Rapid Personality Test

By

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ABSTRACT

This project focuses on to develop a personality test system that can determine about person's personality and to analyze different characteristics or traits that each of the individual have. There are many different uses for personality tests in modern society. Examples of benefits that can get by having the personality test are it can be used for self-reflection and understanding, for job placement, and for learning how to better interact with others in a team or work group. The factors that will effect to the characteristics or traits for each user is depend on answer that is given by the user. Basically, this categorization will help to learn how others might react to something in their environment. The scope of study of this project is to help teacher to identify the personality type for each students by using the software inside the personal computer. The system is to provide a convenient access to the user to access the test and get the result. For this Rapid Personality Test system, html (internet programming language) application will apply. The objective of this project is to develop a personality test for the students. In addition, the objective is to study on the current system, which is to get all the information of the manual system. In addition, the objective is to provide a greater benefit to a students and teachers. Problems for this system is to help teachers faster the processes by providing them the system that can effectively calculate the score by reduce data error. It can make the result more accurate. In addition, other problem that are facing is scope market for the system or product. It is because this system developed to provide benefits for the users by providing the system that is easy to use. Second problem that are facing is current system need a teachers and students to calculate score manually. At this time, they only used manual system which is by using paper. Sometimes, they will get some error and it will affect the score and the result. This system is proposed to help them to ensure that this system can work effectively. For this project, Rapid Application Development (RAD) methodology is applied. Phases involved in RAD are; requirements planning, user design, construction, and cutover. RAD methodologies attempt to address both weaknesses of structured design methodologies to get some part of the system developed quickly and into the hands of the users. The users can better understand the system and suggest revisions that bring the system closer to what is needed. Interviews have been conducted to get the

feedback from the school about the existing system. From the findings, it shows that the existing system needs a teachers and students to calculate score manually. At this time, they only used manual system which is by using paper. Sometimes, they will get some error and it will affect the score and the result. A research had been done to get the existing personality test to be implemented.

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ABBREVIATIONS AND NOMENCLATURES

OSDC   Organizational support for career development

SDLC   System Development Life Cycle

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CHAPTER 1

INTRODUCTION

1.1   Background of study

Personality and aptitude tests are helpful for managing people and for understanding ourselves. Personality test is important for the recruitment process because effective recruiters use personality assessment to enhance their decision-making about the potential of applicants. No recruiter wants to spend time on a low potential applicant. By using personality test, it will provide us with a way to categorized different characteristics or traits that we might otherwise not be aware of. For the first step, the proposed design was produced and this includes production work from scratch to design a more detailed drawing. Design process is a complex activity and for the system improvement, there must have a broad range of skills and knowledge in various fields.

Nowadays, there are several tests that can identify or analyze personality type for each people. Personality will have a direct effect on leadership effectiveness. The five-factor model of personality has been used in leadership research and has demonstrated potential in explaining leadership effectiveness (e.g., Judge et al., 2002b; Hogan and Hogan, 1996). Most of the organization will have some personality test to analyze the people's tendency. In Malaysia generally, each school will do some personality tests to identify students' abilities and preferences. This test is to ensure student's can recognize their personality type. The proposed system is to help teacher to get and analyze data with more effective. At this time, they only used manual system which is by using paper. Sometimes, they will get some error and it will affect the score and the result. By providing this system, it will effectively calculate the scores as well as reduces data

errors. If there are redundancy data, the system will detect the error. This system also will give more opportunities to the teachers which is they can get the results on the spot and will add some more values such as can identify strength and weakness and also possible job.

The system is to provide a convenient access to the user to access the test and get the result. For this system, html (internet programming language) application will apply. And effective and efficient system will enable more opportunity to be gain and create such a tremendous impact towards many business, people and environment. Hence, the proposed system is Rapid Personality Test.
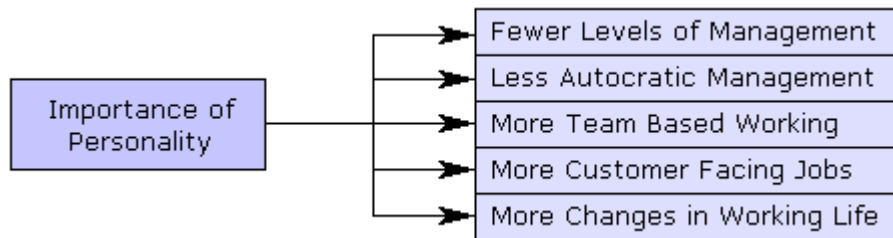

Figure 1.1   Importance of personality

1.2   Objectives of study

The objective of this project is to develop a personality test for the students. The system will have the following objectives:

(a)   To study on the current system which is by using paper

(b)   To develop a personality test system

(c)   To help teacher faster the process and to make the result more accurate

1.3   Problem Statement

Problem statement is a situation where there is a gap between the actual and the desire state. It will also create a need for researchers to solve problems. Current problems that exist in every organization must be resolved by improved the product or new market. It is a process that should be studied in a smaller scope and every general question will be reduced to a set of more specific questions.

The first step is to identify customer needs and preferences of the type of design provided by the company. Here what is being offered should be in accordance with the requirements and needs of the customer to ensure that the purchasing decisions will be increased from time to time on services rendered. This fact is also supported by (Peter, 1985). He said the buying process is made up of a series of stages that are taken by the user. At each stage, problems will arise and should be detected by the provider so they can understand and know the customer needs more closely and try to meet the needs of the user. Thus, purchasing decisions made by the customer for the first time will affect the development of the company's sales performance.

Problems that are facing are either the system services provided by commercial companies meet customer needs. This is because some people think they do not need the product. For example, there might be the school does not want to use these services because they think it is not necessary and they can still use the old system which is by using paper to analyze personality of the students and get the result.

Second problem that are facing is current system need a teachers and students to calculate score manually. At this time, they only used manual system which is by using paper. Sometimes, they will get some error and it will affect the score and the result. This system is proposed to help them to ensure that this system can work effectively.

This system is to help teachers faster the processes by providing them the system that can effectively calculate the score by reduce data error. It can make the result more accurate. In addition, other problem that are facing is scope market for the system or product. It is because this system implements to provide benefits to the users by providing the system that is easy to use. How to create the system that is functional to display to the users about the crucial information that is considering on the various aspects.

