendly, helpful, considerate, generous and. For example, they are more likely to become the volunteers who transported supplies to some poor families during the

pandemic. Thus, agreeableness is a characteristic that helps people to gain and maintain popularity and help them to develop very good social ability which results in social accomplishments and allow them to generalize from their experiences and become optimistic about their future, feel satisfied with their lives and have a high level of psychological well-being (Singh et al., 2012; Grant et al., 2009). Due to the pandemic, most people may show up with a sense of fear or being pessimistic due to uncertainty of their future like losing job or sales, but agreeableness individuals have a positive outlook on their life and solve the problems (Singh et al., 2012). They are less likely to experience negative emotions of feelings which lower their psychological well-being. Yet, they feel that people primally trustworthy, nice, and honest too (Singh et al., 2012) they easily make friends with others during the lockdown period.

5.1.5 Relationship between Neuroticism and Psychological Well-being (Hypothesis 5)

In the current study, a negative significant relationship between neuroticism and psychological well-being had been discovered, so the alternative hypothesis 5 was accepted. A similar result was proposed by Gupta & Parimal (2020). Based on Gupta & Parimal (2020), people with high neuroticism are more likely to experience anxiety, emotions unstable, nervous and insecurity Thus, they may not be able to do their duty and complete their tasks too due to easy to feel moody, depressed and vulnerability (Mobarakeh et al., 2015) which give impacts their work performance, decision making ability, turn over and so forth (Pervez, 2010). Apart from that, they had to face the crisis of loneliness during the lockdown period due to Covid-19 because people are forced to practice social distancing (Gupta & Parimal, 2020). Plus, individuals may feel fear of death and be fired because of coronavirus which causes issues such as unemployment, economic disaster, poverty and etcetera (Gupta & Parimal, 2020).

In addition, Abdullahi et al., (2020) not only revealed a consistent result with this study, they also found that neuroticism has a negative association with satisfaction with life, emotional well-being, and social well-being as well as no significant relationship with happiness. They tend to be pessimistic and feel difficult to deal with expected negative outcomes. The insecurity or negative feeling can lead to poor psychological well-being and cause them unable to have beauty appreciation and have fun with others from simple things of life due to avoid the opportunities of socialization and joining with others in society.

5.1.6 Prediction of Big 5 Personality Traits with Psychological Well-being (Hypothesis 6)

Openness. In the present study, the results showed that openness was positively but not significantly predicted psychological well-being ($\beta = .095, p = .236$). The result of the present study was contradicted with the past study (Saricaoğlu & Arslan, 2013), in which the result in the past study reviewed that openness was significantly and positively predicted psychological well-being. The contradicted result may be due to both studies focused on different targeted groups, in which the present study focused on the adults working from home in Malaysia during the pandemic, whereas the previous study focused on the students in several universities that were in Turkey when the pandemic did not exist.

People who score high in openness tend to be intellectually curious, creative as well as imaginative. They are adaptable, easier to accept for special values and innovative ideas. Hence, when they are facing stress, they tend to adapt better than those who score lower in openness (Williams et al., 2009; Ó Súilleabháin et al., 2017). When university students were facing challenges or stressful events, they can try to express their problems to their peers and receive or

listen to encouragement or advice from their peers. Thus, openness was significant in predicting psychological well-being.

However, during the outbreak of the pandemic, the working adults had to change their lifestyle as well as working style out a sudden. Besides being working adults, they might be performing multiple roles such as a son or daughter who need to support their retirement parents, a father or mother who needs to support and take care of the family, a proprietor who needs to ensure work hard so that the company can survive under this hard time. Even though they might listen to some positive advice in coping with the whole new challenges, they still need time to be accustomed to the new working environment. If they could listen to all those advice, their emotion could be stable and gradually accept this sudden change thus psychological well-being will not be affected much or even have a higher level of psychological well-being. At the same time, individuals who scored low in openness might not be having a low level of psychological well-being. This is because other people are not offering good advice to them but throwing tantrums or complaining about how worse the situation is. When the individuals did not score high in openness, he or she might not be listening or accepting what others had expressed to them and their psychological well-being will not be affected much. Hence, people who are not openness to experience will not be having a low level of psychological well-being. Therefore, it can be explained why openness was positively predicted psychological well-being but could not predict psychological well-being significantly among the adults working from home in Malaysia during the pandemic.

Conscientiousness. In the present study, the results showed that conscientiousness was significantly and positively predicted psychological well-being ($\beta = .261, p = .001$), and the present result was with the past literature (Hicks & Mehta, 2018). According to Roberts et al.

(2012), individuals who score high in conscientiousness are mostly likely to exercise self-discipline, be hardworking, responsible to others, orderly, and rule-abiding in order to achieve their goals. Thus, even though the working adults were facing new challenges and forced to work in an entirely new working mode and environment, they could cope with their well-being very well and complete the tasks as usual as they think that it was their responsibility to complete the tasks no matter where they are. In addition, they could manage their time well and put more effort in fulfill their responsibility as an employee or employer. Therefore, they will be facing less stress and less depression as they could adapt very well to new working styles and complete their tasks given on time. Several previous types of research proved that individuals who are conscientious will have a lower stress level, less depressive symptoms, and a higher level of distress tolerance (Chen et al., 2017; Chowdhury et al., 2018) as they would try their best to complete the tasks given by applying effective time management and self-discipline that they used to be. Besides, Bartley and Roesch (2011) had proven that conscientiousness serves as a protective factor from stress. Hence, they would be having good mental health.

To the contrary, if the individuals are careless and uncritical, they might not score high in psychological well-being as they tend to avoid planning ahead thus facing difficulties in pursuing short and long-term goals as they are easily being distracted by external and internal factors. Hence, they might be having high level of stress and depressive symptoms since they could not complete their tasks due to poor planning and time management. Consequently, conscientiousness was significantly predicted psychological well-being.

Extraversion. In the present study, the results showed that extraversion was significantly and positively predicted psychological well-being ($\beta = .267, p = .004$). The result in the present study was similar to the past studies (Saricaoğlu & Arslan, 2013; Hicks & Mehta, 2018).

According to Lucas & Diener (2001), individuals who score high in extraversion are mostly likely to be sociable, assertive, have high activity levels, positive emotions, impulsivity, warmth, gregariousness, and are excitement seeking. Based on the past research proposed by Wilmot et al. (2019), individuals who are extravert tend to be benefited from their personalities in terms of emotional advantage, and performance advantage from the working setting. Extravert will be having greater sensitivity to rewarding stimuli, positive approach goals, and possibilities for development, as well as the essential self-confidence or self-efficacy to achieve its aims or goals. Since extraverts have the motivation to accomplish the tasks or goals, they will try hard to obtain rewards, which also leads to positive emotions as there is actual enjoyment from obtaining a reward. Then, when they try their best to complete their tasks by self-motivation, their working performances can be increased. When they can complete their tasks, fewer stress challenges will be faced. Hence, extraversion was significantly predicting psychological well-being.

Agreeableness. In the present study, the results showed that agreeableness was significantly and positively predicted psychological well-being ($\beta = .164, p = .027$). The result in the present study was similar to the past studies (Singh, 2012; Hicks & Mehta, 2018). Individuals who are agreeable will pay more attention to specific behaviors undertaken during the interpersonal interactions including trusting one another as well as cooperating with colleagues or peers. According to Templer (2011), individuals who are agreeableness are more likely to assist others when in need of help. They will be enjoying it when they are helping others. When the working adults started to switch to a new working environment, they might be somebodies will be difficult to adapt to a new environment and working style. Therefore, they will be searching for helps from others. Then, individuals who are agreeable are willing to show their empathy by helping them with their best. At the same time, they will have a sense of job

satisfaction as they could help their peers or colleagues when they are facing hard times (Templer, 2011).

Furthermore, previous studies had proposed that individuals who score high in agreeableness tend to have greater team performance and work performance (Bradley et al., 2013; Guay et al., 2013). When they are willing to help the members, other employees will be showing their gratitude to them by working hard in a team. Thus, team performance can be increased. When the team performance has been increased, they will be performing well in terms of productivity and projects' qualities. Less stress will be faced by them as they can perform well even though they have to switch to a new working style. Consequently, agreeableness was significantly predicted psychological well-being.

Neuroticism. In the present study, the results showed that neuroticism was significantly and negatively predicted psychological well-being ($\beta = -.247, p = .007$). The result in the present study was consistent with the past studies (Singh, 2012; Kokko et al., 2013; Hicks & Mehta, 2018). Neuroticism is the tendency to experience negative emotions and feelings. Individuals who are neurotic will experience negative effects such as irritability, emotional instability, anxiety, anger, depression, and self-consciousness (Widiger & Oltmanns, 2017). Besides, they will also diminish the quality of life such as excessive worries and face occupational failure. In the same research, Widiger and Oltmanns (2017) had found out that a high level of neuroticism will lead to poor working performance. This may be due to they will be easier to face job stress and burnout when compared to those who score low in neuroticism (Wang et al., 2011; Pérez-Fuentes et al., 2019).

Neurotic individuals tend to respond and react emotionally to the existing events, such as a sudden change in working style and environment. Yet, the event might not bring many

reactions from others. However, neurotic individuals will react more intensely and last for an unusually long period of time than those who are having emotional stability. Since they are experiencing low and bad mood most of the time, they will face several challenges in their work as the emotion diminish their ability to focus and think clearly, decide and adapt to the new environment thus leading to having job stress (Singh et al., 2012). Therefore, neuroticism had been proven that it was significantly predicting psychological well-being by many research including the present study.

