



Exploring the Effect of Professional Skills and Personality Traits to Job Performance of Employees in Automotive Corporation, Laguna, Philippines

Piang Lian Thang¹, Saw Dennis Thein², Enoch Asuah-Duodu³
Adventist University of the Philippines
michaelpiang85@gmail.com

ABSTRACT

In today's global environment there is a competition on performances of organizations. Business organizations are seeking highly skilled professionals to be employed to achieve high performance and productivity over their competitors. This research is to determine the effects of personality traits, and professional skills on employee performance in an Automotive Corporation in the Philippines. The study is a quantitative research, and a descriptive correlation. Self-Constructed survey questionnaires were distributed to 97 employees of Automotive Corporation using convenience sampling. The statistical tools used for analyzing the results from the SPSS 22, was Pearson correlation to analyze the relationship and standard deviation and the mean for the descriptive study, and t-test and ANOVA were used to analyze the difference, and in terms of predictions, linear regression was used. The study shows that the relationship between Professional Skills has a positive significant relationship with employee performance but there is no significant relationship between personality traits and employee performance, though openness was dominant with the highest mean. The study also revealed that professional skills, personality traits, and employee performance are high. Considering the sex, males had higher employee performance than females. Further results revealed that only professional skills predicted employee performance. The result of the study implies that business owners need employees that can get the job done because employee performance is critical to the overall success of the company. The study recommends that industries should bear in mind that Professional Skills, and Personality Traits of workers is essential to the success of business organizations.

Keywords: Employee Performance, Professional Skills, Personality Trait.

INTRODUCTION

In today's global environment there is a competition on performance of organizations. Business organizations are seeking highly skilled professionals to be employed to achieve high performance and productivity over their competitors. The prime objective of every organization is to be able to maximize Profitability. This can be achieved through the major factors the organization can put in place that enables long term and short-term goal of the

organization. This study focuses on the employee Personality Traits and Professional Skills because they are linked to Employee performance and that is essential for Organizational development. Hordos, (2018) explains that job performance is about the way staff do their work well or poorly. But considering the effect that job performance has on your company, taking a more in-depth look is crucial (Kumar, 2016). The survival rate at the helm or on the company deck is low enough without bad performers. Ogunleye, and Osekita, (2016) assert that in order to maintain your company and its crew sailing in the correct direction, there is the need to introduce protective measures to enhance job performance.

Globally, Schwab (2018) in a World Economic Forum reported that nearly 50% of businesses expect automation to lead and to some decrease in their full-time workforce by 2022, based on their staff base's work profiles today. However, 38 percent of surveyed companies expect to expand their workers to new productivity-enhancing positions, and more than a quarter expecting higher performance. The study concentrated on collecting the opinions of company executives mainly Chief Human Resources Officers in today's businesses facing changes in the workforce that can enhance job performances.

Moreover, Vhona-Nanette, Saludo, Virtus, and Tun, (2015) did a study in the Philippines on job satisfaction and performance level of employees of ajinomoto Philippines corporation lucena branch. This research aimed at job performance and satisfaction from the company's employee view, and to also demonstrate whether it counts in the company's work performance and productivity, and demonstrate whether job performance can contribute to creating a faithful and engaged workforce. If there is a powerful connection between the business and its staff, a business can have productive staff. Results of this research show that the variables of job satisfaction and performance level are significantly related. The staff are satisfied with how the management handles them throughout the entire operation of the company. Heathfield (2019) described effective organization referring to workers and individual's performance that help project and operate efficiently for results.

To solve job performance, variables like personality traits, professional skills were considered in this study. The American Psychological Association (n.d.) also claims that the personality of an individual is the mixture of characteristics and patterns influencing their conduct, thinking, motivation, and feeling. These patterns have a strong impact on personal expectations, perceptions, values, and attitudes over time (Lumen, 2015). Personality was regarded a key problem about the personality specifically connected with anticipating organisational performance. Employee professional skills are also one of the keys to success

in the organisation or business. Even Das (2019) describes the importance of being having human resources that can make a developing economy and the Country. No doubt that human resources are created by the combination of an individual person. Each of the individual people had a different style of living and personality.