1.4   Business Intent and Clear Indication of Intended Business Activities

By providing this systems, there are the solution to the problems occurred which is the burden with so many things and to increase level of the system efficiency. This system will give the solution to the problems experienced and the users can take this opportunity to identify the personality type. There is no "right" or "wrong" answers, but it will obtain meaningful results to the users.

The bright sides of the product are:

- Less costly and affordable
- User friendly and easy to manage
- Upgrading of the product are available
- Maintenance for any problems occurred

1.5 Feasibility and profitability

1.5.1 Technical Feasibility

To the point of view of the technical feasibility, this system is easy to be developed and installed in personal pc or desktop. For this system, I will use internet programming language and the coding is easy to be understood. Technology that is used can simply be understood by any IT developer and it is easy to integrate with any existing technology.

The analyst has a greater chance of understanding the user and it is an opportunity to improve the system for a better outcome. As for the user, it will be easier for them as they are much more familiar with the application as the existing system. As for the technology that will be use in the system, the technology will less be the same as the existing system. So the technology that will be use will be easy understood by the users and the analyst. The chances of a problem to occur and delays will be decrease because they are no need in learning the technology.

Instead of that, the staff that will be controlling the system will not be having much problem it will include some sort of coding for the calculation, and it will relate to the assessment of the user personality and it will be given a personality profile of five basic personality dimensions. It is very simple to communicate with the system and there will be not much trouble between the users and the application system.

1.5.2 Economic Feasibility

Economic feasibility is the second element of a feasibility analysis that needs to be performs. It is also called the cost-benefit analysis which identifies the financial risk associated with the project. There are four categories of question lies under this feasibility which are; development costs, operational costs, tangible benefits and intangibles.

Development cost is the tangible cost that incurred during the construction of the system such as the salaries for the project team and consultant fees. It is a onetime cost for the project. As for operational cost which also under the tangible cost are required to operate the system. It is thought of as ongoing cost. Operational cost consists of the salaries for operations staff and equipment upgrades.

As for this system, it will much spend on the development cost and the operational cost will be much lower. For the development process, more cost will be use in the phase of implementation as new hardware and software will be needed. Besides, there is another additional cost under the development process.

CHAPTER 2

LITERATURE REVIEW

This paper discusses the importance of knowing the personality characteristics for each individual. Most of the individual nowadays tend to get know their personality type in order to ensure they can improve the personality. Based on case study and a literature review, this study outlines the importance of personality test along with the strengths of preferences and the description of the personality type. This paper also evaluates the challenges of implementing personality test nowadays.

2.1   Relationship between personality and leader effectiveness

In a research article by (Gladys, 2006), stated that personality is one of the most important factors when considering an employee for hire. Companies have to ensure that they can select a candidate with the right attitude and train them with specific skills that are most focus to a specific job. By doing this, it will help the organization to ensure that candidates will get along with the culture and it can help them to improve their personality. A potential employee's personality sometimes can persuade how they perform with the business boundaries and cooperate with the existing staff.

(Moberg, 2001), conflict management style mediates the relationship between personality and leader effectiveness. The integrating conflict management style fully mediated the relationship between neuroticism and leadership effectiveness and partly mediated the relationship between conscientiousness and leadership effectiveness. This finding shows that individual should improve their personality in order to ensure that they can attain good leadership effectiveness.

In a research article by (John, Kelly & Ye Xu, 2010), stated that the importance of an integrating conflict management style to leadership effectiveness, while rising interesting questions about the past history of such a style. An integrative design consisting of both dispositional and situational variables may provide a fuller picture regarding the antecedents of an integrating conflict management style. The findings of the current study suggest future studies in conflict resolution might benefit from a more interactional set of predictors (e.g., situational and dispositional), while continuing to test for salient outcomes such as effectiveness and satisfaction.

2.2   Career satisfaction and personality measure

In a research article by (Crant, 2000), he suggest that proactive personality was significantly positively related to career satisfaction. The study also found that career management behaviors mediated the relationship between proactive personality and career satisfaction. Based on the model f proactive behaviors, it suggest that highly proactive individuals are more likely to achieve greater career satisfaction than less proactively inclined individuals, by engaging in proactive career behaviors.

(Belinda & Lisa Barnett, 2007) suggest that organizations may potentially attract, motivate and retain employees by supporting their employees' career development. Organizational support for career development (OSCD) and employee participation in career management behaviors are positively related to employee career satisfaction. OSCD promotes to associates career management behaviors and supporting employees to contribute in order to success in facilitating employee career satisfaction.

In a research article by (Collins & Michelle 2007), stated that personality tests have proven to be a very valuable tool in the hiring processes of many organizations. From the personality test, organizations can ensure the candidate will be a good fit within the organization or not. It also stated shows that personality test can improve the personality type of individual. Based upon the success rates that many firms have experienced from using personality tests in the hiring processes, personality tests could potentially be a very valuable.

CHAPTER 3

METHODOLOGY

3.1 Research methodology

In designing the end product which is the prototype on determine the personality of person, the methodology used is Rapid Application Development (RAD). Phases involved in RAD are; Requirements Planning, User Design, Construction, and Cutover. This is a newer class of system development methodologies that emerged in the 1990s. RAD- based methodologies attempt to address both weaknesses of structured design methodologies to get some part of the system developed quickly and into the hands of the users. The users can better understand the system and suggest revisions that bring the system closer to what is needed. Applying more special techniques and computer tools will almost certainly help, and the rapid application development has the advantage that it enables users to interact with the system early in the process. Rapid application design is an approach to developing the better system with rapid development and put the emphasis on low cost and fast delivery.
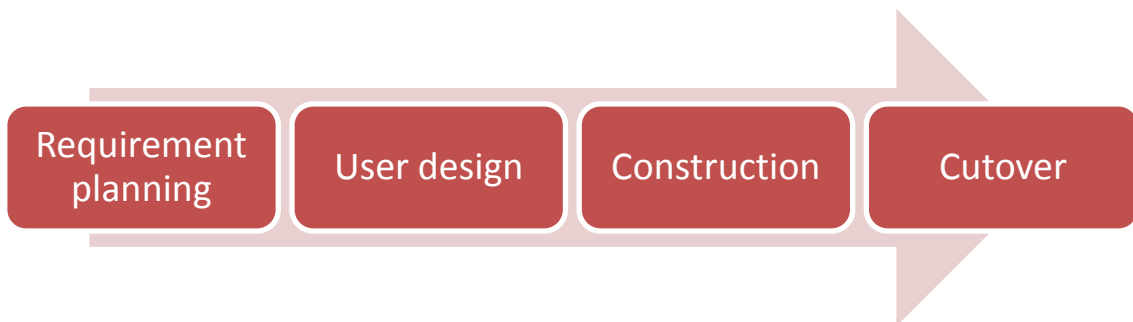
| Requirement planning | User design | Construction | Cutover |

Figure 3.1   Rapid Application Development Methodology

SYSTEM SUGGESTED: RAPID PERSONALITY TEST

Business needs: This system is to effectively calculate the scores as well as reduces data errors. If there are redundancy data, the system will detect the error. This system also will give more opportunities to the teachers which is they can get the results on the spot and will add some more values such as can identify strength and weakness and also possible job.

