



## THE INFLUENCE OF THE BIG FIVE PERSONALITY ON EMPLOYEE PERFORMANCE IN CLASS IIB SIBORONGBORONG PRISON

Letares L.R Sianturi<sup>1\*</sup>, Naniek Pangestuti<sup>2</sup>.

Politeknik Ilmu Pemasarakatan, Indonesia

\*Corresponding Author Email : [letaressianturi758@mail.com](mailto:letaressianturi758@mail.com)

### Abstract

*This study aims to determine the influence of personality type on the performance of employees in the Siborongborong Class IIB Correctional Institution. This research used a quantitative research method with a total sampling technique so that the sample used was 66 respondents. The data collection method is carried out using a questionnaire, then data analysis using a normality test, a simple linear regression test and a hypothesis test. From the results of the study, it was obtained that the value of the coefficient of determination of 0.350 which means that the big five personality variable affects employee performance by 35%, while the remaining 65% can be explained by other factors. The results of the hypothesis test obtained  $t_{count} > t_{table}$  ( $5.870 > 1.99773$ ) and significance value ( $0.000 < \alpha$ ) a significance level of 5% which means  $H_0$  is rejected and  $H_a$  is accepted means that the big five personality type has a positive and significant influence on the performance of employees in Siborongborong Class IIB Correctional Institution.*

**Keywords:** Big Five Personality, Employee Performance, Correctional Institution.

### Introduction

Human resource management is one of the important factors in an organization. It cannot be denied that everything that happens in the development of an organization can only be managed and resolved by humans themselves. Therefore, an important concept emerged which is the key to excellence in the field of human resources, namely "the right men in the right place at the right time". One of the most important activities in an organization, where human resource management is an activity that aims to get quality human resources who have a good personality type.

According to Thoha (2011: 36), that individual characteristics can be seen from the ability and skills of employees in carrying out a task assigned by the agency, how the individual overcomes the problems he faces and is able to meet his own needs by not depending on others. According to Sopiah (2010: 13) that individual characteristics are biographical characteristics, personality, perceptions and attitudes that can affect employee performance. Every human being has individual characteristics that are different from one another. Individual

characteristics are able to influence performance improvement, this statement is in accordance with what is stated by Gibson (2010: 123) that individual characteristics are abilities, backgrounds and demographics. The classification of demographics is gender and race. Employee behavior determines performance results, they can produce positive or otherwise long-term achievements or performance. According to Hasibuan (2014: 94), performance is a result of work that has been achieved by a person in the implementation of the tasks assigned to him on the basis of skills, initiative, experience and seriousness and time.

Siborongborong Class IIB Correctional Institution is a Correctional Technical Implementation Unit under the auspices of the Regional Office of the Ministry of Law and Human Rights of North Sumatra, which is a place to carry out guidance for Prisoners and Correctional Students as stated in Article 1 Paragraph (3) of Law Number 12 of 1995 concerning Corrections. Correctional Institution is required to be able to carry out guidance for Prisoners with the maximum. In its implementation, it must be supported by good performance within the agency. This can be shown by the existence of good human resource management for Correctional Officers, qualified infrastructure, clear organizational policies and support from leaders or colleagues.

The performance of law enforcement officials, especially correctional officers, is in the spotlight for various groups. This shows that government policies are needed to improve employee performance by implementing efforts to improve performance quality. One of the efforts made is that the UPT Pemasyarakatan must be able to meet the requirements of the Corruption Free Region (WBK) and the Clean Serving Bureaucratic Region (WBBM) as written in the Regulation of the Minister of Administrative Reform and Bureaucratic Reform of the Republic of Indonesia Number 52 of 2014 concerning Guidelines for the Development of Integrity Zones Towards Corruption Free Areas (WBK) and Clean Serving Bureaucratic Areas (WBBM).

Table 1.  
Work Units of the North Sumatra Regional Office that have the WBK/WBBM title

No.	Work Unit	Description	Year
1	Medan Class IIA Women's Detention Center	WBK	2021

*Source: Regional Office of the Ministry of Law and Human Rights of North Sumatra*

However, in terms of achieving the integrity zone, it is still not optimal. The table above shows that there is only 1 Correctional Unit out of 39 UPTs in the North Sumatra Kemenkumham Regional Office that received the WBK WBBM predicate. When giving awards to work units that obtained the WBK / WBBM predicate, Vice President of the Republic of Indonesia Ma'ruf Amin stated that superior human resources determine the success of

bureaucratic reform. In this case, Siborongborong Class IIB Correctional Facility is one of the Correctional Units that has not yet received the WBK WBBM predicate.

