

ABSTRACT

Good quality of workforce is needed by every organization. But this is not easily achieved, considering that humans are present on this earth with different personality types. This is indicated to affect employee performance. Telkom Witel Bandung has a corporate culture known as The Telkom Way, Telkom Witel Bandung wants their employees to have characteristics that are in accordance with that culture.

The purpose of this study was to determine the effect of personality traits on employee performance at Telkom Witel Bandung. Big five personality type is used as an independent variable consisting of extraversion, openness to experience, neuroticism, conscientiousness, and agreeableness.

The research method in this study is a quantitative method, data collection is done by interviews and questionnaires. The selected sample was 105 employees from a total population of 142 Telkom Witel Bandung employees. Data processing in this research is SPSS 21 software. The analysis technique in this study is descriptive analysis and multiple linear regression analysis.

Partially, it was found that there were positive and significant effects of extraversion, openness to experience, neuroticism, conscientiousness, and agreeableness on employee performance. Based on the results obtained from the coefficient of determination, the value of 0.578 is obtained, which means that the personality traits has an effect of 57.8% on employee performance.

It is recommended for companies to pay more attention to personality tests before recruiting their employees, by doing so in detail and in depth, the company will be more familiar with the traits and personality of their employees.

Keywords: personality type; big five personality; employees performance