3.2   Project Activities

3.2.1   Requirement Planning

This phase is where the research is to identify the project and suitable methodology that will be used to develop the system. The research will be conducted in three phases. In Phase 1, the research is to determine the need assessment on personality test, which is to determine type of students that will take the assessment. Phase 2 is focusing on identifying the requirement of the prototype that will be developed. Finally, Phase 3 involves derivation and validation of the proposed personality test framework. The outcome from these phases will be:

a) Personality test result and profile for each student
b) Draft of the conceptual framework.
c) The requirement of the prototype.

3.2.2   User Design

During this phase, the developer will be focusing on the architecture design and interface where those involved used integrated tools to support the rapid prototyping of system design. The developer will discuss with the teachers, on how to develop the system and to ensure how the result are delivered to the students. After the discussion, the developer creates prototypes that capture systems requirements and that become the basis for the physical design of the

system being developed. At the end of user design, the outcome should be as below:

a) Diagrams defining the interactions between process and data

b) Preliminary draft of the interface

3.2.3 Construction

During this phase, the developer will start to develop the prototype code using the HTML, SQL and JAVA language. When developing small systems, construction and user design are combined together. From the activities, the outcomes are:

a) Finalized design of the prototype.

b) The system builds using the HTML, SQL and JAVA languages.

3.2.4 Cutover

Cutover means the delivery of the application to end users and the planning for cutover must begin early in RAD process. The outcome from the effective planning will produce new application that is useful for the end users. Cutover may involves lot of activities such as implementation including testing, training, installation, construction and so on.

Table 3.1   Project Activities

Task No	Task Name	Duration (in days)
1	**Planning Phase**	**(43)**
1.1	Identify the project and suitable methodology	5
1.2	Perform feasibility analysis	15
1.2.1	Develop technical feasibility report	5
1.2.2	Develop economic feasibility report	5
1.2.3	Develop organizational report	5
1.3	Estimate Trade-offs	9
1.3.1	Estimate system size	3
1.3.2	Estimate effort required	3
1.3.3	Estimate time required	3
1.4	Develop the project work plan	5
1.5	Staffing the project	5
1.6	Risk assessments	4
2	**Analysis Phase (System version 1)**	**(30)**
2.1	Do the requirements analysis	8
2.2	Develop Functional model	12
2.2.1	Create activity diagram	6
2.2.3	Create the use case diagram	6
2.3	Develop Structural model	5
2.3.2	Create class diagram	5
2.4	Develop Behavioral model	5
2.4.1	Create sequence diagram	5
3	**System Design**	**(44)**
3.1	Architecture design (Interface)	15
3.2	Database and file specification	14

3.3	Program design	15
4	**System development And Installation**	**(40)**
4.1	System Construction	10
4.2	System Installation	10
4.3	Testing of the system	10
4.4	System evaluation	10
5	**Develop system support plan**	**(10)**
6	**Training staff**	**(10)**
6.1	Develop training plan	5
6.2	Train the staff	5

3.3　Estimate Project Size

Basically, I have decided to use function point approach as a basic methods to estimate the project's size, effort and time required to build a system.