5.7 Implications of the Study

5.7.1 Theoretical Implication

The present study can make a significant contribution to the literature and increase the knowledge of the relationship between personality traits and psychological well-being among working adults in Malaysia. Besides, the present study has determined all of the Big 5 Personality Traits can predict psychological well-being except Openness as well which may be due to the working adults in Malaysia during this pandemic facing the problem of role conflict such as playing the roles of an employee and child who took care of their parents at the same time when they are working from home. At the same time, the present study can act as a reference for future studies to conduct an in-depth study on how openness affect our psychological well-being by adding more variables and reason of openness does not significantly predict psychological well-being.

Throughout this study, the awareness of the importance of psychological well-being which may be affected by personality traits can be raised. We found that most of the past studies were conducted in other countries and there are limited studies done in Malaysia, especially with

the context of the Covid-19 pandemic, so the results may consist of cultural differences. Hence, this study can fill the gap in the academic field within Malaysia which able to enrich the researchers in the future who fell interested to work with the related topic.

The result of this study has supported by the theory of the Latent Deprivation Model, as it consists of 5 latent functions such as time structure, regular shared social contact, the linking of individuals in a shared collective effort or purpose, the provision of social identity or status, and regular enforced activity Jahoda (1981), which different types of personality traits of people may have a different response in a different situation. For example, the higher level of extraversion, the higher level of psychological well-being has been found in the present study as extravert related to one of the latent functions which is regular shared social contact which they tend to be sociable with others.

5.7.2 Practical Implication

In understanding how our personality traits will affect psychological well-being among the work from home adults in Malaysia during the pandemic, the government and bodies of ministry in Malaysia can benefit from the present study. They may utilize this information in the present study by introducing several new policies to the companies or organizations that can help to maintain a high level of psychological well-being or avoid the working adults who are working from home having high levels of stress or depression. New policies such as reducing working hours when working from home or remaining the salary of the employees even if they are working from home can be implemented. Besides, the government or related organizations can also be benefited from the present study whereby they may use the information collected to come up with new online programs or campaigns that promote a healthy lifestyle and mental health for the working adults who are working from home. The online programs may propaganda

the importance of maintaining high psychological well-being and guide them in how to maintain a healthy working lifestyle and mental health.

In addition, the employers or the top-level managers of the organizations will be benefited from the present study as well. They can understand how the personality traits of the employees will affect their job performances if their psychological well-being is unstable. Thus, they will be able to know how well the employees are coping with new environments or challenges by examining their personality traits by using some related scales such as Big Five Personality Scale. Then, they can adjust the workload or projects for the employees based on how their psychological well-being is performed. At the same time, the employees can also have a concept of how their personality will affect their psychological well-being. Then they can search for appropriate solutions to deal with the stress or challenges faced in order to maintain a high level of psychological well-being.

Furthermore, the counsellors and psychologists will be benefited from the present study. They can refer to the present study to have an idea on which personality trait will have a greater impact on psychological well-being during this pandemic. Hence, the counsellors or psychologists will be able to provide a more suitable intervention or therapy session in dealing with the working adults' mental issues during this pandemic.

5.8 Limitations

Throughout the present study, there were several limitations that need to be acknowledged. In the present study, the non-probability sampling methods included the purposive sampling method and the snowball sampling method had been adopted. By using the non-probability sampling method, it is difficult to know how well the result of the study can

represent the population in Malaysia. Nonetheless, the confidence intervals and margins of error cannot be calculated by adopting the non-probability sampling method.

Furthermore, a cross-sectional study had been applied in the present study. However, a cross-sectional study cannot be used to analyze the behavior over a period of time and it does not help to determine the cause and effect (Grujičić & Nikolić, 2021). Besides, the timing of the research conducted is not guaranteed to be representative. Since the present study was started to conduct after several months after the pandemic had begun, the results in present study cannot show the actual changes in the psychological well-being of the adults working from home. The results might not reveal clearly the changes in their psychological well-being before and during the changes caused by the pandemic.

In addition, in the present study, both genders who met the criteria were invited to participate as a respondent. Gender differences did not include in the present study as one of the predictors. However, according to past studies, both males and females will perform at a different level of psychological well-being. The past findings showed that there was a significant difference between the psychological well-being of both male and female groups (Akhter, 2015; Gómez-Baya et al., 2018). Hence, it is substantial that adding gender differences in the related studies will let the results become more accurate and detailed.

Next, although the working sector had been asked from the participants, it did not be further interpreted as a predictor in the present study. The working sector may be an imperative reason or mediator that will affect the result of psychological well-being as different occupations might have different levels of occupation stress, job satisfaction as well as salary. According to the results proposed by Suleman et al. (2018), occupational stress was statistically and negatively correlated with psychological well-being. Besides, under this pandemic, they might be

experiencing pay cuts. Based on the statistic announced by the Department of Statistics numbers in Malaysia, there were 46.6% experience pay cuts and 35.5% lost 90% of their income (*Small businesses start to cut salaries to survive COVID-19*, n.d.). In addition, not only Malaysia but other countries also face a similar issue. Kaye (2021) reported that employees who work on Facebook and Twitter that located in New York had decreased their salary when working from home. A decrease in salary might affect the working adults' psychological well-being. Drakopoulos and Katerina (2015) proposed that pay cuts cut down the workers' psychological well-being when compared to those whose pay does not change or increase. If these several predictors have been added in the related studies, the results can be viewed from another point of view by the managers or employees of the organizations.

5.9 Recommendations

First of all, since applying the non-probability sampling method will let the result become difficult to represent the population in Malaysia, it is recommended that future related studies should adopt probability sampling methods such as simple random sampling, systematic sampling, stratified sampling, and cluster sampling. Hence, not only the result obtained can represent the population in a country, but the confidence intervals and margins of error can be calculated.

Furthermore, a cross-sectional study adopted in the present study might not reveal clearly the changes in their psychological well-being before and during the changes caused by the pandemic. Therefore, future studies are suggested to employ longitudinal study as the longitudinal study helps to explore the patterns of change and the dynamic of individual behaviors. The data collected in a longitudinal study allows researchers to explore dynamic rather than static concepts and this is significant for understanding how people move from one

situation to another such as how their psychological well-being has been influenced from time to time in different circumstances.

In addition, future studies are recommended to add gender differences as one of the predictors in analyzing the relationship between personalities and psychological well-being in order to get a more significant result.

Next, since the work-related issues such as occupational stress and pay cut might affect the employers' psychological well-being, these variables should be counted as the predictors in future studies so that the results recorded will be more detailed and have a new point of view for those employees or top managers in the organizations.

5.10 Conclusion

To conclude, both objectives were met in determining the relationship between Big 5 Personality traits (openness, conscientiousness, extraversion, agreeableness and neuroticism) and psychological well-being and the prediction of Big 5 Personality traits (openness, conscientiousness, extraversion, agreeableness and neuroticism) and psychological well-being among adults working from home (WFH) in Malaysia during the COVID-19 pandemic. This study was successful in achieving both objectives.

The current finding indicated all the personality traits (openness, conscientiousness, extraversion, agreeableness) are positive significantly associated with psychological well-being while neuroticism is negative significantly associated with psychological well-being. On the other hand, all the personality traits except openness were able to significantly predict psychological well-being.

Psychological well-being plays a vital role in our life which help us function well in our daily life. Government can help to increase the awareness of the importance of psychological well-being in order to decrease the possibility of suffering from mental disorders and lead to suicidal intention since it is rarely mentioned in Malaysia by offering education to the society. Last but not least, this study serves as a reference for future researchers who wish to explore in this topic as it brings some new insights for the researchers which may help them to produce successful implementations for society.

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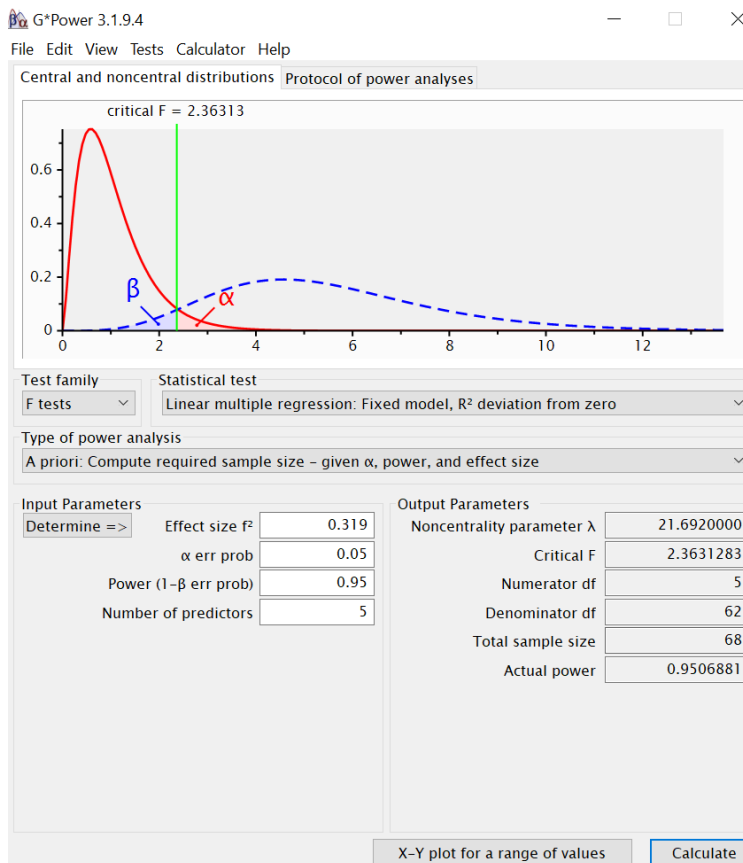
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Appendix

Appendix A: Sample Size Calculation



Cohen’s f^2 method of effect size

Personality	r_1	r_2	$(r_1 + r_2) \div 2$	R^2	$1 - R^2$	f^2
Agreeableness	.29	.03	.160	.0256	.9744	.026
Extraversion	.55	.53	.540	.2916	.7084	.412
Neuroticism	-.75	-.63	.690	.4716	.5239	.909
Openness	.20	-.01	.095	.0093	.9910	.009
Conscientiousness	.36	.52	.440	.1936	.8064	.240

$$\text{Total } f^2 = \frac{.026 + .412 + .909 + .009 + .240}{5} = .319$$

Table 2
Correlations among Personality and well-being. Variables in the Mixed group.

