

**Hubungan Antara Tret Personaliti Kehematan, Keterbukaan Pada Pengalaman, Ekstraversi Dan Kesyujuan Dengan Prestasi Kerja Dalam Kalangan Pemimpin Pendidik Bagi Sekolah Prestasi Tinggi (SBT) Di Malaysia**

**ABSTRACT**

This study aims to identify the relationship between personality traits and job performance among educator leaders in High Performance Schools (HPS). Two sets of questionnaires were used in this study, namely questionnaire Five-Factor Model of Personality (NEO PI-R) for measuring personality and instrument of job performance for measuring the performance of individual work. These questionnaires were distributed to 306 head teachers (89%) in 15 HPS in Malaysia. Pearson correlation analysis showed a significant positive correlation between personality traits such as Conscientiousness ( $r = .740, p < .05$ ), Openness to experiences ( $r = .419, p < .05$ ), Extraversion ( $r = .596, p < .05$ ), Agreeableness ( $r = .386, p < .05$ ) with performance. The study also demonstrated by putting the interests of conscientiousness dimension as the most powerful domain associated with job performance compared to other dimensions. However, different traits play different roles in relation to job performance. Keeping in view the implications of personality traits towards job performance among school personnel as leaders, findings of the present research can help to improve overall organizational behaviour and productivity resulting in optimum service delivery to the stake holders within educational system in Malaysia.