The phenomenon that occurs in Siborongborong Correctional Facility in the observation of researchers, employees at Siborongborong Correctional Facility show different personality types seen from one of them, namely the ability to complete tasks where officers have the ability to complete different tasks. Personality type affects employee performance, if the personality type of individuals in the agency is good, the resulting performance will be better and maximized.

Based on the description described above, the author is interested in examining the effect of the *big five* personality type on employee performance in Siborongborong Correctional Facility. To obtain accurate data regarding the discussion, the researcher made direct observations at Siborongborong Correctional Facility as the object of research. This research was conducted to determine the effect of the *big five personality* on employee performance at Siborongborong Class IIB Correctional Facility.

## **Method**

The research method used in this journal is quantitative research. Quantitative research method is one type of research whose specifications are systematically arranged, planned and clearly formulated from the beginning to the making of the research design. To obtain data, researchers distributed questionnaires to 66 respondents who were the number of employees at Siborongborong Correctional Facility.

Sugiyono (2017: 80) describes population as a generalized area and consists of several objects or subjects that have certain characteristics and capacities related to and determined by researchers who are used as lessons and then draw conclusions. This study uses a total sampling technique because the population is small, namely all officers at Siborongborong Class IIB Correctional Facility on active duty of 66 people. Research data obtained from the results of distributing questionnaires to research respondents consisting of 40 lists of statements distributed using google form and each answer is measured using a Likert scale.

The variables that are the object of research are independent variables and dependent variables. The independent variable in this study is the big five personality type (X) while the dependent variable is employee performance (Y). There are 5 dimensions of personality type, namely open to experience, conscious, extraversion, agreeable and sociable, and neurotic. Indicators of performance are quality and quantity of work, cooperation, creativity, creativity and understanding the duties and functions of each individual.

The next data analysis carried out is the validity test, reliability test, normality test, coefficient of determination test and simple regression test as follows.

First, Normality test

This test aims to test whether the dependent variable regression model and the independent variable both have a normal distribution or not. The residual normality test was carried out

using the One Sample KolmogorovSmirnov test with a significant level of 5%. The basis for decision making is as follows: (1) If the Sig value is  $\geq 0.05$  then it is said to be normally distributed. (2) If Sig value  $< t$  table then  $H_0$  is not normally distributed

Second, Coefficient of Determination

Ghozali (2018: 97) states that the coefficient of determination has a role to assess how far the ability of the model used in representing variations in the dependent variable. The value of the coefficient of determination is between zero and one. A small value of  $R^2$  means that the ability of the independent variable to explain the dependent variable is very limited. If the value is close to one, it means that the independent variable provides a lot and almost all the information needed in predicting the variation in the dependent variable.

Third, Simple Linear Regression Test

The regression model is carried out to determine the effect of big five personality on officer performance. The formula used is as follows.

$$Y = a + bX$$

Description:

Y = Performance

a = Coefficient

b = Coefficient of variable X

X = big five personality

Fourth, Hypothesis Test

According to Ghozali (2018: 152) the T test is used to determine the effect of the independent variable on the dependent variable. The decision criteria are:

**Based on the comparison of the t value and t table:** (1) If  $t$  counts the table then  $H_0$  is in the rejection area, meaning  $H_a$  is accepted, meaning there is a relationship between the independent variable (independent variable) and the dependent variable (dependent variable).

(2) If  $t$  count  $< t$  table then  $H_0$  is in the acceptance area, meaning  $H_a$  is rejected, meaning there is no relationship between the independent variable (independent variable) and the dependent variable (dependent variable).

**Based on the significance value :** (1) The significant value of  $t < 0.05$  means that  $H_1$  is rejected and  $H_0$  is accepted, this means that partially the independent variable (independent variable) has no effect on the dependent variable (dependent variable). (2) The significant value of  $t > 0.05$  means that  $H_1$  is rejected and  $H_0$  is accepted, this means that partially the independent variable (independent variable) has no effect on the dependent variable (dependent variable).