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Neuroticism (1)																
Extraversion (2)	-.35***															
Openness (3)	.25**	.08ns														
Agreeableness (4)	.17ns	.14ns	.38***													
Conscientiousness (5)	-.26**	.25**	-.08ns	.03ns												
Novelty Seeking (6)	.08ns	.46***	.20ns	-.02ns	-.35***											
Harm Avoidance (7)	.69***	-.53***	.20ns	.25**	-.24**	.24**										
Reward Dependence (8)	.31**	.29**	.29**	.47***	.04ns	.65***	.45***									
Persistence (9)	.04ns	.07ns	.08ns	.04ns	.57***	.25**	.20*	.39***								
Self-Directedness (10)	-.45***	.45***	-.03ns	.14ns	.41***	.56***	.03ns	.59***	.49***							
Cooperativeness (11)	.00ns	.30**	.38***	.64***	.08ns	.65***	.39***	.82***	.48***	.72***						
Self-Transcendence (12)	.19ns	.06ns	.40***	.28**	-.19ns	.60***	.36***	.57***	.31***	.34***	.60***					
PWB (13)	-.63***	.53***	-.01ns	.03ns	.52***	.05ns	-.58***	.11ns	.15ns	.60***	.23**	-.07ns				
SWLS (14)	-.49***	.52***	-.09ns	.11ns	.21ns	.13ns	-.56***	.11ns	-.09ns	.53***	.22*	-.04ns	.67***			
PA (15)	-.44***	.31**	-.18ns	-.18ns	.27**	.01ns	-.56***	-.21*	.21*	.47***	-.06ns	.05ns	.38***	.45***		
NA (16)	.49***	-.23*	.21ns	-.02ns	-.18ns	.15ns	.46***	.04ns	.06ns	-.49***	-.18ns	.15ns	-.38***	-.38***	-.32**	

Note: N = 100, *p < .05, **p < .01, ***p < .001, ns = nonsignificant.

Garcia, D. (2011). Two models of personality and well-being among adolescents. *Personality and Individual Differences*, 50(8), 1208-1212. <https://doi.org/10.1016/j.paid.2011.02.009>

ages 33 to 50 as part of an ongoing Finnish longitudinal study (initial N = 369). Bivariate latent growth curve analyses indicated that a low initial level of neuroticism (.75) and high extraversion (.55) correlated strongly with a high level of PWB. Moreover, a high level of conscientiousness, openness, and agreeableness also correlated significantly with PWB. The change factor was

The intercepts of the personality traits of neuroticism (Figure 1), extraversion (Figure 2), conscientiousness (Figure 3), openness (Figure 4), and agreeableness (Figure 5) were statistically significantly associated with the intercept of psychological well-being. The highest correlation (.75***) was between low neuroticism and high psychological well-being: 95% CI comparison indicated that the correlation between neuroticism (95% CI .68–.83) and psychological well-being was significantly higher than the corresponding correlations with extraversion (.45–.65), conscientiousness (.22–.50), openness (.07–.37), and agreeableness (.15–.44). The finding

Kokko, K., Tolvanen, A., & Pulkkinen, L. (2013). Associations between personality traits and psychological well-being across time in middle adulthood. *Journal of Research in Personality*, 47(6), 748-756. <https://doi.org/10.1016/j.jrp.2013.07.002>

*Appendix B: Personal Data Protection Notice***PERSONAL DATA PROTECTION NOTICE**

Please be informed that in accordance with Personal Data Protection Act 2010 ("PDPA") which came into force on 15 November 2013, Universiti Tunku Abdul Rahman ("UTAR") is hereby bound to make notice and require consent in relation to collection, recording, storage, usage and retention of personal information.

1. Personal data refers to any information which may directly or indirectly identify a person which could include sensitive personal data and expression of opinion. Among others it includes:
 - a) Name
 - b) Identity card
 - c) Place of Birth
 - d) Address
 - e) Education History
 - f) Employment History
 - g) Medical History
 - h) Blood type
 - i) Race
 - j) Religion
 - k) Photo
 - l) Personal Information and Associated Research Data
2. The purposes for which your personal data may be used are inclusive but not limited to:
 - a) For assessment of any application to UTAR
 - b) For processing any benefits and services
 - c) For communication purposes
 - d) For advertorial and news
 - e) For general administration and record purposes
 - f) For enhancing the value of education
 - g) For educational and related purposes consequential to UTAR
 - h) For replying any responds to complaints and enquiries
 - i) For the purpose of our corporate governance
 - j) For the purposes of conducting research/ collaboration
3. Your personal data may be transferred and/or disclosed to third party and/or UTAR collaborative partners including but not limited to the respective and appointed outsourcing agents for purpose of fulfilling our obligations to you in respect of the purposes and all such other purposes that are related to the purposes and also in providing integrated services, maintaining and storing records. Your data may be shared when required by laws and when disclosure is necessary to comply with applicable laws.
4. Any personal information retained by UTAR shall be destroyed and/or deleted in accordance with our retention policy applicable for us in the event such information is no longer required.

- 5. UTAR is committed in ensuring the confidentiality, protection, security and accuracy of your personal information made available to us and it has been our ongoing strict policy to ensure that your personal information is accurate, complete, not misleading and updated. UTAR would also ensure that your personal data shall not be used for political and commercial purposes.

Consent:

- 6. By submitting or providing your personal data to UTAR, you had consented and agreed for your personal data to be used in accordance to the terms and conditions in the Notice and our relevant policy.
- 7. If you do not consent or subsequently withdraw your consent to the processing and disclosure of your personal data, UTAR will not be able to fulfill our obligations or to contact you or to assist you in respect of the purposes and/or for any other purposes related to the purpose.
- 8. You may access and update your personal data by writing to us at _____.

Acknowledgment of Notice

- [] I have been notified and that I hereby understood, consented and agreed per UTAR above notice.
- [] I disagree, my personal data will not be processed.

.....
Name:
Date:

Appendix C: Group Ethical Approval Letter

UNIVERSITI TUNKU ABDUL RAHMAN
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Re: U/SERC/299/2021

30 December 2021

Dr Pung Pit Wan
Head, Department of Psychology and Counselling
Faculty of Arts and Social Science
Universiti Tunku Abdul Rahman
Jalan Universiti, Bandar Baru Barat
31900 Kampar, Perak.

Dear Dr Pung,

Ethical Approval For Research Project/Protocol

We refer to the application for ethical approval for your students' research projects from Bachelor of Social Science (Hons) Psychology programme enrolled in course UAPZ3013/UAPZ3023. We are pleased to inform you that the application has been approved under Expedited Review.

