

THE EFFECT OF PERSONALITY TO JOB PERFORMANCE: SYSTEMATIC LITERATURE REVIEW

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DOI: <https://doi.org/10.56293/IJMSSSR.2022.4533>

IJMSSSR 2022

VOLUME 4

ISSUE 6 NOVEMBER – DECEMBER

ISSN: 2582 - 0265

Abstract: The ability of an employee to fulfill his tasks at work is determined by his personality. The effect and effectively assist might be increased or decreased depending on a person's character. Because attitude acts as a shield for the growth of competence. Emotional stability and openness to experience, which have a direct impact on a people's reactions, are two of the big five personality traits that are used to assess a staff's personality. With the help of 32 publications that were published between 2012 and 2022, this review intends to give readers an overview of how personality, which includes elements such as emotional stability and openness to experience, affects worker performance.

Keywords: Systematic Literature Review, personality, job performance.

INTRODUCTION

1. BACKGROUND OF STUDY

Referring to the necessity of strong organizational efficiency in the contemporary period of globalization in order to support the advancement of the economic level, particularly from the perspective of the working world. With organizations become more competitive, this seeks to preserve some consistency (Satwika & Himam, 2014). This is inextricably linked to a number of variables that affect a workforce's level of achievement.

The internal aspects of a crew, particularly his temperament, play a large role in determining whether a workforce performs well or poorly (Indarti et al., 2014). The modern workplace is another issue that calls for a highly adaptable individual (Pangastuti, 2018). A workforce must be able to operate under pressure, in ambiguous situations, and when performance requirements are occasionally exceeded.

The character of a staff is one component of their past and is crucial at work claim Montolalu et al. (2016). An organization uses personality as a constant component to determine the productivity of its personnel (Gridwichai et al., 2020). Because personality is intimately linked to and derived from an individual who manifests as a response to both himself and his environment (Morin et al., 2022).

Every person will not be free from a difficulty every day, according to Mustikasari (2019), and a variety of unanticipated events may emerge without warning. For most people with poor emotional stability, this is frequently a challenging phase. For the simple reason that someone with strong emotional stability will be able to control emotions and responses and tend to be able to adjust successfully (Damayanty et al., 2022).

A person's capacity to handle pressure and other issues that arise in the workplace is largely dependent on their emotional stability (Dewi & Mujiati, 2015). According to Jum'ati & Setyowati (2019), emotional stability is a psychological condition that can demonstrate a person's resilience during times of stress. Each person therefore needs to be able to respond appropriately in order to position himself honestly in new contexts and situations.

To be prepared to adjust successfully to the workplace, it requires openness to experiences. People with openness to experiences tend to be active, clever, imaginative, and very innovative (Sari, 2016). Because of their high levels

of interest and intellectualism, this will cause them to go through a good adaption phase even in unfamiliar environments or when they are first discovering new things (Pangastuti, 2018).

Personality is one of the key factors impacting a workforce's performance, according to the description that has been given. Therefore, the title of the researcher's study, "THE EFFECT OF PERSONALITY TO JOB PERFORMANCE: A SYSTEMATIC LITERATURE REVIEW,"

2. RESEARCH FOCUS

The issue under investigation in qualitative research is referred to as the emphasis of inquiry. A study barrier for a qualitative study must be established, say Kusumastuti & Khoiron (2019: 12), and it must be based on a priority on the issues that arise. This tries to bring the research process closer to researchers and research aspects. In addition, maintaining a research focus helps to accomplish research goals. One of the study's objectives is contained in the research objectives (Kusumastuti & Khoiron, 2019: 149).

In order to assess and analyze pertinent research to address study questions, this study used a systematic literature review (Fitriani & Putra, 2022). In order to demonstrate the existence of employee productivity, systematic literature reviews try to synthesize research on personality. Therefore, using additional sources of information collected from earlier study, the research topic chosen is "The effect of personality to job performance."

3. USEFULNESS SYSTEMATIC LITERATURE REVIEW

1) Theoretical Uses

a) For Academic Affairs

In order to advance science essentially and human resource management specifically, it is hoped that this research will be able to make a positive impact. Additionally, it is intended that the State University of Malang would gain from this research in order to continue to grow by completing a thorough literature review on a global and national scale.

b) For Researcher

It is intended how this study can serve as a foundation for applying knowledge academics have about components of human resource management that emphasize personality and worker performance.

c) Practical Uses

It is believed that this study will provide new information and clear the way for future investigations into the relationship between personality and job performance.