## Result

### Research Findings

Siborongborong Class IIB Correctional Facility is one of the correctional Technical Implementation Units located in the Regional Office of the Ministry of Law and Human Rights

of North Sumatra. This prison is located in the Ginjang Office of Siborongborong District which functions to carry out guidance for prisoners / students by prioritizing respect for human rights. The total number of employees on active duty at Siborongborong Correctional Facility is 66 people consisting of 60 men and 8 women. Based on the results of research and data collection by distributing questionnaires via google form to get an overview of the research results. In accordance with the specified sample size, the questionnaire was distributed to 66 respondents. An overview of the research results of each variable in the study, namely big five personality (X) and officer performance (Y) is described as follows:

### **Descriptive Test Analysis**

#### **First, Personality Type Variable**

Research conducted by researchers on motivation variables has 3 (three) score categories, as follows:

Table 2. X Variable Test

<b>Total_X</b>					
		Freque		Valid	
		ency	Percent	Percent	Cumulat ive Percent
Valid	Low	4	6.1	6.1	6.1
	Medium	50	75.8	75.8	81.8
	High	12	18.2	18.2	100.0
	Total	66	100.0	100.0	

Source : Primary data SPSS

Based on the results of the personality type variable score category testing table above, the data obtained by 66 respondents are in the moderate category with a percentage level of 75.8%.

#### **Second, Officer Performance Variable**

Research conducted by researchers on motivation variables has 3 (three) score categories, as follows:

Table 3. Y Variable Test

<b>Total_Y</b>					
		Freque		Valid	
		ency	Percent	Percent	Cumulat ive Percent
Valid	Low	9	13.6	13.6	13.6
	Mediu m	48	72.7	72.7	86.4
	High	9	13.6	13.6	100.0
	Total	66	100.0	100.0	

Source: primary data SPSS

Based on the results of the personality type variable score category testing table above, the data obtained by 66 respondents are in the moderate category with a percentage level of 72.7%.

### Normality Test

The normality test has the aim of knowing whether the sample from a population is normally distributed or not.

Table 4. Normality Test

One-Sample Kolmogorov-Smirnov Test			
		Unstandardized Predicted Value	Unstandardized Residual
N		66	66
Normal Parameters <sup>a,b</sup>	Mean	86.6515152	.0000000
	Std. Deviation	2.38333138	3.24811756
	Most Extreme Differences		
	Absolute	.182	.075
	Positive	.182	.072
	Negative	.086	-.075
Kolmogorov-Smirnov Z		1.475	.608
Asymp. Sig. (2-tailed)		.026	.854

a. Test distribution is Normal.  
b. Calculated from data.

Source: primary data SPSS

Based on the results of the normality test above, it is known that the significance value is 0.854 so that it meets the requirements of the normality test with a significance value of  $0.854 > 0.05$  and proves that the data is normally distributed so that it can be used in the next research analysis.

### Simple Linear Regression Test

The simple linear regression test aims to predict and determine the level of influence of variable X on variable Y. This test is also used to determine whether the assumptions in this study are accepted or rejected.

Table 5. Annova Test Results

ANOVA <sup>b</sup>					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	369.217	1	369.217	34.4	.000 <sup>a</sup>
Residuals	685.767	64	10.715		
Total	1054.985	65			

a. Predictors: (Constant), Total\_X

b. Dependent Variable: Total\_Y

Source: primary data SPSS

Based on the test results above, the significance level between variable X and variable Y is known. In the table it is known that F 34.458 with a significance level of 0.000. Because  $0.000 < 0.05$ , the test above meets the requirements for measuring the effect of variable X on variable Y so it is concluded that the *big five personality* has an influence on officer performance.

Table 6.

Simple Linear Regression Test Results

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients	Standardized Coefficients			
	B	Std. Error	Beta	t	Sig.
1 (Constant)	44.340	7.219		6.142	.000
Total_X	.571	.097	.592	5.870	.000

a. Dependent Variable: Total\_Y

Source: primary data SPSS

Based on the above test, it can be seen that the constant coefficient value is 44,340. The simple linear regression coefficient of the independent variable, namely the personality type with a value of 0.571, so as to get the regression equation, namely as follows:

$$Y = a + bX$$

$$Y = 44.340 + 0.571X$$

This shows that the regression coefficient value of the personality type variable (X) is 44.340 which states that a 1% increase in the value of variable X (*big five personality*), variable Y (employee performance) will increase in value by 0.571.