The details of the research projects are as follows:

No	Research Title	Student's Name	Supervisor's Name	Approval Validity
1.	Social Loafing Behaviour in Collaborative Group Work Among University Students in Malaysia: Self-Efficacy, Group Cohesion and Task Interdependence	1. Dheenoseemi a/p Maganthrin Kumar 2. Khoo Jing Wen 3. Kishuvan a/l Marimuthu	Dr Chic Qiu Ting	30 December 2021 - 29 December 2022
2.	Examining the Role of Materialism, Perceived Stress and Gender Difference in Compulsive Buying Behavior Among Young Adults in Malaysia	1. Looi Ke Xin 2. Tan Kai Ni 3. Tee Geok Hong		
3.	The Mediating role of Social Anxiety on Perceived Stress and Internet Addiction Among Undergraduate Students in Malaysia	1. Chong Khai-Juen 2. Lai Ming Han 3. Len Wan Qi		
4.	The Association of Psychological Distress and Burnout on Job Satisfaction Among Frontliners in The Healthcare Industry During the Pandemic COVID-19 in Malaysia	1. Loochana a/p Krishna Rao 2. Adrianna a/l P Silvarajah 3. Visshan a/l Miyanthan	Dr Nurul Iman binti Abdul Jalil	
5.	Perceived Stress and Emotional Intelligence as Predictors of Life Satisfaction Among Undergraduates in Malaysia	1. Ooi Yu Jie 2. Lim Syi Wei 3. Cham Han Tein		
6.	The Mediating Role of Money Desire in Death Anxiety Toward Materialism Among Young Adults in Malaysia	1. Britney Bong Sue Fun 2. Jemimah Choong Giet Hee 3. Kwok Koh Yee		
7.	Social Anxiety, Perceived Stress Level and Perceived Social Support as Predictors of Smartphone Addiction Among Undergraduate Students in Malaysia	1. Chua Pei Yi 2. Chuah Yi Ting 3. See Jie Sheng	Mr Tay Kok Wai	
8.	The Relationship Between Intrinsic Motivation, Extrinsic Motivation on Job Performance and Job Satisfaction Among Academic Staff in Malaysia	1. Chen Chi Shan 2. Ishwinder Kaur a/p Jasper Singh 3. Jessica Teoh Wan Jie		
9.	Cognitive Behavioral Therapy Informed Workshop on Sleep: A Preliminary Randomized Controlled Trial	1. Joanna Eileen Chan 2. Michele Chu Hiew Mun 3. Sanjeetra a/p Ravindharan		

Kampar Campus : Jalan Universiti, Bandar Barat, 31900 Kampar, Perak Darul Ridzuan, Malaysia

Tel: (605) 468 8888 Fax: (605) 466 1313

Sungai Long Campus : Jalan Sungai Long, Bandar Sungai Long, Cheras, 43000 Kajang, Selangor Darul Ehsan, Malaysia

Tel: (603) 9086 0288 Fax: (603) 9019 8868

Website: www.utar.edu.my



No	Research Title	Student's Name	Supervisor's Name	Approval Validity
10.	Cognitive Behavioral Therapy Informed Workshop on Procrastination: A Preliminary Randomized Controlled Trial	1. Phuah Wai Hong 2. Wong Weng Han	Mr Tay Kok Wai	30 December 2021 - 29 December 2022
11.	Relationship Between Self-Esteem, Fear of Covid-19 and Instagram Addiction Among Undergraduates in Malaysia	1. Lee Jia Jie 2. Loon Ling Lee 3. Thio Kai Qi	Ms Evelyn Toh Kheng Lin	
12.	The Relationship Between Perfectionism, Cognitive Flexibility and Suicide Ideation Among Malaysian Undergraduates	1. Zoe Chng Woon Chin 2. Liew Kee Yee 3. Tsong Wei Jie		
13.	The Relationship Between Depression, Anxiety, Perceived Social Support and Suicidal Intention Among Gay and Lesbian Young Adults' Community	1. Fo Han Sien 2. Gabriel Chai Yeet Jher 3. Beh Jin Ying		
14.	Knowledge, Risk Perception and Protective Behaviour Among Malaysian Young Adults During COVID-19 Pandemic	1. Gan Hui Min 2. Jeanette Elena Tan 3. Swi Zi Qing	Dr Gan Su Wan	
15.	Online Social Support, Offline Social Support and Academic Readiness as Predictors of Academic Resilience Among Undergraduates in Malaysia	1. Kenny Ng Kai Feng 2. Ng In Yan 3. Karthiyaini a/p Sathiyaseelan		
16.	Big 5 Personality Traits as the Predictors of Psychological Well-being Among Adults Working from Home (WFH) in Malaysia During COVID-19 Pandemic	1. Liew Qian Qi 2. Lim Yee Wen	Ms Sanggari a/p Krishnan	
17.	Impact of Psychological Distress, Fear, Changes in Lifestyle-Related Behavior and Life Satisfaction Among Working Adults During Movement Control Order (MCO) in Malaysia	1. Chua Wan Yi 2. Koo Yu Wen 3. Ng Pui Ye		

The conduct of this research is subject to the following:

- (1) The participants' informed consent be obtained prior to the commencement of the research;
- (2) Confidentiality of participants' personal data must be maintained; and
- (3) Compliance with procedures set out in related policies of UTAR such as the UTAR Research Ethics and Code of Conduct, Code of Practice for Research Involving Humans and other related policies/guidelines.
- (4) Written consent be obtained from the institution(s)/company(ies) in which the physical or/and online survey will be carried out, prior to the commencement of the research.

Should the students collect personal data of participants in their studies, please have the participants sign the attached Personal Data Protection Statement for records.

Thank you.

Yours sincerely,



Professor Ts Dr Faidz bin Abd Rahman
Chairman
UTAR Scientific and Ethical Review Committee

c.c Dean, Faculty of Arts and Social Science
Director, Institute of Postgraduate Studies and Research



Appendix D: Questionnaire

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 (501029)

**UNIVERSITI TUNKU ABDUL RAHMAN
 DEPARTMENT OF PSYCHOLOGY AND COUNSELLING FACULTY OF ARTS AND
 SOCIAL SCIENCE**

Introduction

We are Year 3 Bachelor of Social Science (Hons) Psychology students from Universiti Tunku Abdul Rahman. We would like to conduct a research study to fulfil UAPZ3013 Final Year Project I and UAPZ 3023 Final Year Project II requirements. You are invited to participate in our study entitled 'Big 5 Personality traits as the predictors of the Psychological Well-being among adults working from home (WFH) in Malaysia during Covid-19 pandemic' as long as you fulfil the following criteria:

- 1. Malaysian**
- 2. Currently living in Malaysia**
- 3. Working adults aged between 19 to 65 years old**

PERSONAL DATA PROTECTION NOTICE

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- a) Name
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- d) Address
- e) Education History
- f) Employment History
- g) Medical History
- h) Blood type
- i) Race
- j) Religion
- k) Photo
- l) Personal Information and Associated Research Data

2. The purposes for which your personal data may be used are inclusive but not limited to:

- a) For assessment of any application to UTAR
- b) For processing any benefits and services
- c) For communication purposes
- d) For advertorial and news
- e) For general administration and record purposes
- f) For enhancing the value of education
- g) For educational and related purposes consequential to UTAR
- h) For replying any responds to complaints and enquiries
- i) For the purpose of our corporate governance
- j) For the purposes of conducting research/ collaboration

3. Your personal data may be transferred and/or disclosed to third party and/or UTAR collaborative partners including but not limited to the respective and appointed outsourcing agents for purpose of fulfilling our obligations to you in respect of the purposes and all such other purposes that are related to the purposes and also in providing integrated services, maintaining and storing records. Your data may be shared when required by laws and when disclosure is necessary to comply with applicable laws.

4. Any personal information retained by UTAR shall be destroyed and/or deleted in accordance with our retention policy applicable for us in the event such information is no longer required.

5. UTAR is committed in ensuring the confidentiality, protection, security and accuracy of your personal information made available to us and it has been our ongoing strict policy to ensure that your personal information is accurate, complete, not misleading and updated. UTAR would also ensure that your personal data shall not be used for political and commercial purposes.

Consent:

6. By submitting or providing your personal data to UTAR, you had consented and agreed for your personal data to be used in accordance to the terms and conditions in the Notice and our relevant policy.

7. If you do not consent or subsequently withdraw your consent to the processing and disclosure of your personal data, UTAR will not be able to fulfill our obligations or to contact you or to assist you in respect of the purposes and/or for any other purposes related to the purpose.

8. You may access and update your personal data by writing to us at:

Liew Qian Qi (qianqi29@1utar.my)

Lim Yee Wen (yeewenlim226@1utar.my)

Acknowledgement of Notice:

I have been notified and that I hereby understood, consented and agreed per UTAR above notice.

I disagree, my personal data will not be processed.





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DU012(A)

Demographic Information

1. Gender:

Male

Female

2. Age:

19 - 29

30 - 40

41 - 51

52 - 65

3. Ethnicity:

Malay

Chinese

Indian

Others

4. Job sector:

Education

Healthcare

Finance

Logistic

Engineering

Customer services

Wholesale and retail

Online business


Others

5. Are you currently staying and working in Malaysia?

Yes

No

← →



6. I am currently

working from home.

working in the organization but worked from home during the pandemic.

working in the organization and never worked from home during the pandemic.

← →



Big 5 Personality Traits

In this section, you are required to answer the questions regarding your Big 5 Personality Traits. Please click on the number to indicate the extent to which you agree or disagree with that statement.

Note:

- 1 = Disagree strongly
- 2 = Disagree a little
- 3 = Neither agree nor disagree
- 4 = Agree a little
- 5 = Agree strongly

I see myself as someone who ...