Function Point Approach

The first step is to estimates the size of the project in terms of the number of lines of codes the new system will require. After that it will converted into the amount of effort required to develop the system in terms of the number of person-months. The estimated effort is then converted into an estimated schedule time in terms of the number of months from start to finish.

```
┌─────────────────────────┐
│   Estimate system size  │
└─────────────────────────┘
            │
            ▼
┌─────────────────────────┐
│  Estimate effort required │
└─────────────────────────┘
            │
            ▼
┌─────────────────────────┐
│  Estimate time required  │
└─────────────────────────┘
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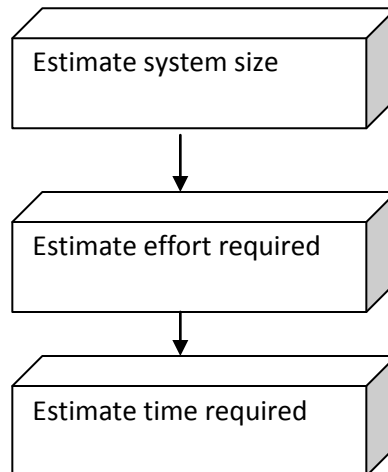
Figure 3.2　　Function Point approach (Time Estimation)

Step 1: Estimate System Size

Inputs:　2 low complexity, 2 medium complexity

Outputs: 3 low complexity, 4 medium complexity, 3 high complexity

Queries: 4 low complexity, 4 medium complexity, 3 high complexity

Files: 2 low complexity, 4 medium complexity

Step 2: System Elements

Description	Complexity		
	Low	**Medium**	**High**
Inputs	5	6	4
Outputs	4	8	10
Queries	4	5	6
Files	6	8	8
Program interfaces	5	7	12

Step 3: Complexity Index

To estimate the project size, need to count total unadjusted function points (TUFP), processing complexity (PC), and total adjusted function points (TAFP).

Description	Total Number	Complexity			Total
		Low	**Medium**	**High**	
Inputs	11	5x2	6x2	4x0	22
Outputs	22	4x3	8x4	10x3	74
Queries	15	4x4	5x4	6x3	54
Files	12	6x2	8x4	8x0	44
Program interfaces	19	5x0	7x1	12x2	31
Total Unadjusted Function Points (TUFP):					225

Step 4: System Components

Data communications	1
Heavy use configuration	0
Transaction rate	1
End-user efficiency	1
Complex processing	0
Installation ease	2
Multiple sites	1
Performance	0
Distributed functions	1
Online data entry	2
Online update	2
Reusability	0
Operational ease	0
Extensibility	1
Total Processing Complexity (PC):	**12**

Step 5: Total Processing Complexity

Adjusted Processing Complexity (APC):

$0.65 + (0.01 \times 12) = 0.77$

Total Adjusted Function Points (TAFP):

0.77(APC) x 225(TUFP)

= 173.25

= 173 (TAFP)

Language	Lines of Code per Function Point
JAVA	15
HTML	55
PHP	31

Figure 5   Line of codes

173 function points to be developed using JAVA= 2595 Line of Code

173 function points to be developed using HTML= 9515 Line of Code

173 function points to be developed using PHP= 5363 Line of Code

3.4   Estimate Effort Required

Effort is a function of the system size combined with production rates. For the example, how much work someone can complete in a given time. COCOMO model is to convert a lines-of-code estimate into a person-month estimate:

Effort (in person-months) = 1.4 x thousands of lines of code

HTML

=1.4 x 2.595 x 30%

=1.0899 person-months

JAVA

=1.4 x 9.515x 40%

=5.3284 person-months

PHP

=1.4 x 5.363x 30%

=2.252 person-months

Effort (in person-months)= 1.0899 +5.3284 +2.252 = 8.6703 person-months

3.5   Estimate Time Required