According to Cipolletti (2017) he mentioned that beyond the worth that having the Professional Skills staff boost consumer relationships, well-informed, knowledgeable staff enhance company leadership. Enlightened people are additional goal orientating, delivering higher work performant. There have been many studies exploring job performance of employees but there is no research on the topic of Professional Skills that particularly study on the employee Job Performance in the field of Automotive Cooperation (Michael, 2002) Thus, we came up with our study because no research was conducted in the field of employee's performance on Automotive Cooperation. this study seeks to answer the following question.

1. What is the level of Employee Job Performance in Automotive Corporation?
2. What is the level of Personality Trait in Automotive Corporation?
3. What is the level of Professionals Skills in Automotive Corporation?
4. Is there a significant difference when considering the sex to the employee Performance?
5. Is there a significant relationship between?
 - a. Professional Skills and Employee Job Performance?
 - b. Personal Traits and Employee Job Performance?
6. Do Professional Skills and Personality Traits predict Employee Job Performance?

Research hypothesis:

1. there is no significant difference when considering the sex to the employee Performance?
2. There is no significant relationship between?
 - a. Professional Skills and Employee Job Performance?
 - b. Personal Traits and Employee Job Performance?
3. Professional Skills and Personality Traits do not predict Employee Job Performance.

LITERATURE REVIEW

Skills make it more perfect and more productive without mistake in the workplace. Having Professional skills help more on productivity and performance. Lincoln (2019) explore about

the professional skills as career competencies that always don't seem to be instructed or acquired as a part of the work needed to earn your masters or Doctor of Philosophy. Weitzel (2018) explains that professional skills like leadership, mentoring, project management and conflict resolution are added skills essential to any career. Decision innovation (2019) mention as, every day a thousand of the decision were given upon man. And all of those have a consequence that can lead to a positive result or negative result. It totally depends upon the people who choose and make decisions on the way of a good and bad decision. Reddy (2018) also commented that flexibility is vital for the employer and worker to be flexible because it creates an efficient workforce and technology adoption. This facilitates staff to maintain a work life balance and may help employers improve the productivity and potency of their business. (Doyle, 2019).

Managing time well is one of the major reasons for being successful people and productivity. Time management stands as an important role in one personal as well as professional life. Time management is very important to urge high profit at less cost. Time management is very important within the workplace to urge higher productivity. (Juneja, 2015). Workplace time management skills are necessary for workers and business homeowners (Kumar 2016). CFI (n.d.) explain the communication skill as Communication is outlined as transferring data to provide a larger understanding. communication is essential Soft Skills that are very important for a flourishing career. Research has shown that effective lateral and works cluster communication ends up in an improvement in overall company performance. Lombardo (n.d). Personal traits are somethings that all individuals have in their life. Usually, it will be like their actions, thinking skills, and how they act and respond and even how we live. Here, American Psychological Association (2018) had explained as, Personality which is individual differences in Characteristic of their thinking, behavior and feeling.

In another perspective, Morin (2016) said as each of our personality influences everything from even choosing friends and even to the candidate we vote for. Individuals of personality are one of the items that affect on the performance of reaching the organizational goals and objective (Berman, 2017). Neuroticism is that the strength of stimuli needed to bring out negative emotions during a person. Persons who are high on this dimension are typically anxious, depressed, angry, embarrassed, emotional, worried, and insecure (Tuteja, and Sharma, 2016). In work contexts, agreeable employees show higher levels of social competence and work effectively once combined action is required. Salgado (1997) in his analysis came up with the conclusion that Agreeableness is expounded to coaching success. Persons who are

extraordinary in openness to experience have the propensity to raised suite alternative dimensions. Openness to experience is additionally said as ‘double-edged sword’ as a result of it prompts personalities to possess intense smart feelings yet as intense bad feelings (Heller and Mount 2002).