	Disagree strongly	Disagree a little	Neither agree nor disagree	Agree a little	Agree strongly
1. Is talkative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Tends to find fault with others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Does a thorough job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Is depressed, blue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Is original, comes up with new ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Is reserved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Is helpful and unselfish with others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Can be somewhat careless	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Is relaxed, handles stress well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Is curious about many different things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Is full of energy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Starts quarrels with others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Is a reliable worker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Can be tense	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Is ingenious, a deep thinker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Generates a lot of enthusiasm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Has a forgiving nature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Tends to be disorganized	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Worries a lot	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Has an active imagination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Tends to be quiet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Is generally trusting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Tends to be lazy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Is emotionally stable, not easily upset	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Is inventive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Has an assertive personality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. Can be cold and aloof	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. Perseveres until the task is finished	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. Can be moody	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. Values artistic, aesthetic experiences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Is sometimes shy, inhibited	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. Is considerate and kind to almost everyone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. Does things efficiently	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Remains calm in tense situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. Prefers work that is routine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. Is outgoing, sociable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. Is sometimes rude to others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. Makes plans and follows through with them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. Gets nervous easily	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. Likes to reflect, play with ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. Gets nervous easily	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. Likes to reflect, play with ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. Has few artistic interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. Likes to cooperate with others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. Is easily distracted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. Is sophisticated in art, music, or literature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



35. Some people wander aimlessly through life, but I am not one of them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. My attitude about myself is probably not as positive as most people feel about themselves.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. I judge myself by what I think is important, not by the values of what others think is important.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. I have been able to build a home and a lifestyle for myself that is much to my liking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. I gave up trying to make big improvements or changes in my life a long time ago.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. I know that I can trust my friends, and they know they can trust me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. I sometimes feel as if I've done all there is to do in life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. When I compare myself to friends and acquaintances, it makes me feel good about who I am.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

←
→

*Appendix E: Demographic Information of the Participants in Pilot Test (n = 12)***Demographic Information****1. Gender:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	6	50.0	50.0	50.0
	Female	6	50.0	50.0	100.0
	Total	12	100.0	100.0	

2. Age:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	19 - 29	10	83.3	83.3	83.3
	30 - 40	2	16.7	16.7	100.0
	Total	12	100.0	100.0	

3. Ethnicity:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Malay	1	8.3	8.3	8.3
	Chinese	10	83.3	83.3	91.7
	Indian	1	8.3	8.3	100.0
	Total	12	100.0	100.0	

4. Job sector: - Selected Choice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Education	2	16.7	16.7	16.7
	Healthcare	1	8.3	8.3	25.0
	Finance	2	16.7	16.7	41.7
	Logistic	1	8.3	8.3	50.0
	Engineering	1	8.3	8.3	58.3

Customer services	1	8.3	8.3	66.7
Online business	1	8.3	8.3	75.0
Others	3	25.0	25.0	100.0
Total	12	100.0	100.0	

6. I am currently

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid working from home.	6	50.0	50.0	50.0
working in the organization but worked from home during the pandemic.	6	50.0	50.0	100.0
Total	12	100.0	100.0	

Appendix F: Demographic Information of the Participants in Actual Study (n = 112)

3. Ethnicity:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Malay	19	17.0	17.0	17.0
	Chinese	82	73.2	73.2	90.2
	Indian	11	9.8	9.8	100.0
	Total	112	100.0	100.0	

Demographic Information

1. Gender:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	42	37.5	37.5	37.5
	Female	70	62.5	62.5	100.0
	Total	112	100.0	100.0	

2. Age:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	19 - 29	77	68.8	68.8	68.8
	30 - 40	23	20.5	20.5	89.3
	41 - 51	10	8.9	8.9	98.2
	52 - 65	2	1.8	1.8	100.0
	Total	112	100.0	100.0	

4. Job sector: - Selected Choice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Education	33	29.5	29.5	29.5
	Healthcare	10	8.9	8.9	38.4
	Finance	14	12.5	12.5	50.9

Logistic	4	3.6	3.6	54.5
Engineering	6	5.4	5.4	59.8
Customer services	10	8.9	8.9	68.8
Wholesale and retail	2	1.8	1.8	70.5
Online business	12	10.7	10.7	81.3
Others	21	18.8	18.8	100.0
Total	112	100.0	100.0	

6. I am currently

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid working from home.	46	41.1	41.1	41.1
working in the organization but worked from home during the pandemic.	66	58.9	58.9	100.0
Total	112	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Total_Extra	112	9	36	24.57	5.276
Total_Agree	112	16	43	32.19	4.473
Total_Consc	112	16	44	29.47	5.132
Total_Neu	112	11	38	24.76	5.551
Total_Open	112	20	45	33.61	4.590
Total_PWB	112	114	225	166.77	25.390
Valid N (listwise)	112				

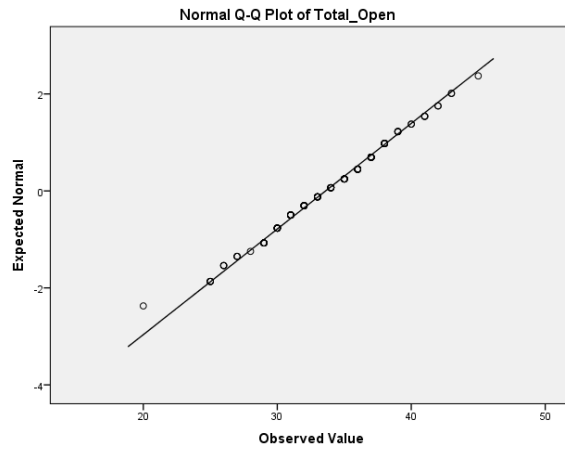
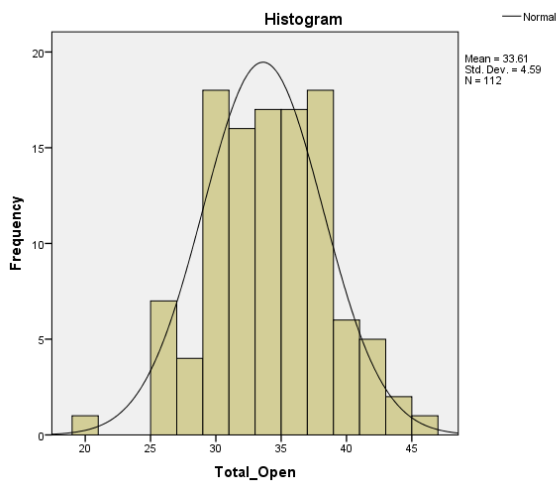
Appendix G: Assumption of Normality

Descriptives		Statistic	Std. Error	
Total_Extra	Mean	24.57	.499	
	95% Confidence Interval for Mean	Lower Bound	23.58	
		Upper Bound	25.56	
	5% Trimmed Mean	24.72		
	Median	25.00		
	Variance	27.833		
	Std. Deviation	5.276		
	Minimum	9		
	Maximum	36		
	Range	27		
	Interquartile Range	7		
	Skewness	-.397	.228	
	Kurtosis	.365	.453	
	Total_Agree	Mean	32.19	.423
95% Confidence Interval for Mean		Lower Bound	31.35	
		Upper Bound	33.03	
5% Trimmed Mean		32.17		
Median		32.00		
Variance		20.010		
Std. Deviation		4.473		
Minimum		16		
Maximum		43		
Range		27		
Interquartile Range		6		
Skewness		-.063	.228	
Kurtosis		.951	.453	
Total_Consc		Mean	29.47	.485
	95% Confidence Interval for Mean	Lower Bound	28.51	
		Upper Bound	30.43	
	5% Trimmed Mean	29.37		
	Median	29.00		
	Variance	26.342		
	Std. Deviation	5.132		

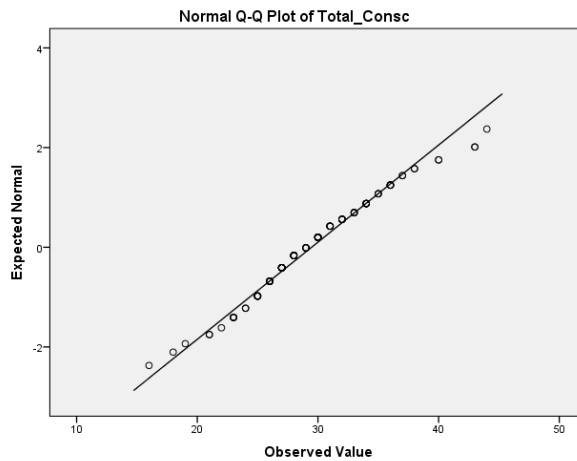
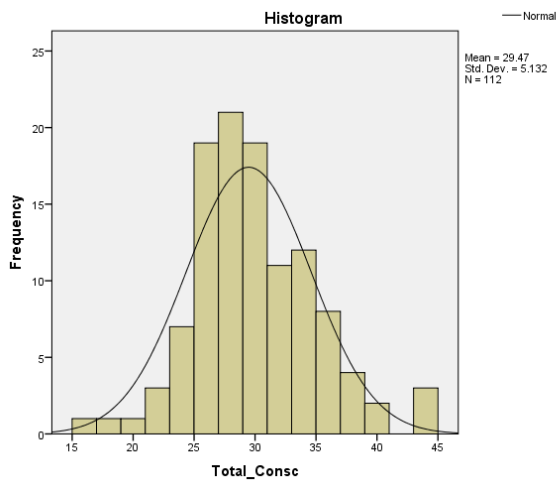
	Minimum		16	
	Maximum		44	
	Range		28	
	Interquartile Range		7	
	Skewness		.371	.228
	Kurtosis		.498	.453
Total_Neu	Mean		24.76	.525
	95% Confidence Interval for	Lower Bound	23.72	
	Mean	Upper Bound	25.80	
	5% Trimmed Mean		24.74	
	Median		24.00	
	Variance		30.815	
	Std. Deviation		5.551	
	Minimum		11	
	Maximum		38	
	Range		27	
	Interquartile Range		7	
	Skewness		.102	.228
	Kurtosis		.027	.453
Total_Open	Mean		33.61	.434
	95% Confidence Interval for	Lower Bound	32.75	
	Mean	Upper Bound	34.47	
	5% Trimmed Mean		33.62	
	Median		34.00	
	Variance		21.069	
	Std. Deviation		4.590	
	Minimum		20	
	Maximum		45	
	Range		25	
	Interquartile Range		7	
	Skewness		-.088	.228
	Kurtosis		-.060	.453
Total_PWB	Mean		166.77	2.399
	95% Confidence Interval for	Lower Bound	162.01	
	Mean	Upper Bound	171.52	
	5% Trimmed Mean		166.38	
	Median		157.00	

