

ANALYSIS OF RELATIONSHIP BETWEEN CONSCIENTIOUSNESS AND NEUROTICISM DIMENSIONS WITH EMPLOYEE WORK PRODUCTIVITY AT POULTRY INDUSTRY PT. JANUPUTRA SEJAHTERA TBK

Alma Zhahirah Elvaretta Wibawa
21/477435/PT/08917

ABSTRACT

This research aims to analyze the relationship between the Conscientiousness and Neuroticism dimensions of personality and employee work productivity at PT Januputra Sejahtera Tbk, an integrated poultry industry company. The study was conducted in December 2024 using a quantitative approach with purposive sampling, involving 41 employees from various divisions. Data were collected through a structured questionnaire adapted from the Big Five Personality Inventory and a productivity measurement scale, both tested for validity and reliability. The study focused on two key personality dimensions: Conscientiousness associated with discipline and responsibility and Neuroticism associated with emotional instability. Data were analyzed using Pearson Product Moment correlation. Results showed that Conscientiousness has a moderately strong and significant positive relationship with work productivity ($r = 0.455$; $p = 0.003$), while Neuroticism shows a very weak and statistically insignificant negative relationship ($r = -0.076$; $p = 0.638$). These findings suggest that increasing conscientious traits among employees may enhance productivity, while high neurotic tendencies may impede it. The study highlights the value of integrating personality assessments in recruitment and employee development to support human resource optimization in labor intensive sectors.

(Keywords: Conscientiousness, Neuroticism, Work Productivity, Personality Traits, Poultry Industry)