The optimal schedule for the project can be estimated and to know how long the project can be done. Historical data or estimation software can be used as aids, or one rule of thumb is to determine schedule using the following equation:

Schedule time (months) = 3x person-months$^{1/3}$

= 3 x 8.6703$^{1/3}$

= 6.163 months   = 6 months

3.6   Gantt Chart
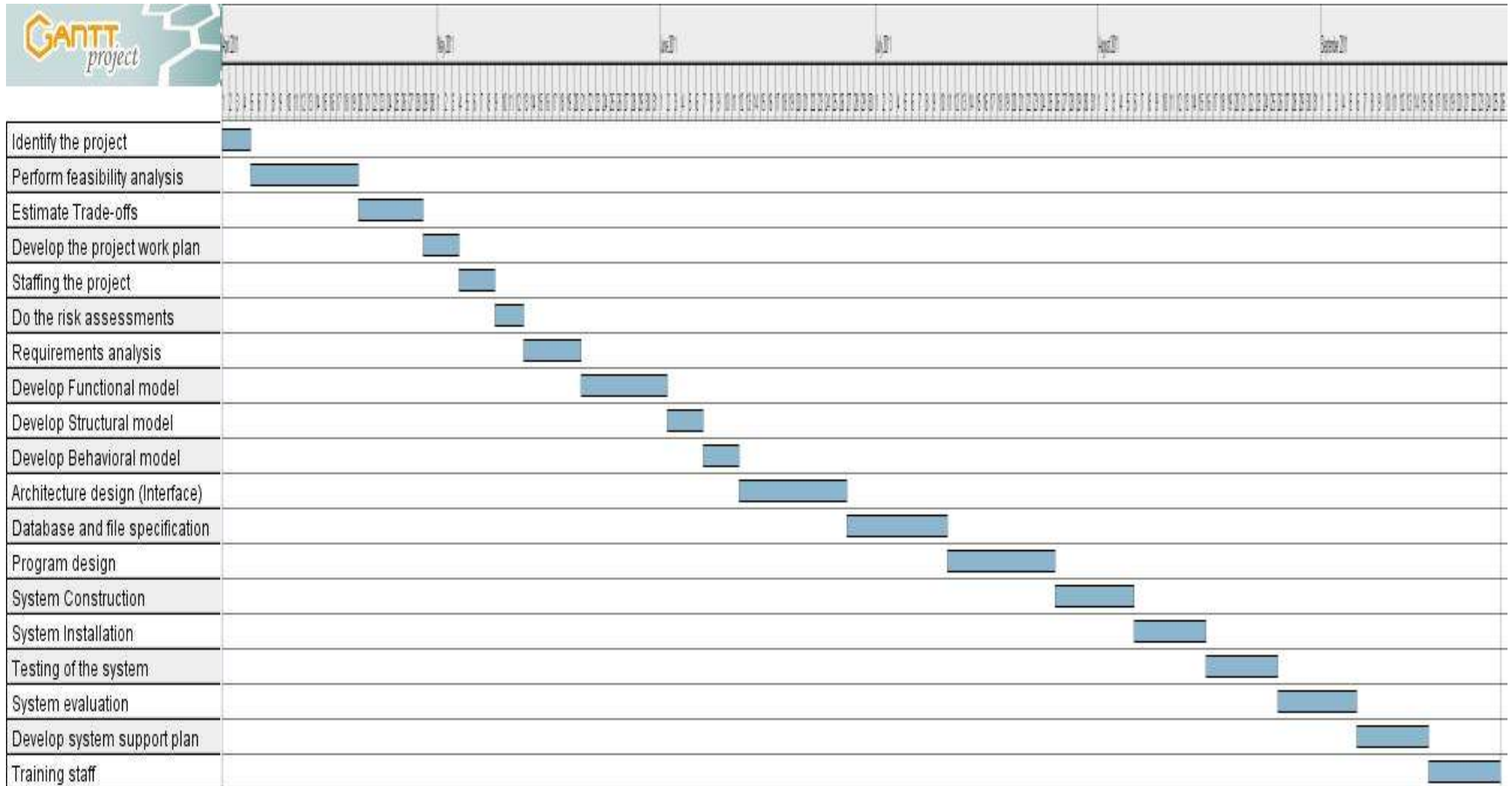
3.7   Key Milestones

ID	Name	Begin date	End date	Duration
0	Identify the project	11/1/2012	11/5/2012	4
1	Perform feasibility analysis	11/5/2012	11/20/2012	15
2	Estimate Trade-offs	11/20/2012	11/29/2012	9
3	Develop the project work plan	11/29/20112	12/4/2012	5
4	Staffing the project	12/4/2012	12/9/2012	5
5	Risk assessments	12/9/2012	12/13/2012	4
6	Requirements analysis	12/13/2012	12/21/2012	8
7	Develop Functional model	12/21/2012	1/2/2013	12
8	Develop Structural model	1/2/2013	1/7/2013	5
9	Develop Behavioural model	1/7/2013	1/12/2013	5
10	Architecture design (Interface)	1/12/2013	1/27/2013	15
11	Database and file specification	1/27/2013	2/11/2013	14
12	Program design	2/11/2013	2/26/2013	15
13	System Construction	2/26/2013	3/6/2013	11
14	System Installation	3/6/2013	3/16/2013	10
15	Testing of the system	3/16/2013	3/26/2013	10
16	System evaluation	3/26/2013	4/6/2013	11
17	Develop system support plan	4/6/2013	4/16/2013	10
18	Training staff	4/16/2013	4/26/2013	10

Table 3.3   Key Milestone

CHAPTER 4

RESULT AND DISCUSSION

4.1   Result

Analysis is one of the major components that are to understand the requirements of the new system and develop a system that addresses them. System analysis involves a substantial amount of effort and cost. To ensure that the system will be success, developer have to find the right people to participate and after that collecting and integrating the information. There are three main parts of analyzing phase that are considerate as the as-is system, identifying improve and developing requirements for to-be system.

Requirements determination is one of the critical parts of analyzing phase because there can lead to a big problem even a small requirement error. In this sub phase, as the analysts, I should gather information on what the system should do from as many sources as possible. There are two types of requirements which are functional and non functional requirements.

4.2   Data gathering

Requirement gathering is the first part of any requirement determination. System analyst will use variety of techniques to ensure the current business process and the needs for the new system. Basically, there are five most commonly used techniques in this process; interview, document analysis, observation, questionnaire, JAD sessions. For this, I am using interview type to collecting the system requirement. An interview has been conducted to get the feedback from the school about the existing system.

Findings: The existing system needs teachers and students to calculate score manually. At this time, they only used manual system which is by using paper. Sometimes, they will get some error and it will affect the score and the result. A research had been done to get the existing personality test to be implemented.

Functional requirements

1.   Listing

   1.1   Allow user to always view the description of the personality test.
   1.2   Provide updated information.

2.   Information System