4. RESEARCH METHODS

PRISMA (Preferred Reporting for Systematic Review and Meta Analysis) was used to arrange this systematic literature review. By citing studies on the effects of emotional stability and openness to experience on performance that are linked to behavioral theories. The connection to Google Scholar's electronic different databases was employed as the data gathering technique for this comprehensive literature review. PICO (Population, Intervention, Comparison, and Outcome) method was applied for gathering data sources.

PICO METHOD	DESCRIPTION
Population	Employee or Staff or Labor
Intervention	Personality (Emotional Stability and Openness to Experience)
Outcome	Performance Enhancement

Influence and relationship, personality, psychological balance, willingness to experiment, and quality were some of the main factors that the academics employed when they were gathering types of information (job performance and employee performance). The researcher then collects relevant material from sources using inclusion criteria in order to reduce or restrict the scope of the data after discovering literature that is consistent with topic areas. Thus, a wide range of pertinent material will be acquired for the researcher's comprehensive literature evaluation.

A. DATA INCLUSION CRITERIA

For the purpose of conducting this systematic literature review, a number of methods that met the inclusion criteria were chosen. With the following prerequisites:

TYPE	INCLUSION
Types of Literature	Research Article
Year of Issue	2015-2022
Literature Origin	National and International Literature
Language,	Indonesian and English Literature
Literature Standard	Google Scholar Minimal Indexed Literature
Samples	Employee or Staff or Labor
Method	Correlation,

The details of exposure in the data inclusion technique, namely:

1) Required Variables

This systematic literature review analyzes individual characteristics to identify types of data by focusing on emotional stability and openness to new experiences and how they impact performance.

2) Type of Research Used

Observational study and non-experimental techniques are used in this study. Research of this kind highlights pertinent literature for comprehensive literature reviews.

3) Research Timeframe

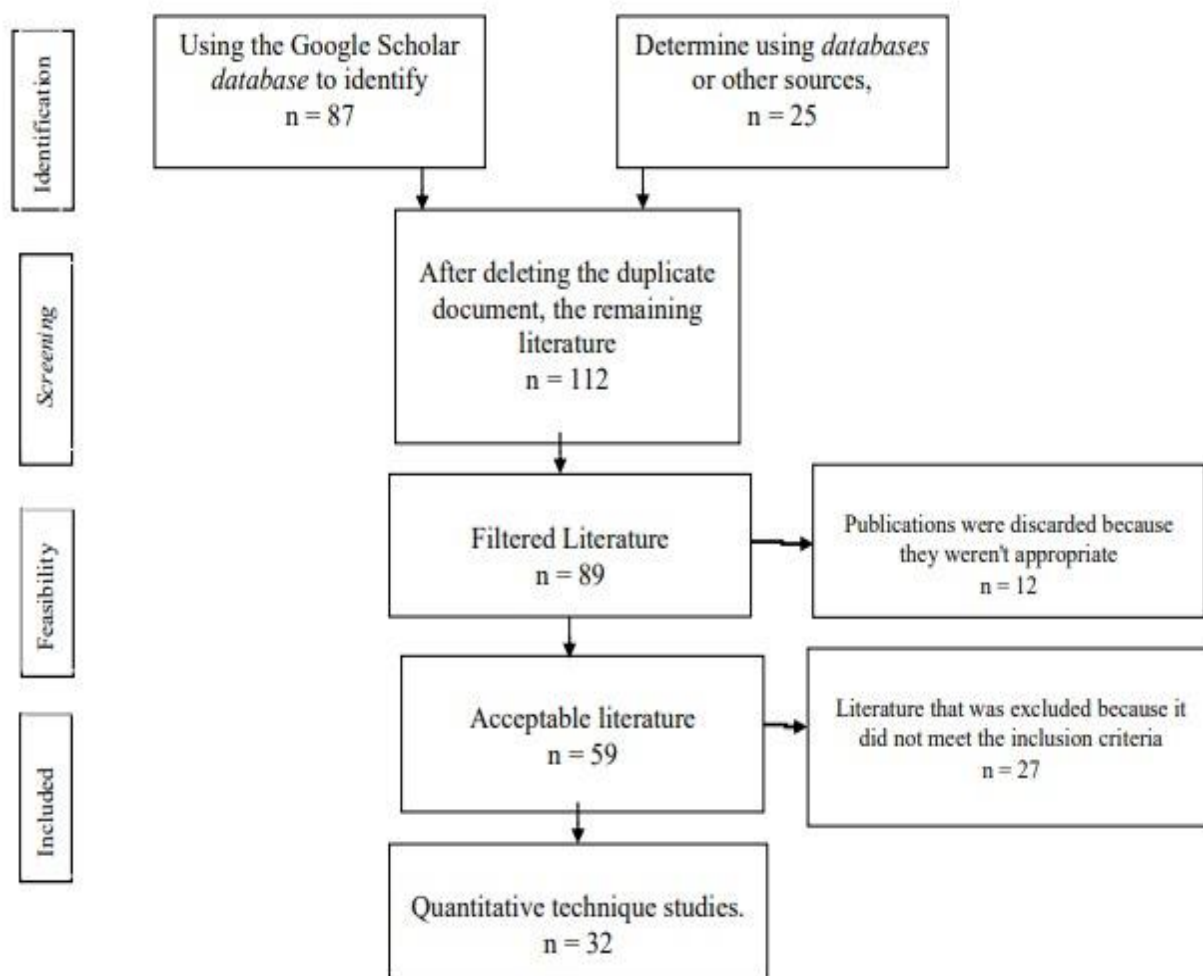
Researchers set constraints on the time period of the different databases utilized as literature in this systematic literature review research, which is the last 10 years. 10 years have passed since 2022, beginning in 2012.