Variance	644.648	
Std. Deviation	25.390	
Minimum	114	
Maximum	225	
Range	111	
Interquartile Range	41	
Skewness	.407	.228
Kurtosis	-.773	.453

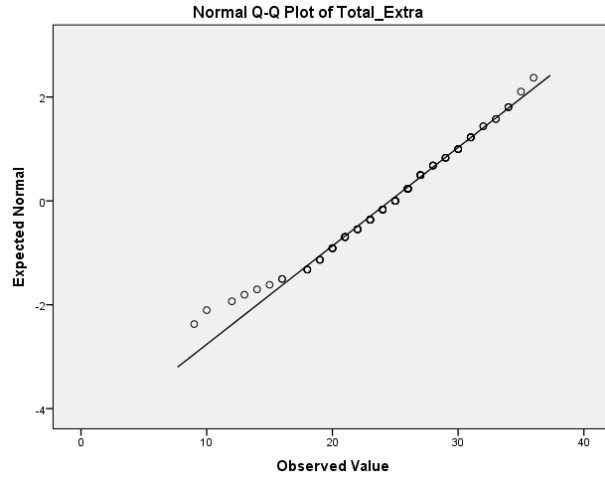
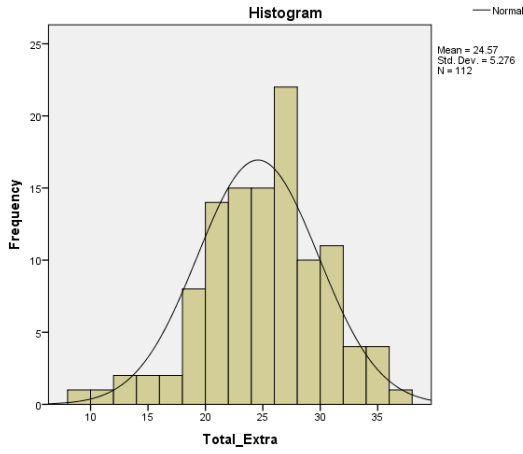
Openness



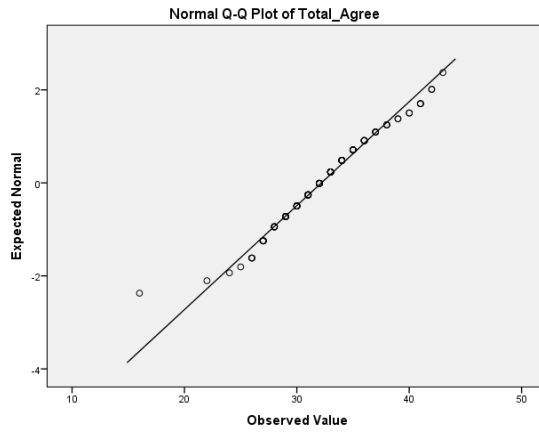
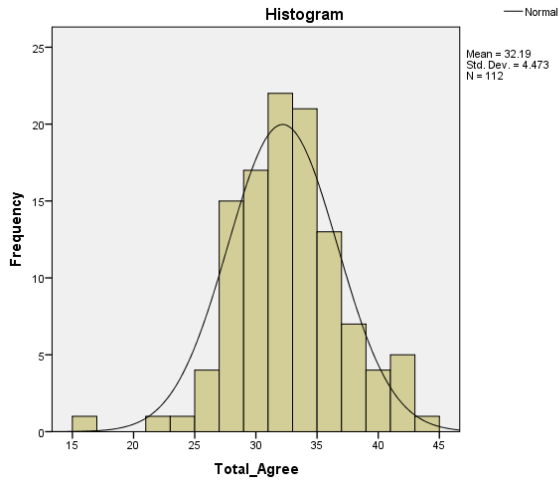
Conscientiousness



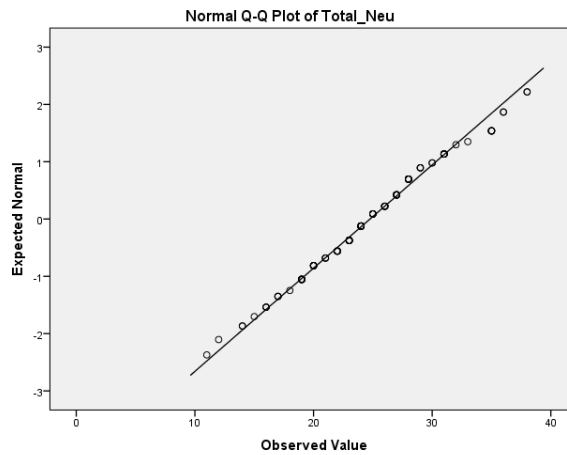
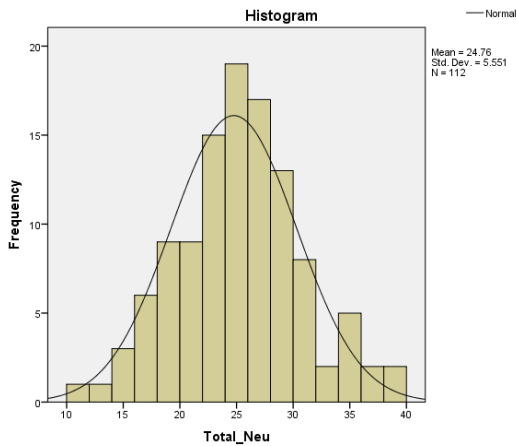
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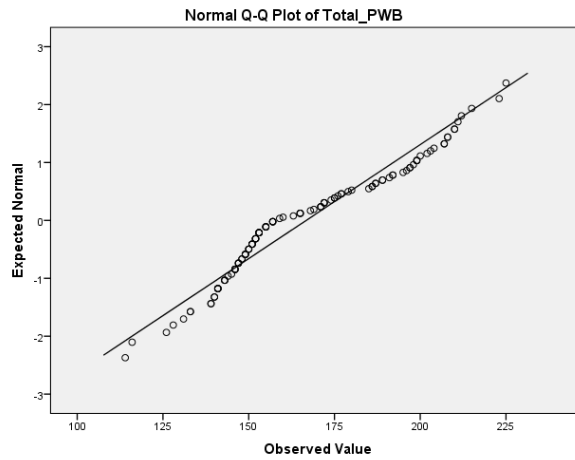
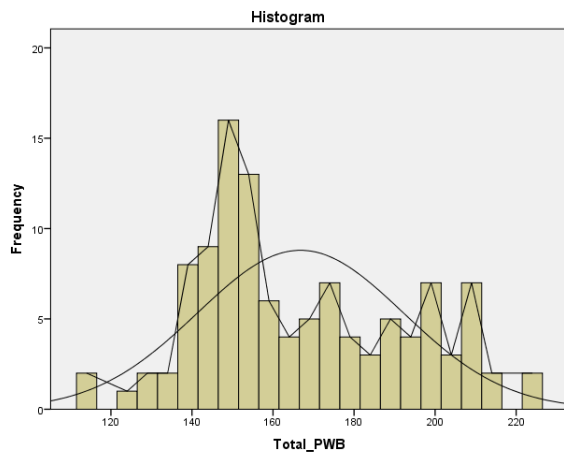
Agreeableness



Neuroticism



Psychological Well-being



Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Total_Extra	.071	112	.200 [*]	.983	112	.175
Total_Agree	.075	112	.161	.979	112	.072
Total_Consc	.102	112	.006	.980	112	.094
Total_Neu	.083	112	.054	.987	112	.336
Total_Open	.065	112	.200 [*]	.991	112	.639
Total_PWB	.159	112	.000	.949	112	.000

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Appendix H: Assumptions of Multiple Linear Regression (MLR)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	77.440	27.232		2.844	.005		
	Total_Extra	1.285	.437	.267	2.943	.004	.590	1.696
	Total_Agree	.929	.414	.164	2.242	.027	.911	1.098
	Total_Consc	1.291	.380	.261	3.399	.001	.823	1.214
	Total_Neu	-1.129	.413	-.247	-2.731	.007	.595	1.681
	Total_Open	.528	.443	.095	1.191	.236	.758	1.320

a. Dependent Variable: Total_PWB

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.697 ^a	.485	.461	18.640	1.946

a. Predictors: (Constant), Total_Open, Total_Agree, Total_Consc, Total_Neu, Total_Extra

b. Dependent Variable: Total_PWB

Casewise Diagnostics^a

Case Number	Participants	Std. Residual	Total_PWB	Predicted Value	Residual
13	P16	2.585	187	138.82	48.183
14	P18	-2.219	153	194.37	-41.372
37	P46	2.431	199	153.69	45.306
63	P77	2.916	223	168.64	54.364
69	P85	2.298	207	164.17	42.833

a. Dependent Variable: Total_PWB

Case Summaries^a

	Case Number	Mahalanobis Distance	Cook's Distance	Centered Leverage Value
1	1	2.63724	.00740	.02376