   2.1 The system could show the detail information type of the
        personality test and calculate the score effectively.
   2.2 After user done the test, it will shows the score along with the
        description of the personality.

Non-Functional requirements

1.   Operational Requirements

   1.1 The system should be able easily to set up.
   1.2 The system should automatically updated and show the score.

2.   Performance requirements

   2.1 The system should be available for 24 hours.
   2.2 The system must not take more than 10 seconds to interact with the users.

3.   Security Requirements

   3.1 The staff and administration are able to login to the system in order to
        access the information.
   3.2 Reports can only be viewed and modified by the staff and administrator.

4.3   Data analysis and discussion

Participants for the questionnaire were 30 students from SM Teknik Seri Iskandar, Bota Perak. The questionnaire was distributed randomly, but more focusing towards students that will take SPM this year.

The purpose of this questionnaire is as below.

a) Analyze user's opinion towards the new system
b) To help teacher faster the process and to make the result more accurate
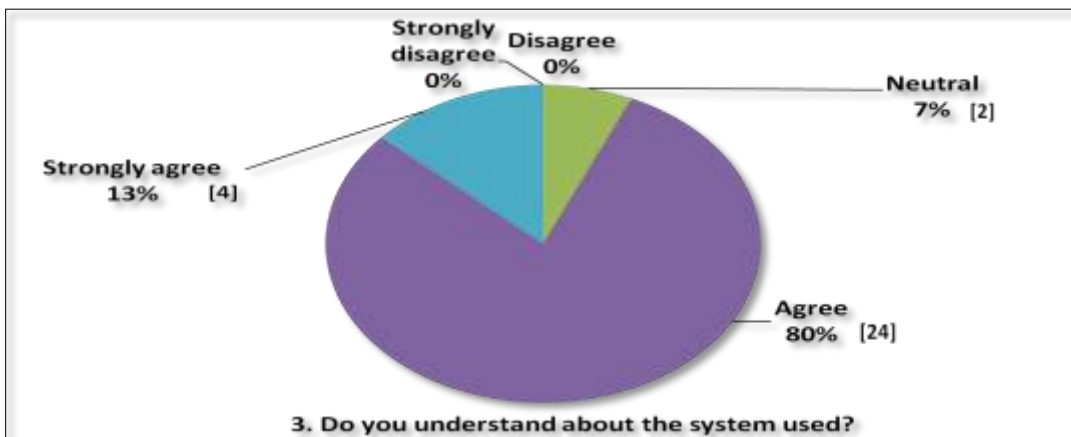
1. Please state your gender:
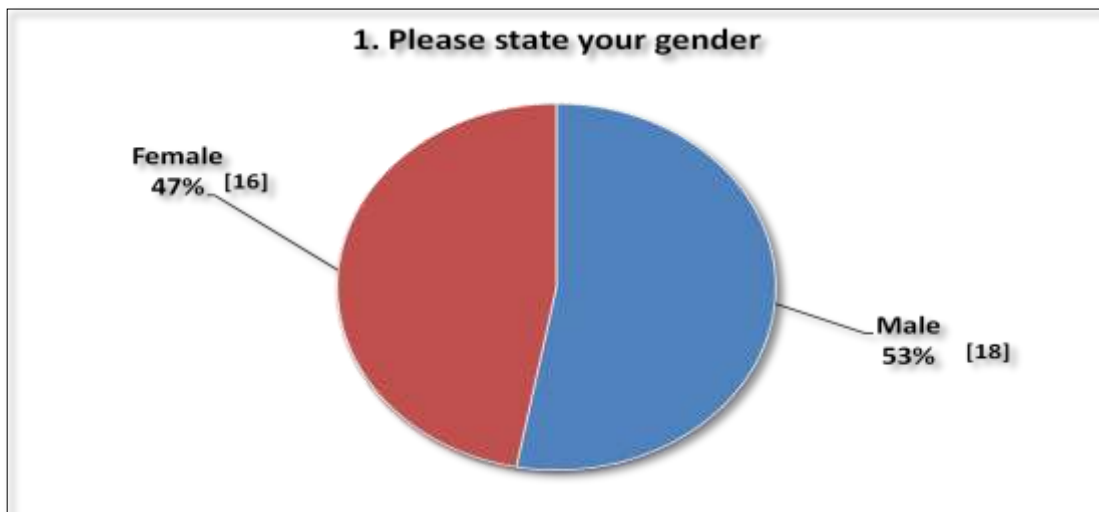
As part of this survey, gender can influence the result of their personality type. As can be seen from the graph, male are the most likely participated in this survey, which is 53%, compared to female which is only 47%. From this graph, we can conclude that, male are most likely participated in this survey because of the percentage of male students in technical school are higher than female.

2. Please state your age:

2. Please state your age
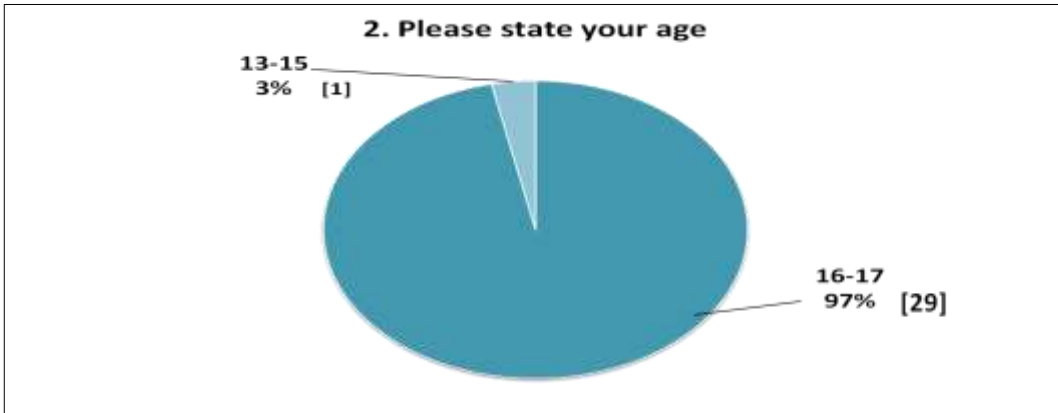
13-15
3% [1]

16-17
97% [29]

This section analyses the result of the student's age. The surveys have been distributed to the student's age average around 13-15 and 16-17. As can be seen from the graph, we can see that students around 16-17 are the most higher participate in this survey. This is because the system developed is more focusing on students that will take SPM this year.

3. Do you understand about the system used? :

Strongly disagree 0%   Disagree 0%

Neutral 7% [2]

Strongly agree 13% [4]

Agree 80% [24]

3. Do you understand about the system used?

This section analyses the result of the users understanding towards the new system. As shown in this graph, the highest percentage which is around 80%, are dominant by students that agreed they understand the functionality of the system. The lowest percentage is neutral, that is around 7% and strongly agree is 13%. The description of the system at the first page, and the explanation from teachers will help students to understand about the system.

4. Is the system used providing useful information? :

4. Is the system used providing useful information?
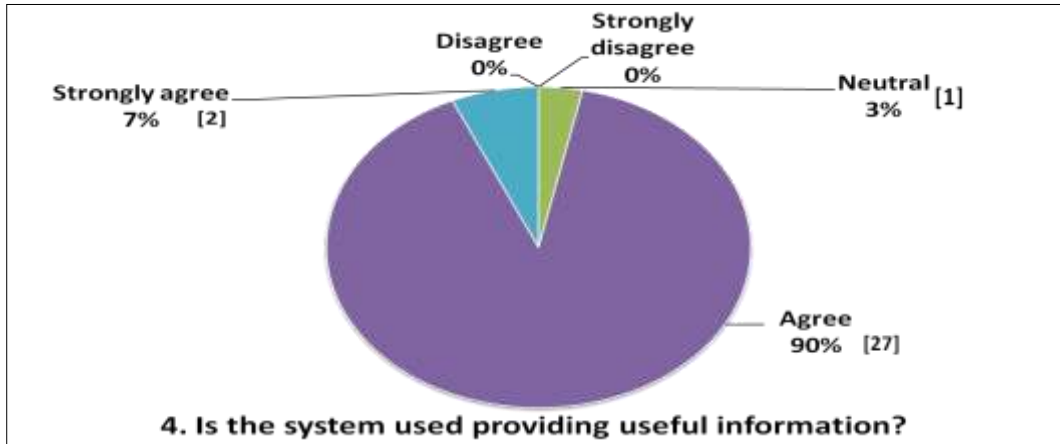