4) Data Source Criteria

Publications that are utilized as literacy are derived from electronic data in the form of trustworthy and reliable journals. Researchers employ access to journals that are at least partially indexed by Google Scholar in order to discover the typical foundation of respectable and reliable journals. Journals having a national or international reputation are employed as sources of information in systematic literature reviews, with an emphasis on English and Indonesian journals.

B. DATA SYNTHESIS

For classification, this study employs the PRISMA approach. Screened data from the extraction process. The PRISMA flowchart, which depicts the resource management approach, is shown below:



GENERAL CHARACTERISTICS OF LITERATURE REVIEW

The characteristics of the systematic literature review that has completed the assessment step include traits to talks that were inferred in table format from the literature. The data included are listed in the following table:

No.	Categories	Total	Percentages (%)
Year of Issue			
1.	2012	1	3,1%
2.	2013	1	3,1%
3.	2014	1	3,1%
4.	2015	4	12,5%
5.	2016	6	18,75%
6.	2017	3	9,4%

7.	2018	3	9,4%
8.	2019	5	15,6%
9.	2020	5	15,6%
10.	2021	2	6,3%
11.	2022	1	3,1%
Total		32	100%
Literature Origin			
1.	Indonesia	21	65,7%
2.	Germany	1	3,1%
3.	Italy	1	3,1%
4.	Finland	2	6,3%
5.	US	2	6,3%
6.	Nigeria	1	3,1%
7.	Thailand	1	3,1%
8.	Taiwan	1	3,1%
9.	Oklahoma	1	3,1%
10.	China	1	3,1%
Total		32	100%
Language			
1.	Indonesia	12	37,5%
2.	English	20	62,5%
Total		32	100%

32 literatures with a range of national and worldwide literature categories have been gathered as different databases by the researcher to assist in the creation of this systematic literature review. Of the 32 linked journals, 12 are Indonesian journals with a percentage of 37.5% and 20 are English journals with a rate of 62.5%. Which English-language journals are distributed among a number of publishing nations, including Nigeria, Nigeria, Thailand, Taiwan, Oklahoma, China, Germany, Italy, Finland, and US (United States).

DISCUSSION

There are characteristics that may be used to gauge a staff's character profile that speak to aspects of how and what personality traits an employee has to have in order to provide positive results for the organization where they work. In addition, the presence of indicators might serve as a marker for the variables under study. The Big Five

Personality model can be used to illustrate personality traits such as emotional stability, openness to experience, conscientiousness, extraversion, and agreeableness. However, the researchers in this systematic literature review limited the factors utilized to establish performance to emotional stability and openness to experience. The indicators used for performance factors in this variable are 1) Achievement, 2) Discipline, 3) Creativity, 4) Cooperation, 5) Proficiency, and 6) Responsibility.