2	2	2.89928	.00048	.02612
3	3	.21482	.00295	.00194
4	4	.16241	.00485	.00146
5	5	1.76882	.03050	.01594
6	6	.98761	.01812	.00890
7	7	.14800	.00007	.00133
8	8	2.03641	.02126	.01835
9	9	1.51315	.00531	.01363
10	10	.87631	.00041	.00789
11	11	.00485	.00709	.00004
12	12	.13222	.00168	.00119
13	13	.63498	.02239	.00572
14	14	.29404	.00449	.00265
15	15	1.92555	.02795	.01735
16	16	1.11149	.00540	.01001
17	17	.21482	.00295	.00194
18	18	1.02999	.00832	.00928
19	19	.00773	.00074	.00007
20	20	1.02999	.00832	.00928
21	21	.29404	.00748	.00265
22	22	.38568	.00001	.00347
23	23	.33831	.00032	.00305
24	24	.16241	.00074	.00146
25	25	3.17374	.00224	.02859
26	26	.60617	.03226	.00546
27	27	.76673	.00159	.00691
28	28	1.32556	.01209	.01194
29	29	.29404	.00025	.00265
30	30	3.60870	.01929	.03251
31	31	2.51087	.00075	.02262
32	32	2.89928	.00481	.02612
33	33	1.61159	.00262	.01452
34	34	.27160	.00116	.00245
35	35	.33831	.00264	.00305
36	36	.54639	.00700	.00492
37	37	1.61159	.19737	.01452
38	38	.43615	.00002	.00393
39	39	.66905	.00018	.00603
40	40	.10512	.00007	.00095
41	41	.07105	.00416	.00064

42	42	.91088	.00339	.00821
43	43	1.19608	.00326	.01078
44	44	.38568	.00309	.00347
45	45	2.15037	.00837	.01937
46	46	.54639	.00076	.00492
47	47	.29404	.00449	.00265
48	48	1.02999	.00027	.00928
49	49	.23210	.00718	.00209
50	50	.66905	.00833	.00603
51	51	.63498	.00022	.00572
52	52	.00485	.01575	.00004
53	53	.04247	.00190	.00038
54	54	.60617	.00710	.00546
55	55	1.98455	.00497	.01788
56	56	.33831	.00264	.00305
57	57	.48972	.00004	.00441
58	58	.09360	.00127	.00084
59	59	.29404	.00033	.00265
60	60	.60617	.00091	.00546
61	61	.57376	.00479	.00517
62	62	.80412	.02063	.00724
63	63	4.90508	.01058	.04419
64	64	.00485	.00003	.00004
65	65	.02202	.00077	.00020
66	66	.48972	.00188	.00441
67	67	.43615	.03407	.00393
68	68	.76673	.00644	.00691
69	69	2.51087	.02928	.02262
70	70	.38568	.00464	.00347
71	71	.51565	.00011	.00465
72	72	1.41780	.02095	.01277
73	73	1.41780	.07836	.01277
74	74	3.03496	.00015	.02734
75	75	1.61159	.03784	.01452
76	76	.14800	.00057	.00133
77	77	1.71314	.00206	.01543
78	78	1.23642	.00359	.01114
79	79	.08114	.00769	.00073
80	80	.02778	.00021	.00025
81	81	.73504	.01325	.00662

82	82	.66905	.00065	.00603
83	83	.02778	.00373	.00025
84	84	1.76882	.00001	.01594
85	85	1.19608	.00010	.01078
86	86	.21482	.00200	.00194
87	87	.87631	.00168	.00789
88	88	.10512	.00308	.00095
89	89	2.33142	.00213	.02100
90	90	2.57818	.05571	.02323
91	91	.14800	.00314	.00133
92	92	.02778	.00211	.00025
93	93	.00236	.00118	.00002
94	94	.48972	.00188	.00441
95	95	3.99811	.12197	.03602
96	96	.87631	.01076	.00789
97	97	.57376	.00194	.00517
98	98	5.26021	.00675	.04739
99	99	1.11149	.00341	.01001
100	100	2.63724	.00322	.02376
101	101	.14800	.00316	.00133
102	102	.66905	.00515	.00603
103	103	.04247	.00347	.00038
104	104	.33831	.00278	.00305
105	105	.38568	.00537	.00347
106	106	.04247	.00616	.00038
107	107	.21482	.00080	.00194
108	108	.43615	.00165	.00393
109	109	.98761	.02676	.00890
110	110	.48972	.01363	.00441
111	111	4.31933	.00179	.03891
112	112	1.02999	.00657	.00928
Total	N	112	112	112

a. Limited to first 200 cases.

*Appendix I: Pearson's Product Correlation (PPMC)***Correlations**

		Total_Neu	Total_PWB	Total_Extra	Total_Agree	Total_Consc	Total_Open
Total_Neu	Pearson Correlation	1	-.551**	-.599**	-.232*	-.281**	-.344**
	Sig. (2-tailed)		.000	.000	.014	.003	.000
	N	112	112	112	112	112	112
Total_PWB	Pearson Correlation	-.551**	1	.524**	.340**	.445**	.394**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	112	112	112	112	112	112
Total_Extra	Pearson Correlation	-.599**	.524**	1	.168	.165	.409**
	Sig. (2-tailed)	.000	.000		.076	.083	.000
	N	112	112	112	112	112	112
Total_Agree	Pearson Correlation	-.232*	.340**	.168	1	.241*	.115
	Sig. (2-tailed)	.014	.000	.076		.011	.229
	N	112	112	112	112	112	112
Total_Consc	Pearson Correlation	-.281**	.445**	.165	.241*	1	.330**
	Sig. (2-tailed)	.003	.000	.083	.011		.000
	N	112	112	112	112	112	112
Total_Open	Pearson Correlation	-.344**	.394**	.409**	.115	.330**	1
	Sig. (2-tailed)	.000	.000	.000	.229	.000	
	N	112	112	112	112	112	112

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Appendix J: Result of Multiple Linear Regression**Model Summary^b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.697 ^a	.485	.461	18.640	1.946

a. Predictors: (Constant), Total_Open, Total_Agree, Total_Consc, Total_Neu, Total_Extra

b. Dependent Variable: Total_PWB

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34725.313	5	6945.063	19.988	.000 ^b
	Residual	36830.652	106	347.459		
	Total	71555.964	111			

a. Dependent Variable: Total_PWB

b. Predictors: (Constant), Total_Open, Total_Agree, Total_Consc, Total_Neu, Total_Extra

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	77.440	27.232		2.844	.005		
	Total_Extra	1.285	.437	.267	2.943	.004	.590	1.696
	Total_Agree	.929	.414	.164	2.242	.027	.911	1.098
	Total_Consc	1.291	.380	.261	3.399	.001	.823	1.214
	Total_Neu	-1.129	.413	-.247	-2.731	.007	.595	1.681
	Total_Open	.528	.443	.095	1.191	.236	.758	1.320

a. Dependent Variable: Total_PWB

Appendix K: Turnitin Report

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FACULTY OF ARTS AND SOCIAL SCIENCE

Full Name(s) of Candidate(s)	Liew Qian Qi Lim Yee Wen
ID Number(s)	1801500 1802928
Programme / Course	Bachelor of Social Science (Honours) Psychology
Title of Final Year Project	Big 5 Personality Traits as the Predictors of Psychological Well-being Adults Working From Home (WFH) in Malaysia during COVID-19 Pandemic

Similarity	Supervisor's Comments (Compulsory if parameters of originality exceeds the limits approved by UTAR)
Overall similarity index: <u>12%</u> Similarity by source Internet Sources: 9% Publications: 8% Student Papers: 0%	
Number of individual sources listed of more than 3% similarity: <u>0</u>	
Parameters of originality required and limits approved by UTAR are as follows: (i) Overall similarity index is 20% and below, and (ii) Matching of individual sources listed must be less than 3% each, and (iii) Matching texts in continuous block must not exceed 8 words <i>Note: Parameters (i) – (ii) shall exclude quotes, bibliography and text matches which are less than 8 words.</i>	

Note Supervisor/Candidate(s) is/are required to provide softcopy of full set of the originality report to Faculty/Institute

Based on the above results, I hereby declare that I am satisfied with the originality of the Final Year Project Report submitted by my student(s) as named above.

 Signature of Supervisor
 Name: Sanggari Krishnan
 Date: 28 March 2022

 Signature of Co-Supervisor
 Name: _____
 Date: _____

UNIVERSITI TUNKU ABDUL RAHMAN
FACULTY OF ARTS AND SOCIAL SCIENCE
DEPARTMENT OF PSYCHOLOGY AND COUNSELLING

UAPZ 3023 Final Year Project II

Quantitative Research Project Evaluation Form

TURNITIN: *'In assessing this work you are agreeing that it has been submitted to the University-recognised originality checking service which is Turnitin. The report generated by Turnitin is used as evidence to show that the students' final report contains the similarity level below 20%.'*

Project Title: Big 5 Personality Traits as the Predictors of Psychological Well-being adults working from home (WFH) adults in Malaysia during COVID-19 pandemic	
Supervisor: Ms. Sanggari a/p Krishnan	
Student's Name: 1. Liew Qian Qi 2. Lim Yee Wen	Student's ID 1. 18AAB01500 2. 18AAB02928

INSTRUCTIONS:

Please score each descriptor based on the scale provided below:

1. Please award 0 mark for no attempt.
2. For criteria 7:
Please retrieve the marks from "**Oral Presentation Evaluation Form**".

