

PENGARUH DIMENSI KEPRIBADIAN TERHADAP KINERJA KARYAWAN DINAS LUAR PADA ASURANSI JIWA BERSAMA BUMIPUTERA 1912 CABANG MALANG DIENG



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ABSTRAK

Tujuan penelitian adalah untuk mengetahui dimensi kepribadian yang terdiri dari extraversion, agreeableness, conscientiousness, emotional stability, openness to experience pada karyawan dinas luar dan kinerja karyawan dinas luar, selain itu juga untuk mengetahui apakah ada pengaruh yang signifikan antara variabel dimensi kepribadian dan kinerja karyawan dinas luar, serta untuk mengetahui variabel mana yang paling berpengaruh terhadap kinerja karyawan dinas luar pada Asuransi jiwa Bersama Bumiputera 1912 cabang Malang Dieng.

Hipotesis dalam penelitian ini adalah Diduga dimensi kepribadian berpengaruh signifikan terhadap kinerja karyawan dinas luar pada Asuransi Jiwa Bersama Bumiputera 1912, cabang Malang Dieng dan diduga variabel conscientiousness berpengaruh paling signifikan terhadap kinerja karyawan bagian dinas luar pada Asuransi Jiwa Bersama Bumiputera 1912, cabang Malang Dieng.

Berdasarkan rentang skala, skor rata-rata untuk variabel extraversion yaitu sebesar 118 berarti variabel extraversion pada karyawan dinas luar tinggi, skor rata-rata untuk variabel agreeableness yaitu sebesar 113.5 berarti variabel agreeableness pada karyawan dinas luar tinggi, skor rata-rata untuk variabel conscientiousness yaitu sebesar 123 berarti variabel conscientiousness pada karyawan dinas luar tinggi, berikutnya skor rata-rata untuk variabel emotional stability yaitu sebesar 92 berarti variabel emotional stability pada karyawan dinas luar rendah serta skor rata-rata untuk variabel openness to experience yaitu sebesar 104 berarti variabel openness to experience pada karyawan dinas luar tinggi. Dan skor rata-rata untuk kinerja karyawan yaitu sebesar 99 berarti kinerja karyawan dinas luar tinggi.

Berdasarkan hasil perhitungan uji F, dapat diambil kesimpulan bahwa secara simultan, kelima variabel dimensi kepribadian berpengaruh signifikan terhadap kinerja karyawan dinas luar. Berdasarkan uji T dapat diambil kesimpulan bahwa secara parsial kelima variabel dimensi kepribadian berpengaruh terhadap kinerja karyawan dinas luar. Dari hasil perhitungan regresi linier berganda, dapat diambil kesimpulan bahwa yang memiliki koefisien regresi paling besar adalah variabel conscientiousness, maka variabel yang paling berpengaruh terhadap kinerja karyawan dinas luar pada Asuransi jiwa Bersama Bumiputera 1912 cabang Malang Dieng adalah variabel X3 atau conscientiousness.

ABSTRACT

Target of research is to know personality dimension which consist of extraversion, agreeableness, conscientiousness, emotional stability, openness to experience to employee outside agency and employee outside agency performance, besides also to know what is there influence which is significantly among personality dimension variable and employees performance on duty outside, and also to know which variable that most having an effect on to employees performance on duty outside[at life insurance with Bumiputera 1912 Malang Dieng.

Hypothesis in this research is personality dimension have an effect on significant to employees performance on duty outside at life insurance with Bumiputera 1912, branch of Malang Dieng and conscientiousness variable have an effect most significant to employees performance on duty outside at life insurance with Bumiputera 1912, branch of Malang Dieng.

Base on spanning scale, mean score for the variable of extraversion that is equal to 118 that meaning variable of extraversion of employees on duty outside is high, average score for the variable of agreeableness that is equal to 113,5 that meaning variable of agreeableness at employees on duty outside is high, average score for the variable of conscientiousness that is equal to 123, that meaning variable of conscientiousness at employees on duty outside is high, next of average score for the variable of stability emotional that is equal to 92 that meaning variable of emotional stability at employees on duty outside is lower, and also average score for the variable of experience to openness that is equal to 104 variable that mean of openness experience to at employees on duty outside is high. And average of score for the performance of employees that is equal to 99 meaning employees performance on duty outside is high.

Based on result of calculation of F test, can be taken by conclusion that simultaneously is, fifth of dimension variable personality of significantly influence to employees performance on duty outside. Beside on test of T can be taken by conclusion that partially is fifth of personality dimension variable have an effect on to employees performance on duty outside. Based on result of calculation of multiple linear regression, can be taken by conclusion that owning coefficient of regression biggest is variable of conscientiousness, hence most having an effect on variable to employees performance on duty outside at life insurance with Bumiputera 1912 branch of Malang Dieng is conscientiousness variable.

Keyword:

Personality dimension variable, employees performance on duty outside.