Study examined a number of 32 (thirty-two) pieces of literature; of these, 31 (thirty-one) pieces of literature have findings that suggest personality, including emotional stability indicators and openness to experience, has an impact on achievement. The of the studies demonstrates dominant and favorable findings. It is impossible to disentangle the connection between an employee's personality and performance enhancement from the interaction with human resources. Because trained and skilled human resources are required to successfully accomplish company goals (Octavia et al., 2020). The psychological side of an employee is intimately connected to the world of performance via the personality approach used by human resources. When assessed from the perspective of its significance, the outcomes of the personality variable (personality) on performance show a qualification that is directly proportionate. Emotional stability and openness to experience are also reinforcing elements for a large and dominating positive link that linearly influences employee performance, despite being supported by model variables.

LITERATURE TABLE

No.	Author, year	Title	Sample	Type of Research	The Findings
1	(Satwika & Himam, 2014)	“Kinerja Karyawan Berdasarkan Keterbukaan terhadap Pengalaman, <i>Organizational Citizenship Behavior</i> (OCB), dan Budaya Organisasi”	Employee	Correlation	An employee is considered to have strong performance if they possess the traits, capabilities, and vital role in the growth for the type of work they are doing. Additionally, the contribution of employees in meeting the goals set by the firm also shapes performance.
2	(Soepono <i>et al.</i> , 2015)	“Analisis Pengaruh <i>The Big 5 Personality</i> terhadap <i>Organizational Citizenship Behavior</i> (OCB) dan Kinerja Perawat di RS St. Clara Madiun”	Nurse Personnel	Correlation	Regardless of the type or inherent internal components of the personalities exhibited, an OCB mindset is frequently present in a workforce.
3	(Dewi & Mujiati, 2015)	“Pengaruh <i>The Big 5 Personality</i> dan Kepemimpinan Transformasional terhadap Kinerja Karyawan di Karma Jimbaran Villa”	Staff	Correlation	The study of leadership has a significant application for five major personality modeling approach. Job satisfaction is the least crucial component among the five models.
4	(Trang <i>et al.</i> , 2016)	“Pengaruh Kepribadian dan Orientasi Kerja terhadap Kinerja Karyawan pada PT. Pegadaian Manado”	Employee	Correlation	Various extrinsic factors, such as external conditions or biological genetics, are necessary in developing or building a good character in a

					person's personality. This is thought to play a role in determining an individual's character.
5	(Deany <i>et al.</i> , 2016)	“Pengaruh <i>Self Esteem</i> , <i>Self Efficacy</i> , <i>Locus of Control</i> , dan <i>Emotional Stability</i> pada Kinerja Pengelola Anggaran Belanja Universitas Udayana”	Employee	Correlation	The efficiency of a company depends on how well its human resources manage the task that it performs.
6	(Oktariani <i>et al.</i> , 2016)	“Pengaruh Kecerdasan Emosional dan Kecerdasan Spiritual serta Kepribadian terhadap Kinerja Karyawan PT. BTN (Persero) Tbk. Cabang Jember”	Employee	Correlation	It's important for a person to manage their emotional side as well as their natural cognitive acumen. Because regardless of how intelligent a person is, if his or her psychological and spiritual needs are not correctly met, it can eventually lead to a drop in creativity if the strain becomes too great.
7	(Montolalu <i>et al.</i> , 2016)	“Pengaruh Kepribadian, Orientasi Kerja, dan Penempatan Pegawai terhadap Kinerja Pegawai pada Dinas Kebudayaan dan Pariwisata Provinsi Sulawesi Utara”	Employee	Correlation	An individual's personality determines how they act, how they finish tasks, and how they react to situations.
8	(Fiernaningsih, 2017)	“Pengaruh Kepribadian terhadap Kinerja Karyawan di Hotel Elresas Lamongan”	Employee	Correlation	In order to demonstrate his performance to the organization, an employee needs to have a positive personality. Employees in service industries who are friendly and outgoing will be able to provide the best possible customer and corporate satisfaction ratings.
9	(Yona & Yulita, 2019)	“Pengaruh Kepribadian, Orientasi Kerja, dan Penempatan Pegawai terhadap Kinerja Karyawan PT. Advantage Supply Chain Management (SCM) Cabang Batam”	Employee	Correlation	Each worker needs to have a strong emotional response given the fierce rivalry for professional competencies. As a result, human resource quality will be preserved.
10	(Emilkamayana, 2017)	“ <i>Relationship between Environmental Leadership and Personality (Openness, Conscientiousness,</i>	Employee	Correlation	A productive workplace is influenced by the positive role model that corporate leaders have