Conscientiousness people are among the most effective to guide to important job performance attributable to their work participation and their characteristic of having the ability to require the chance to urge formal and informal rewards (Awadh, and Ismail, 2017). According to Moeheriono (2014) claim that the performance is that the results of the work which will only be achieved by an individual or a bunch of people in a corporation each quantitatively and qualitatively pursuant to authority and also the assignment of responsibilities of everyone, so as to realize the target of the organization in question a legally and that don't abuse applicable law and in accordance with moral and ethics.

Wibowo (2014) also explain that performance is doing the work and results of the work. Performance is what's done, and the way to finish work by the employee. Rothmann and Coetzer (2003) in their study determined the relationship between personality dimensions and job performance of 159 staff of a pharmaceutical company and concluded that Emotional Stability, extraversion, Openness to experience and Conscientiousness were associated with task performance. Karthikeyan and Srivastava (2011) studied the relation of 5 issue model of personality with the individual-level job performance of social control & executive cadre workers operating in Indian organizations. They found that the factors: Conscientiousness, extroversion and emotional stability were predictors of job performance and had an impact on components: task performance, ability, and worker productivity. Hans Eysench was a psychologist in the time of the 20th century, who was famously known as in the fields of Intelligence and Personality. In the time of 1952, 1967 and 1982, he proposed a theory which is basically based upon the human personality traits throughout the biological factors. Traits are broad behavioral elements that define who they are. He also says that one's personality as a hierarchy of trait and even claim that personality traits are genetically inherited. (Matthew and Gilliland, 2015). Katz's leadership approach places an emphasis on learned behaviors. He evokes that completely different managers show different ability sets at every level of their leadership capabilities. What's notable regarding this theory is that it's primarily descriptive as against alternative theories. It insinuates that leadership qualities are learned and developed throughout an amount of your time. Katz is additionally involved with not simply with what

good managers are however the actual skills that they utilize once closing their jobs effectively. (Weitzel, 2018).

METHODS

The research is quantitative research and it's based on descriptive correlation. All the data was collected in Laguna, Automotive Cooperation's' employees. The research respondents were made of 98 out of 128 workers and the research questions had been conveniently distributed. The research questionnaires were grouped into three main groups, Professional Skills: which had four subtopic and each sub-topic was formulated with 4 questions; the internal consistency test for Professional skills with the 20-question total with a Cronbach's alpha of 0.903. And the second is Personality Traits, which formed with five subtopic and each topic have 5 questionnaires and totally items 25 with a Cronbach alpha of 0.800. The last is Employee Job Performance, which had three subtopic and with 5 questions as 12 items with a Cronbach alpha of 0.943. Question one, two and three were answered with Descriptive analysis using the mean and standard deviation. Question four is answered with the SPSS using the t-test to find out the significant difference in terms of the sex of the respondents to employee performance. Question five is answered with the SPSS using Person Correlation to find out the significance of the relationship between Professional Skills and Personality Trait to Employee Performance. Question six is answered with the SPSS using Linear Regression to Predict independent variables to the dependent variable.

RESULTS

The sex distribution of the respondents consisted of 61 men (62.9%) and 36 women (37.1%). Their age varies from 18-24 year of age 33 (34%), 25-32 year of age 27 (38.1%), 33-40 year of age 12 (12.4%) and 40-50 year of age 15 (15.5%). The employees educational levels were also analyzed and consisted of College 87 (89.7%), Master's Degree 6 (4%) and Ph.D. degree 6 (6.2%).

In the first research question, twelve items were used to measure the level of Employee Job Performance. The respondents scaled response was Exceed Expectation meaning that Job Performance in Automotive Corporation is High. (M= 4.03, SD=0.68). In a detail Analysis of the question the highest item was on the question, I meet deadline work, which had a Mean=4.29, SD=0.72), and it had a scaled response of Exceptional meaning Very High. This

is a clear indication that the workers in the automotive corporation is productive and also, they are the workers who always finished their work in a stipulated time allocated to them.