1. ABSTRACT (5%)	Max Score	Score
a. State the main hypotheses/research objectives.	5%	
b. Describe the methodology: <ul style="list-style-type: none"> • Research design • Sampling method • Sample size • Location of study • Instruments/apparatus/outcome measures • Data gathering procedures 	5%	
c. Describe the characteristics of participants.	5%	
d. Highlight the outcomes of the study.	5%	
e. Conclusions, implications, and applications.	5%	
<i>Sum</i>	25%	/25%
Subtotal (Sum/5)	5%	/5%
Remark:		
2. METHODOLOGY (25%)	Max Score	Score
a. Research design/framework: <ul style="list-style-type: none"> • For experiment, report experimental manipulation, participant flow, treatment fidelity, baseline data, adverse events and side effects, assignment method and implementation, masking. (*if applicable with the study design) • For non-experiment, describe the design of the study and data used. 	5%	
b. Sampling procedures: <ul style="list-style-type: none"> • Justification of sampling method/technique used. • Description of location of study. • Procedures of ethical clearance approval. (Provide reference number of approval letter) 	5%	
c. Sample size, power, and precision: <ul style="list-style-type: none"> • Justification of sample size. • Achieved actual sample size and response rate. • Power analysis or other methods (if applicable). 	5%	
d. Clear explanation of data collection procedures: <ul style="list-style-type: none"> • Inclusion and exclusion criteria • Procedures of obtaining consent • Description of data collection procedures • Provide dates/duration of recruitment repeated measures or follow-up. • Agreement and payment (if any) 	5%	
e. Explanation of instruments/questionnaire used:	5%	

<ul style="list-style-type: none"> • Description of instruments • Scoring system • Meaning of scores • Reliability and validity 		
Subtotal	25%	/25%
Remark:		
3. RESULTS (20%)	Max Score	Score
a. Descriptive statistics: <ul style="list-style-type: none"> • Demographic characteristics • Topic-specific characteristics 	5%	
b. Data diagnostic and missing data: <ul style="list-style-type: none"> • Frequency and percentages of missing data. (if applicable) • Methods employed for addressing missing data. (if applicable) • Criteria for post data-collection exclusion of participants. • Criteria for imputation of missing data. • Defining and processing of statistical outliers. • Analyses of data distributions. • Data transformation (if applicable). 	5%	
c. Appropriate data analysis for each hypothesis or research objective.	5%	
d. Accurate interpretation of statistical analyses: <ul style="list-style-type: none"> • Accurate report and interpretation of confidence intervals or statistical significance. • Report of <i>p</i> values and minimally sufficient sets of statistics (e.g., <i>dfs</i>, <i>MS</i>, <i>MS error</i>). • Accurate report and interpretation of effect sizes. • Report any problems with statistical assumptions. 	5%	
Subtotal	20%	/20%
Remark:		
4. DISCUSSION AND CONCLUSION (20%)	Max Score	Score
a. Constructive discussion of findings: <ul style="list-style-type: none"> • Provide statement of support or nonsupport for all hypotheses. 	8%	

<ul style="list-style-type: none"> Analyze similar and/or dissimilar results. Rational justifications for statistical results. 			
b. Implication of the study: <ul style="list-style-type: none"> Theoretical implication for future research. Practical implication for programs and policies. 	4%		
c. Relevant limitations of the study.	4%		
d. Recommendations for future research.	4%		
Subtotal	20%		/20%
Remark:			
5. LANGUAGE AND ORGANIZATION (5%)	Max Score	Score	
a. Language proficiency	3%		
b. Content organization	1%		
c. Complete documentation (e.g., action plan, originality report)	1%		
Subtotal	5%		/5%
Remark:			
6. APA STYLE AND REFERENCING (5%)	Max Score	Score	
a. 7 th Edition APA Style	5%		/5%
Remark:			
*ORAL PRESENTATION (20%)	Score		
	Student 1	Student 2	Student 3
Subtotal	/20%	/20%	/20%
Remark:			
PENALTY	Max Score	Score	
Maximum of 10 marks for LATE SUBMISSION (within 24hours), or POOR CONSULTATION ATTENDANCE with supervisor.	10%		
*Late submission after 24hours will not be graded			
	Student 1	Student 2	Student 3
**FINAL MARK/TOTAL	/100%	/100%	/100%

*****Overall Comments:**

Signature: _____

Date: _____

Notes:

1. **Subtotal:** The sum of scores for each assessment criterion
2. **FINAL MARK/TOTAL:** The summation of all subtotal score
3. Plagiarism is **NOT ACCEPTABLE**. Parameters of originality required and limits approved by UTAR are as follows:
 - (i) **Overall similarity index is 20% or below**, and
 - (ii) **Matching of individual sources listed must be less than 3%** each, and
 - (iii) Matching texts in continuous block must **not exceed 8 words**

Note: Parameters (i) – (ii) shall exclude quotes, references and text matches which are less than 8 words. Any works violate the above originality requirements will NOT be accepted. Students have to redo the report and meet the requirements in **SEVEN (7)** days.




*The marks of “Oral Presentation” are to be retrieved from “**Oral Presentation Evaluation Form**”.

**It is compulsory for the supervisor/examiner to give the overall comments for the research projects with A- and above or F grading.

Action Plan of UAPZ 3023 (group-based) Final Year Project II for Jan & May trimester

Supervisee's Name: Liew Qian Qi, Lim Yee Wen

Supervisor's Name: Miss Sanggari a/p Krishnan

Task Description	Duration	Date/Time	Supervisee's Signature	Supervisor's Signature	Supervisor's Remarks	Next Appointment Date/Time
Methodology, Data Collection & Data Analysis	W1-W2	21.2.2022 (1.30pm)		<i>Sanggari</i>	Amend chap 3	7.3.2022 (1.30pm)
Finding & Analysis, Discussion & Conclusion Discuss Findings & Analysis, Discussions & Conclusion with Supervisor Amending Findings & Analysis	W3-W9	7.3.2022 (1.30pm)		<i>Sanggari</i>	Amend Chap 4	31.4.2021 (2 pm)
Finalize whole report	W10	31.4.2021 (2 pm)		<i>Sanggari</i>	Amend chap 4 & 5	
Submission of first draft*	Monday of Week 10	submit the first draft to Turnitin.com to check similarity rate				
Amendment	W10					
Submission of final FYP (FYP I + FYP II)*	Monday of W11	final submission to supervisor				
Oral Presentation		Oral Presentation Schedule will be released and your supervisor will inform you				

- Notes:
1. The listed duration is for reference only, supervisors can adjust the period according to the topics and content of the projects.
 2. *Deadline for submission can not be changed, one mark will be deducted per day for late submission.

3. Supervisees are to take the active role to make appointments with their supervisors.

4. Both supervisors and supervisees should keep a copy of this record.

5. This record is to be submitted together with the submission of the FYP II.

Universiti Tunku Abdul Rahman			
Form Title : Sample of Submission Sheet for FYP/Dissertation/Thesis			
Form Number : FM-IAD-004	Rev No: 0	Effective Date: 21 June 2011	Page No: 1 of 1

**FACULTY/INSTITUTE* OF ARTS AND SOCIAL SCIENCE
UNIVERSITI TUNKU ABDUL RAHMAN
SUBMISSION OF FINAL YEAR PROJECT /DISSERTATION/THESIS**

Date: 4th April 2022

SUBMISSION OF FINAL YEAR PROJECT

It is hereby certified that Liew Qian Qi (ID No: 18AAB01500) has completed this final year project titled "Big 5 Personality Traits as the Predictors of Psychological Well-being adults working from home (WFH) in Malaysia during COVID-19 pandemic" under the supervision of Ms. Sanggari a/p Krishnan (Supervisor) from the Department of Psychology and Counselling, Faculty of Arts and Social Science.

I understand that University will upload softcopy of my final year project in pdf format into UTAR Institutional Repository, which may be made accessible to UTAR community and public.

Yours truly,



Name: Liew Qian Qi

Universiti Tunku Abdul Rahman			
Form Title : Sample of Submission Sheet for FYP/Dissertation/Thesis			
Form Number : FM-IAD-004	Rev No: 0	Effective Date: 21 June 2011	Page No: 1 of 1

**FACULTY/INSTITUTE* OF ARTS AND SOCIAL SCIENCE
UNIVERSITI TUNKU ABDUL RAHMAN
SUBMISSION OF FINAL YEAR PROJECT /DISSERTATION/THESIS**

Date: 4th April 2022

SUBMISSION OF FINAL YEAR PROJECT

It is hereby certified that Lim Yee Wen (ID No: 18AAB029280) has completed this final year project entitled "Big 5 Personality Traits as the Predictors of Psychological Well-being adults working from home (WFH) in Malaysia during COVID-19 pandemic" under the supervision of Ms. Sanggari a/p Krishnan (Supervisor) from the Department of Psychology and Counselling, Faculty of Arts and Social Science.

I understand that University will upload softcopy of my final year project in pdf format into UTAR Institutional Repository, which may be made accessible to UTAR community and public.

Yours truly,



Name: Lim Yee Wen