		<i>Extraversion, Agreeableness, Neuroticism) with a Corporate Environmental Performance : Correlational Study on Employees at PT. Cahaya Anugrah Plantation Kutai Kartanegara 2016"</i>			and by how character traits are handled. The productivity that the company receives will be sustained and effective by being surrounded by a favorable environment.
11	(Sani Susanti, 2018)	"Kontribusi Kestabilan Emosi dan Kemampuan Berkomunikasi terhadap Kinerja Pegawai di Panti Sosial Pamardai Putra "Insya" Medan"	Employee	Correlation	A reference point for determining a person's attitude and behavior is to see how he responds to following the rules that are being applied. A worker with high moral character will undoubtedly follow all SOPs established by the employer.
12	(Novrianto, 2021)	"Pengaruh Kepribadian, Orientasi Kerja, dan Penempatan Pegawai terhadap Kinerja Pegawai Bank Nagari Cabang Utama Kota Padang"	Employee	Correlation	Analyzing how organizations respond and their personalities helps a business determine how well they are performing. Because a person's personality is a background factor that affects their actions.
13	(Mahlamäki et al., 2015)	"The Influence of Personality on the Job Performance of Key Account Managers"	Leader	Correlation	One of the key factors influencing personality is the Big Five Personality, sometimes referred to as the Five Factor Model (FFM). Five complementary variables, friendliness, self - control, mental steadiness (psychotics), and openness to experience—are used in this paradigm to analyze character diversity.
14	(Klang, 2012)	"the Relationship between Personality and Job Performance in Sales : A Replication of Past Research and an Extension to a Swedish Context"	Staff	Correlation	The strongest predictor of job performance was found to be scrupulosity..
15	(Minbashian et al., 2013)	"Openness to Experience as a Predictor of Job performance Trajectories"	Employee	Correlation	Individuals that are widely open tend to have higher levels of intrinsic motivation, which is linked to stronger efforts to keep gaining throughout one's profession, not just in the beginning phases of occupation.

16	(H. He <i>et al.</i> , 2015)	<i>“Service Worker’s Job Performance: The Roles of Personality Traits, Organizational Identification, and Customer Orientation”</i>	Staff	Correlation	Personnel' sense of belonging to their company and their feeling of connection with it are referred to as workplace affiliation. To put it another way, job involvement entails a strong emotional connection to the main organization and the internalization of organizational success into personal accomplishment.
17	(Muldoon <i>et al.</i> , 2016)	<i>“Emotional Stability and Contextual Job Performance: The Moderating Effects of Meaning and Autonomy”</i>	Staff	Correlation	Work connections are a frequent and significant element of life where circumstances and character may intersect to affect conduct.
18	(Shang <i>et al.</i> , 2016)	<i>“The Application of Personality Traits Model on The Freight Forwarding Service Industry”</i>	Staff	Correlation	Individuals can display a wide range of qualities, which are the main component of temperament definition. Therefore, several approaches will be taken to influence performance.
19	(Halim <i>et al.</i> , 2020)	<i>“Big Five Personality Traits and Reciprocal Relationship between Job Satisfaction and Job Performance”</i>	Staff	Correlation	Leaders' understanding of the link between job happiness and work performance can aid in allocating the company's limited funds. Additionally, personality traits play a significant role in enhancing performance.
20	(Gridwichai <i>et al.</i> , 2020)	<i>“Role of Personlity Traits on Employees Job Performance in Pharmaceutical Indystry in Thailand”</i>	Staff	Correlation	Fantastic job performance is one of the criteria that may be utilized to gauge a business future and credibility in an era of fast expanding globalization.
21	(Muldoon <i>et al.</i> , 2017)	<i>“Moderators of The Personality Performance Relationship: An Investigation of Job meaning and Autonomy”</i>	Employee	Correlation	The potency of an unique characteristic structure influences social conditions that affect the link between style and achievement.
22	(Kawiana <i>et al.</i> ,	<i>“The Influence of</i>	Employee	Correlation	Given the variety of