The lowest item was, I am willing to accept new assignments with the mean of (M=3.80, SD=1.02) and scaled response of Exceed Expectation corresponding to High as verbal interpretation. Though it had the lowest mean, yet the interpretation is high which again means that all the employees are excellent in their Job and are willing to accept new challenge that leads the company to be productive.

Table 1. Employee Job Performance N=97

	Mean	Std. Deviation	Scaled Respond	Verbal Interpretation
I am willing to accepts new assignments	3.80	1.02	Exceeds Expectation	High
I arrives to work on time	3.81	1.10	Exceeds Expectation	High
I have good work ethic	3.91	1.01	Exceeds Expectation	High
I complete and submits the work on due date	4.00	1.09	Exceeds Expectation	High
I have positive attitude when working with a team	4.00	.66	Exceeds Expectation	High
I stand behind the quality the work	4.02	.74	Exceeds Expectation	High
I open on suggestions and new ideas	4.06	.97	Exceeds Expectation	High
I work well with peers	4.07	.67	Exceeds Expectation	High
I take initiative at work	4.08	.95	Exceeds Expectation	High
I get work done in a reasonable amount of time	4.12	.74	Exceeds Expectation	High
I take the work seriously	4.15	.91	Exceeds Expectation	High
I meet deadline work	4.29	.72	Exceptional	Very High
Employee Job Performance	4.03	.68	Exceeds Expectation	High

In the second research question, twenty-five items were used to measure the level of Personality Trait in Automotive Corporation. The respondent scaled response was Often True of Me meaning that Personality Traits in Automotive Corporation is High. (M= 3.95, SD=0.37). In a detail Analysis of the question the highest item was on the question, I am generally trusting, which had a Mean=4.33, SD=0.66), and it had a scaled response of Always true of me meaning Very High. This is a clear indication that the workers in the automotive corporation are High and can be trusted and they have an optimistic view upon each other, and they are mostly tactful workers. Therefore, they might have a very happy atmospheric culture among the Company, and this enhances high performance.

The lowest item was, I Get Nervous Easily with the mean of (M=2.88, SD=1.36) and scaled response of Sometimes True of Me corresponding to Normal as verbal interpretation.

Therefore, the result shows that mostly the workers are good at controlling their negative mind, but it must need to improve more because it is only just the normal level. Thus, the company must strive to improve its workers to control and adapt their negative mind.

Table 2. **Personality Traits N = 97**

	Mean	Std. Deviation	Scaled Responses	Verbal Interpretation
I Get Nervous Easily	2.88	1.36	Sometime True of Me	Normal
I am rude to others	2.91	1.07	Sometime True of Me	Normal
I am careless	3.09	1.30	Sometime True of Me	Normal
I am not depressed	3.46	1.23	Often True of Me	High
I tend to be quiet	3.54	1.09	Often True of Me	High
I am helpful and unselfish with others	3.86	1.04	Often True of Me	High
I handle stress well	3.94	0.86	Often True of Me	High
I am interested in art, music or literature	3.97	0.95	Often True of Me	High
I am full of energy	4.04	0.85	Often True of Me	High
I have an active imagination	4.05	0.87	Often True of Me	High
I do a thorough job	4.05	0.62	Often True of Me	High
I remain calm in a tense situation	4.11	0.71	Often True of Me	High
I like to cooperate with others	4.12	0.93	Often True of Me	High
I have assertive personality	4.14	0.72	Often True of Me	High
I make plans and follows through	4.15	0.75	Often True of Me	High
I am reliable	4.18	0.89	Often True of Me	High
I value beautiful experiences	4.18	0.99	Often True of Me	High
I do things efficiently	4.21	0.71	Often True of Me	High
I am curious about many different things	4.21	0.71	Often True of Me	High
I am emotionally stable	4.26	0.56	Always True of Me	Very High
I am outgoing and sociable	4.28	0.91	Always True of Me	Very High
I have a forgiving nature	4.28	0.62	Always True of Me	Very High
I come up with new ideas	4.29	0.80	Always True of Me	Very High
I am a deep thinker	4.31	0.64	Always True of Me	Very High
I am generally trusting	4.33	0.66	Always True of Me	Very High
Personality Traits	3.95	.37	Often True of Me	High