### Significance Test

The significance test aims to determine the effect of the independent variable, namely the *big five personality*, which has an influence on officer performance, which is the dependent variable. It is said that there is an influence between the independent variable and the dependent variable if the  $t_{count} > t_{table}$  value using the formula  $df = n - k$  with  $df$  is the degree of freedom,  $n$  is the number of samples and  $k$  is the number of variables.  $Df = n - k$  then  $66 - 2$  so as to obtain a degree of freedom of 64 with a table  $t$  value of 1.99773. Based on the table of simple linear regression test results, the  $t$  value is 5.870 so that the  $t_{count} > t_{table}$  value is  $5.870 > 1.99773$ . This proves that there is an influence between the two variables, namely  $X$  and  $Y$ .

### Determination Test

The determination test aims to determine the level of influence of variable  $X$  on variable  $Y$ .

Table 7.  
Determination Test Results

Model Summary <sup>b</sup>				
				Std. Error of the Estimate
Model	R	R Square	Adjusted R Square	
1	.592 <sup>a</sup>	.350	.340	3.273
a. Predictors: (Constant), Total_X				
b. Dependent Variable: Total_Y				

From the table above, the coefficient of determination is 0.350 or equal to 35%, this shows that the employee performance variable is influenced by 35% by the *big five personality*. While the remaining 65% can be explained by other factors or variables.

### Hypothesis Test

According to Sugiyono (2017), partial test is a number that shows the direction and strength of the relationship between two or more variables, after one variable that is thought to have an influence on the variable relationship is fixed or controlled. Researchers conducted hypothesis testing which was formulated as follows:

Ho: *The Big Five Personality* does not have a significant influence on the performance of officers at Siborongborong Class IIB Correctional Institution.



Ha: *The Big Five Personality* has a significant influence on the performance of officers at Siborongborong Class IIB Prison.

The t table value for the number of independent variables ( $k=1$ ) and the number of samples 66 ( $n=66$ ) is 1.99773. From the significance test table, the t value for the *big five personality* variable (X) is 5.870 while the t table is 1.99773. Thus the t value (5.870) is greater than the t table (1.99773). Or the significance value (0.000) is smaller than the 5% significance level. So it can be concluded that  $H_0$  is rejected and  $H_a$  is accepted, meaning that the *big five* personality type has a positive and significant influence on the performance of officers at Siborongborong Class IIB Prison.

## Conclusion

Based on the results of the analysis and discussion of the effect of big five personality on the performance of officers at Siborongborong Class IIB Correctional Facility, it is concluded that the big five personality type affects the performance of Siborongborong Class IIB Correctional Facility officers. This statement is evidenced by the test results of the significance value which has a value of  $0.00 < 0.05$  which means that  $H_a$  is accepted with a value of  $t_{count} > t_{table}$  ( $5.870 > 1.99773$ ). This means that the big five personality type has a positive and significant influence on the performance of officers at Siborongborong Class IIB Prison. This means that the higher the level of a person's personality, the more the officer's performance increases.

## References

- Ghozali, Imam. (2018). Application of Multivariate Analysis with IBM SPSS 25 Program. Semarang: Diponegoro University Publishing Agency.
- Gibson, J. L., et al. 2011. Organizations, Behavior, Structure, and Processes. Translation by Nunuk Andiarni, volumes 1 and 2: Binarupa Aksara. Jakarta
- Hasibuan, Malayu S.P. Human Resources Management, Thirteenth Printing, Revised Edition, (PT. Bumi Aksara, Jakarta, 2009).
- Sinambela, Lijan. P. (2017). Human Resource Management. Jakarta: PT Bumi Aksara.
- Sugiyono. (2017). Quantitative, Qualitative and R&D Research Methods. Bandung: Alfabeta.
- Sule, T. E. Saefullah, K. (2013). Introduction to Management. Jakarta: Kencana Prenadamedia Group.
- Thoha, Miftah. (2011). Organizational Behavior Basic Concepts and Applications. Jakarta: PT RajaGrafindo Persada