	2018)	<i>Organizational Culture, Employee Satisfaction, Personality, and Organizational Commitment Towards Employee Performance'</i>			variables that could possibly influence optimization, it is clear that worker personalities have a significant impact on their commitment to company advancement.
23	(Oriarewo <i>et al.</i> , 2018)	<i>"The Influence of Emotional Stability on Employees Performance: A Review"</i>	Employee	Correlation	The obstacles encountered by staff in most businesses in performing their everyday activities have enhanced significantly to rapid changes in the global business environment, necessitating effective impulse stability in handling work stress.
24	(Abbas <i>et al.</i> , 2019)	<i>"Impact of Personality Traits on Employee Performance with Moderating Role of Islamic Work Ethics: Evidence from Islamic Banking of Pakistan"</i>	Employee	Correlation	Both the market and the frequency of moral problems facing economic perceptions are extremely high. To achieve pricing power and an ability to compete, every mortgage lender must offer distinctive goods or services.
25	(Y. He <i>et al.</i> , 2019)	<i>"Five Factor Personality Domains and Job Performance: A Second Order Meta Analysis"</i>	Employee	Correlation	Analyzing organization culture and job success necessitates knowledge of personal characteristics. The Five-Factor Model (FFM) is the most well-known structure for classifying the various characteristics of personality examined in cognitive science.
26	(Fakhruddin <i>et al.</i> , 2020)	<i>"The Influence of Personality and Organizational Commitment and Work Engagement to Employee Satisfaction and Employee Performance DPRD Samarinda"</i>	Employee	Correlation	A variety of company characteristics, such as work place happiness, high work engagement, and the presence of sound behavior regulatory oversight routines, might help in motivating.
27	(Virgana, 2020)	<i>"The Effect of Job Performance Through Organizational Culture, Work Environment,</i>	Employee	Correlation	The principle can provide counseling on policy, setting, and attitude to help team

		<i>Personality, and Motivation</i>			performs better at work.
28	(Chandrasekara, 2019)	<i>“Relationship Among Big Five Personality Traits, Job Performance, and Job Satisfaction: A Case of School Teachers in Sri Lanka”</i>	Teachers	Correlation	The largest impact on career advancement is shown by cooperativeness, while all character qualities have an impact.
29	(Mahlamäki et al., 2019)	<i>“The Role of Personality and Motivation on Key Account Manager Job Performance”</i>	KAM	Correlation	Client relationship supervisors' work effectiveness is impacted by their personalities and desire, where encouragement links personalities to productivity.
30	(Hung, 2020)	<i>“Revisiting Relationships between Personality and Job Performance: Working Hard and Working Smart”</i>	Employee	Correlation	It has been used to predict and explain people's behavior, particularly that in the realm of work where achievement is expected, for a long time. Personality is a key concept in psychological study.
31	(Sartori et al., 2021)	<i>“Social Representation and Assessment of Salespeople Personality for Job Performance: An Overview and an Italian Piece of Research”</i>	Seller	Correlation	According to the social representation of a workforce's mentality (sales), it is linked to conscientiousness, which is one of the key aspects in achieving excellence and involves connection with others.
32	(Wihler et al., 2022)	<i>“An Integrate Approach to More Nuanced Estimates of Personality Job Performance Relations”</i>	Employee	Correlation	To link the TRI personality model with the ABF job performance model and investigate the connection between variability in interpersonal evaluations and scattering in evaluations of specific success characteristics, we synthesized multiple different yet consistent analytical flows.

CONCLUSION

After performing a literature analysis on the impact of personality on elements of *emotional stability* and *openness to experience* on employee performance, a number of justifications have been offered. Conclusion: An employee with a positive and open demeanor makes an excellent employee. This is primarily brought on by how one manages self-control, which is related to *emotional stability*.

Additionally, a person must be open to new experiences because it demonstrates that they are making an effort to survive their environment. High levels of curiosity are complemented with numerous ideas or inventions that prepare the person to be prepared for any situation, including pressure at work or being in an area that is quite foreign. The results of the work done will be more productive and successful as a result of the more open and broad thinking, which helps to build a critical thinking pattern and is able to explore new understanding.

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