In the third research question, twenty items were used to measure the level of Professionals Skills in Automotive Corporation. The respondent scaled response was Often True of Me meaning that Personality Traits in Automotive Corporation is High. (M= 3.61, SD=0.56). In a detail Analysis of the question the highest item was on the question, the tasks I work on are the ones with the highest priority, which had a Mean=4.19, SD=0.85), and it had a scaled response of Often true of me meaning High. This is a clear indication that the workers in the automotive

corporation is very well educated in time management. They know what to prioritized in the workplace.

The lowest item was, I got easily depressed on any bad situation with the mean (M=2.70, SD=1.22) and scaled response of Sometimes True of Me corresponding to Normal as verbal interpretation. Therefore, the result shows that the workers are good at controlling their minds, but however, as human beings we react to situations and more especially bad situations causes depression sometimes. therefore, employees need to improve their ability to handle bad situations and they are confronted with one.

Table 3. Professional Skills N = 97

	Mean	Std. Deviation	Scaled Responses	Verbal Interpretation
I got easily depress on any bad situation	2.70	1.22	Sometime True of me	Normal
If I don't understand, I tend to keep it in myself	2.93	1.09	Sometime True of me	Normal
I am stressed about deadlines and commitments	2.94	0.97	Sometime True of me	Normal
I am afraid of change	2.94	1.17	Sometime True of me	Normal
I find myself completing task at the last minutes	3.00	1.09	Sometime True of me	Normal
I can't focus on something when the bad feeling or emotion hit me	3.06	1.17	Sometime True of me	Normal
I'm surprised that people haven't understood what I've said	3.19	0.98	Sometime True of me	Normal
I set aside time for planning and scheduling	3.53	0.94	Often True of Me	High
I am sometimes surprised by the actual consequences of my decisions.	3.56	0.75	Often True of Me	High
I know how much time I spend on each of the various task I do	3.88	0.82	Often True of Me	High
I use diagrams and charts to help express my ideas	3.92	1.08	Often True of Me	High
When people talk to me, I try to see their perspectives	3.94	0.93	Often True of Me	High
I have optimistic view	3.99	0.84	Often True of Me	High
When talking to people, I pay attention to their body language	4.02	0.69	Often True of Me	High
I evaluate the risks associated with each alternative before making decision	4.02	1.11	Often True of Me	High
I rely on my own experience to find potential solutions to a problem.	4.05	0.87	Often True of Me	High
I use a well-defined process to structure my decisions	4.09	0.63	Often True of Me	High
I am good at multitasking	4.11	0.86	Often True of Me	High
Before I communicate my decision, I create an implementation plan.	4.12	0.65	Often True of Me	High
The tasks I work on are the ones with the highest priority	4.19	0.85	Often True of Me	High

Professional Skills	3.61	0.56	Often True of Me	High
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The fourth question states that there is a significant difference between sex and employee performance, the study shows that in terms of sex to Employee Job Performance, there is a significant difference when sex is considered to Employee Job Performance. ($F=.649, p=.000$) when $p<.05$. the study fails to reject the null hypothesis that states that there is no significant difference in terms of sex to employee job performance. Males in term of Job Performance in AC is better than females when postHoc was used to analyzed and see the difference in terms of males and females . Ogunleye & Osekita (2016) did a study in Nigeria where the response as Ekiti State of Local Government workers. The findings of this study show that the sex of the respondents among Ekiti State of Local Government workers showed a significant difference to employee performance.