As part of this survey, providing useful information is one of the important elements that need to be considered when developer wants to develop the system. As can be seen from the graph, the highest percentage is come from the students that agreed this website providing useful information, 7% are strongly agree with this website and one of the students choose neutral. The lowest percentage is null, where none of the student disagrees about the functionality of the website.

5. In your opinion, is the system used interesting? :

5. In your opinion, is the system used interesting?
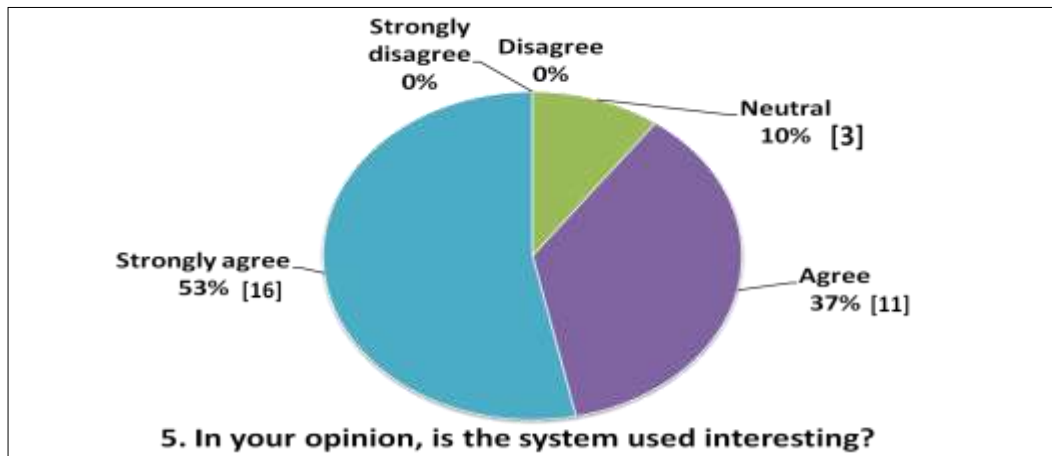
This section analyses the result of how student acceptance towards the new system and either the system is interesting or not. As shown in this graph, the highest percentage which is around 53%, come from the come from the students that agreed the system used is interesting and around 10% from the students choose neutral. Around 11 students

agreed that the new system interesting. Currently, teachers are still using the existing system, which is by using paper. There are some weaknesses when using manual system, like calculation error that will effect on the score. By providing the new system, it will effectively calculate the score and students will get the result on the spot.

**6. Please state how you would rate the design of this new system:**
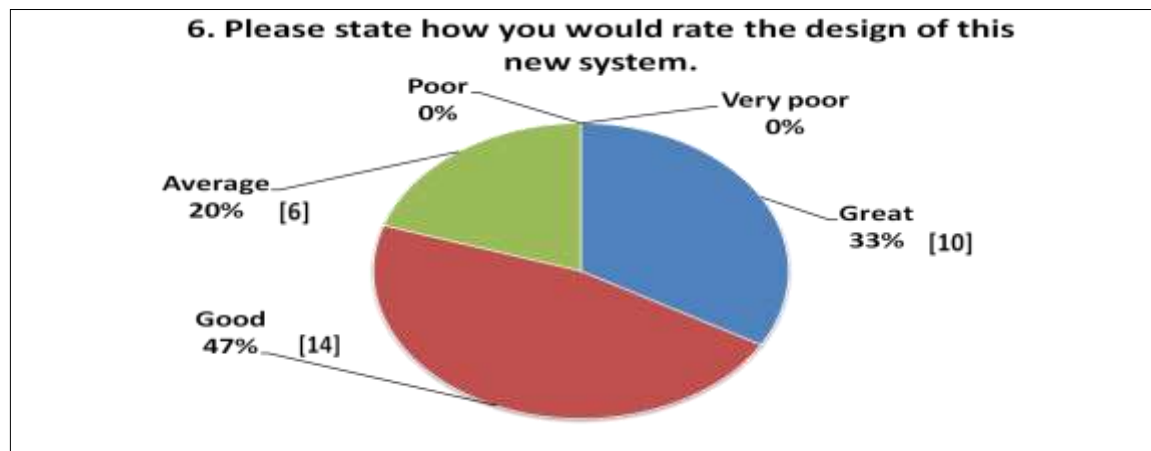
This section analyses the result of how students rate the new system design. As shown in this graph, the highest percentage which is around 47%, are dominant by students that agreed the appearance of the new system is good. Around 10 students choose great and 6 students choose average to rate the design of the new system. The existing system which is by using paper is just black and white and sometimes student's does not feel interesting when they are using the manual system. The new system is provide the attractive interface and student can easily access the new system to take the test.

7. Do you agree the new system is more easily to use compared with the previous system? :

Neutral 0% — Disagree 0% — Strongly Disagree 0%

Agree 47% [14]

Strongly Agree 53% [16]

7. Do you agree the new system is more easily to use compared with the previous system?
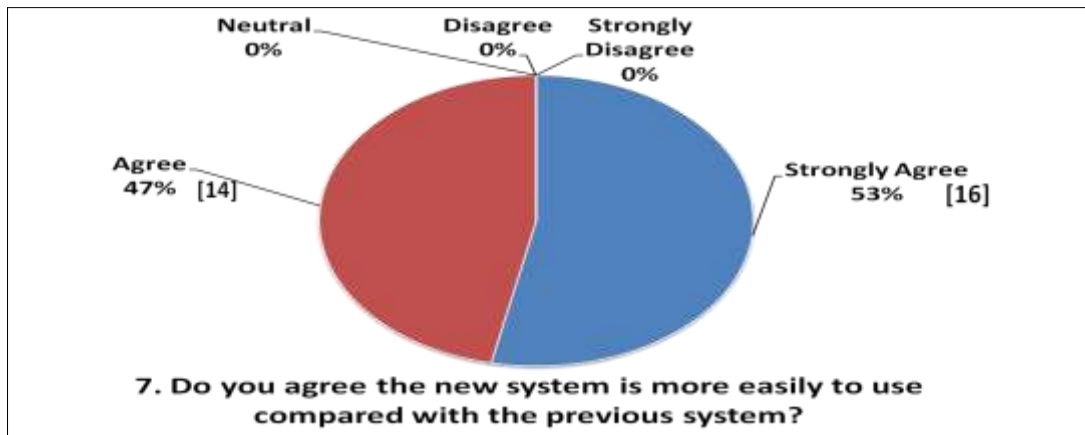
This section analyses the result of students that agreed the new system is more easily to use compared with the previous system. As shown in this graph, the highest percentage which is around 53%, come from the students who strongly agreed the new system is more easily to use. Around 14 students agreed that the system is more easily to use compared to the previous system.

8. In your opinion, which method is easier to use? :

In your opinion, which method is easier to use?

Manual System (Paper) 7% [2]

New system (Computer) 93% [28]
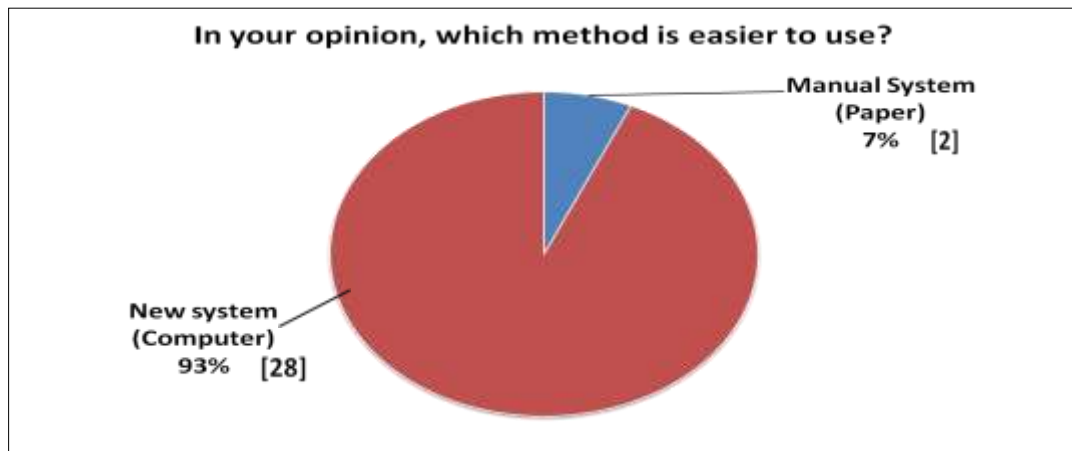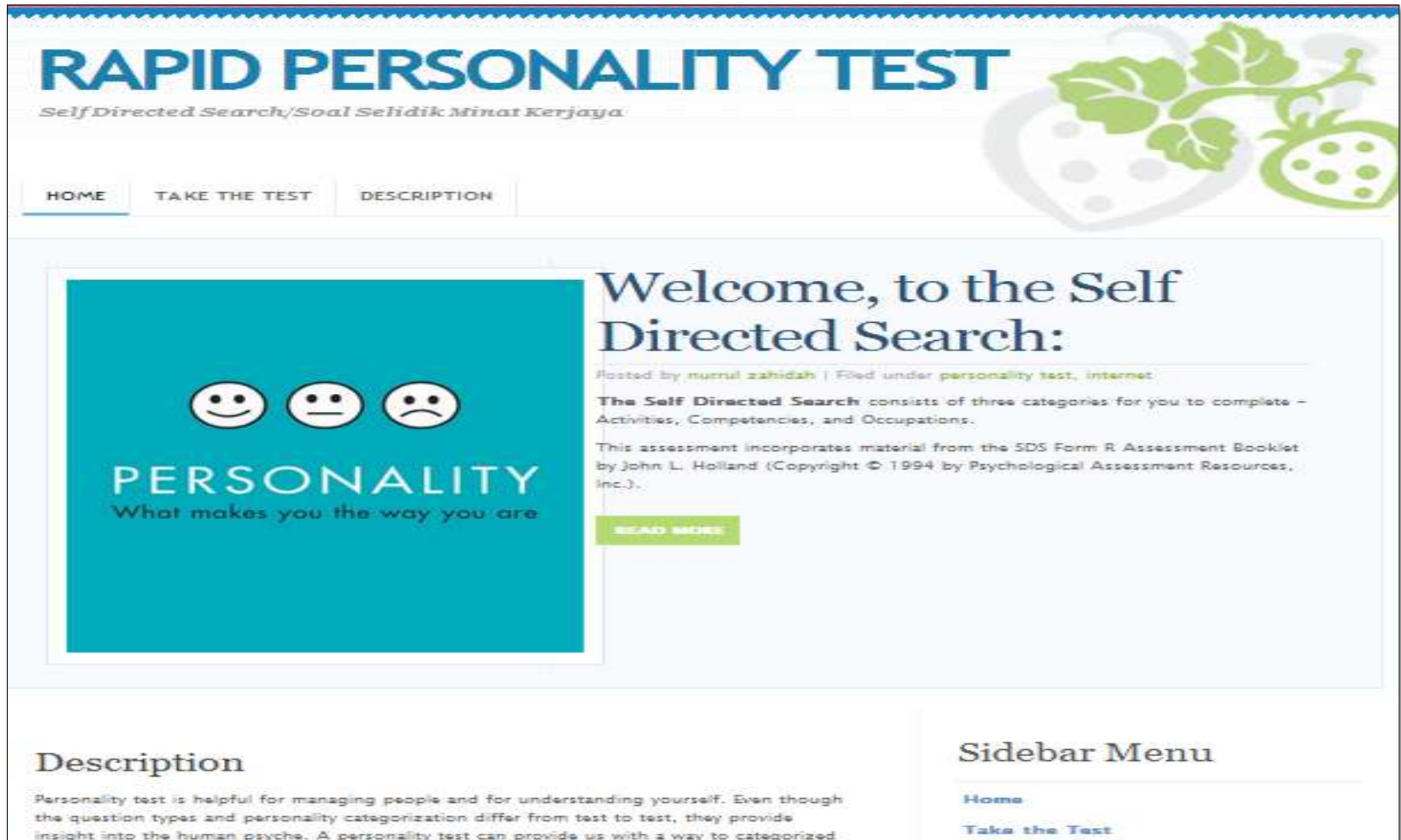
As part of this survey, the survey had been conducted to know which method is easier to use. As shown in this graph, the highest percentage which is around 93%, are dominant by students that agreed the new system which is by using computer is easier to use compared to the manual system. Only 2 students choose manual system is easier to use.

4.4 Project interface

Figure 4.1   First page - Home

Figure 4.2   Second page - Take the test

Figure 4.3   Third page - Description of personality type

RAPID PERSONALITY TEST

