

ABSTRAK

Ramadan Fadil Mutaqin (1199240141), Pengaruh *Neuroticism*, *Openness to Experience*, *Extraversion*, *Agreeableness*, *Conscientiousness* Terhadap Kinerja Karyawan Pada PT. Tiki Jalur Nugraha Ekakurir Kota Bandung.

Sifat dan kepribadian manusia sangat penting untuk mencapai tujuan organisasi, salah satunya berkaitan dengan pengaruhnya terhadap kinerja. Selain itu, sifat dan kepribadian karyawan yang baik dan berkualitas akan dapat berpengaruh terhadap kinerja dan pada akhirnya mempengaruhi kemajuan perusahaan. Mc Crae & Costa merumuskan dan membagi kepribadian manusia menjadi 5 kepribadian, yaitu *Neuroticism*, *Openness to Experience*, *Extraversion*, *Agreeableness*, *Conscientiousness* yang semuanya saling berkaitan satu sama lain.

Tujuan penelitian ini adalah untuk mengetahui pengaruh *Neuroticism*, *Openness to Experience*, *Extraversion*, *Agreeableness*, *Conscientiousness* terhadap kinerja karyawan baik secara parsial maupun simultan.

Penelitian ini menggunakan metode kuantitatif dengan pendekatan deskriptif verivikatif. Data yang digunakan adalah data primer dan sekunder. Populasi penelitian ini berjumlah 400 orang pegawai dengan sampel yang diambil sebanyak 60 orang dengan menggunakan metode simple random sampling, sedangkan teknik pengambilan data pada penelitian ini melalui wawancara, angket (kuesioner), dan studi kepustakaan.

Berdasarkan hasil penelitian, *Neuroticism* tidak berpengaruh terhadap kinerja karyawan dengan nilai t hitung ($0,425 < 2,00488$). *Openness to Experience* tidak berpengaruh terhadap kinerja karyawan dengan nilai t hitung ($-1,249 < 2,00488$). *Extraversion* berpengaruh positif dan signifikan dengan nilai t hitung ($2,260 > 2,00488$). *Agreeableness* berpengaruh positif dan signifikan dengan nilai t hitung ($2,950 > 2,00488$). *Conscientiousness* berpengaruh positif dan signifikan dengan t hitung ($3,655 > 2,00488$).

Kata Kunci : *Neuroticism*, *Openness to Experience*, *Extraversion*, *Agreeableness*, *Conscientiousness*, **Kinerja Karyawan**

ABSTRACT

Ramadan Fadil Mutaqin (1199240141), The Effect of Neuroticism, Openness to Experience, Extraversion, Agreeableness, Conscientiousness on Employee Performance at Tiki Jaur Nugraha Ekakurir Company in Bandung City.

Human traits and personality are very important to achieve organizational goals, one of which relates to its influence on performance. In addition, the nature and personality of good and qualified employees will be able to affect performance and ultimately affect the progress of the company. Mc Crae & Costa formulates and divides human personality into 5 personalities, namely Neuroticism, Openness to Experience, Extraversion, Agreeableness, Conscientiousness which are all interrelated with each other.

The purpose of this study is to determine the effect of Neuroticism, Openness to Experience, Extraversion, Agreeableness, Conscientiousness on employee performance both partially and simultaneously.

This study used quantitative methods with a descriptive verifiative approach. The data used are primary and secondary data. The population of this study amounted to 400 employees with a sample taken as many as 60 people using the simple random sampling method, while the data collection technique in this study was through interviews, questionnaires, and literature studies.

Based on the results of the study, Neuroticism has no effect on employee performance with a calculated t value ($0.425 < 2.00488$). Openness to Experience has no effect on employee performance with a calculated t value ($-1.249 < 2.00488$). Extraversion has a positive and significant effect with a calculated t value ($2.260 > 2.00488$). Agreeableness has a positive and significant effect with a calculated t value ($2.950 > 2.00488$). Conscientiousness has a positive and significant effect with t count ($3.655 > 2.00488$).

Keywords: Neuroticism, Openness to Experience, Extraversion, Agreeableness, Conscientiousness, Employee Performance