Table 4. Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Employee Job Performance	Equal variances assumed	.582	.448	4.903	95	.000	.630	128	.375	.885
	Equal variances not assumed			4.786	68.175	.000	.630	132	.367	.892

Table 5. Group Statistics

Gender		N	Mean	Std. Deviation	Std. Error Mean
Employee Job Performance	Male	61	4.26	.589	.075
	Female	36	3.63	.647	.108

Question five sub-question (a) has the null hypothesis that states that there is no significant relationship between Professionals Skills and Employee Job Performance. The results indicate that there is a significant positive relationship between Professionals Skills and Employee Job Performance at ($F = 392, p = .000$) when $p < 0.01$. It means that the null hypothesis is rejected. Thus, it shows that when the employee skills are going up it affects the performance of the Automotive Corporation. The study is supported by Ibrahim and Boerhannoeddin (2017), In

their research, they find out that the relationship between the soft skill and training the employee have a very good positive effect on the employee job performance. Soft Skill and training make the employee be skilled as professionals. Therefore, the professional skill which is the soft skills and the skills that to be trained to them has positive relationship on job performance.

Question five sub-question (b) also has the null hypothesis that states that there is no significant relationship between Personality Traits and Employee Job Performance. The study shows that there is no significant relationship between Personality Traits and job performance ($F=.170$, $p=.096$). when $p<0.01$. The study supported by Oppong, Assiseh and Asash (2015). They did a study on the five principles of Traits and found out that some of the principles have no significant relationship to performance.

Table 6. Correlations

		Employee Job Performance
Personality Traits	Pearson Correlation	.170
	Sig. (2-tailed)	.096
	N	97
Professional Skills	Pearson Correlation	.392**
	Sig. (2-tailed)	.000
	N	97

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

Question six seeks to predict which of the independent variables explain the dependent variable. The result as shown below the table reveals that it is only Professional Skills that predicted employee Job performance. It could explain 14.5% of the Employee Job Performance. This means that there are other variables that could explain this relationship but not considered in this study. The model equation for this study is Employee Job Performance. However, Personality Trait could not predict the relationship of Employee Job Performance but was significant. This is confirmed by Grobelny (2018) that he also found out that the general and specific mental abilities which are also professional skills predicted for Job performance.

Table 7. Model Summary

Model	R	R Square	Change Statistics
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			Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	.392 ^a	.154	.145	.6292948	.154	17.255	1	95	.000
2	.685 ^b	.469	.457	.5012849	.315	55.714	1	94	.000

a. Predictors: (Constant), P Skills

b. Predictors: (Constant), P Skills, Ptraits

Table 8. Coefficients^a

	Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	5.740	.417		13.759	.000
	P Skills	-.473	.114	-.392	-4.154	.000
2	(Constant)	2.581	.538		4.796	.000
	P Skills	-1.056	.120	-.875	-8.821	.000
	Ptraits	1.333	.179	.740	7.464	.000

a. Dependent Variable: EJP

DISCUSSION

The finding reveals that the overall responses from the respondent on Job Performance are High and that is why the Car Automotive Corporation in Laguna are getting more Production and even their selling rate are increasing. In general, the workers are well in terms of Work Performance. The level of Professional Skills in Automotive Corporation is also noted as High. The highest mean fell on Decision making, which is a true reflection of productivity. The management know how to manage and therefore makes informed decisions that affects the corporation positively. However, the workers need to improve more on Flexibility Skills, since it is the lowest mean. The company must strive for their workers to be able to expose them to new challenges. The level of Personality Traits in Automotive is also High. The highest Traits of employee traits fell on Openness. Therefore, they might have a good atmospheric culture in the Company and with having friendly cooperativeness make them receive high performance. Furthermore, in terms of sex, there is a significant difference between sex and Employee Performance of Automotive Corporation. The study shows that males had high job performance comparing to females. But we must consider the number of respondents, female have lesser population comparing to the male as in this study. Therefore, the result may be different if the same population is taken. Concerning prediction of the independent variable, Professional Skills could able to predict the Employee Job Performance. The Personality Trait was not able to predict the Employee Performance though it was significant.

Conclusion

The first recommendation according to this study is that professional Skills and employee Performance have significant relationship therefore, the company or any other organization should consider it as an important factor when choosing new workers. Though Personality Trait was not significant but still has positive relationship to Performance of Employees. The future researchers may also take other variable which will predict job performance which this study could not use. The study also recommends that the researcher may also take other population apart from the employee of Automotive Corporation.

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