Self Directed Search/Soal Selidik Minat Kerjaya

HOME   TAKE THE TEST   DESCRIPTION

Welcome to the Self Directed Search

Posted by nurrul zahidah | Filed under personality test, internet

The SDS consists of three categories for you to complete – Activities, Competencies, and Occupations.

A BRIEF DESCRIPTION OF THE HOLLAND ENVIRONMENTAL TYPOLOGY

Attribute	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Requires	Manual and mechanical competencies interaction with	Analytical, technical, scientific, and verbal competencies	Innovation or creative ability, emotionally expressive	Interpersonal competencies, skill in mentoring,	Skills in persuasion and manipulation of others	Clerical skills, skills in meeting precise standards for performance

Sidebar Menu

Home

Take the Test

Description

Search

type and hit enter...

CHAPTER 5

CONCLUSION AND RECOMMENDATION

5.1 Conclusion and recommendation

This projects basically will help to evaluate the personality for each student by provide an in-depth look at student's personality. This software is capable to generate the schedule for the user about:

a) Discover true potentials by analyze the personality factors
b) The description of user personality type

By providing this system, it will help school to ensure that they can analyze the personality strength for each student, and help them to improve their personality. A lot of input will be considered in order to calculate generate the personality also the possible career. The system need to know how to link the type of personality with the answer that is given from the user. To help the system can be operate without or with less error, the interface design and the architecture of this system must be strong. By implementing the throwaway prototyping methodology, this project will help to demonstrate to the users and get feedback from the users.

In conclusion, personality tests are generally a supportive way to evaluate leadership potential and other important skills. Personality test can be a part of the process to get knows of someone abilities. Nowadays there are many personality tests that can be used, and it is good to search the most suitable personality test that meets individual or business needs. The personality test result can carry valuable information of the individual or the organization. This test has become a great tool for a teacher in order to helping students to get know the best career for them after finished studies.

5.2   Future plan

After implement this system, there are several suggestion for future plan in order to improve the system to be more efficient and effective.

(a) This system can be integrated with Ministry of Education website
(b) Interface for this system can be upgrade to be more convenience and useful for the user
(c) Use Java script and PHP language to link the details report to the database, and the user can always view the results anytime

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APPENDICES

SOAL SELIDIK MINAT KERJAYA

Self-Directed Search

John L. Holland, Ph.D

Alih Bahasa Oleh

SIDEK MOHD NOAH, PH.D

BAHAGIAN A: KESUKAAN

Arahan

Tandakan [/] dalam RUANG Y pada perkara-perkara yang anda SUKA buat atau yang anda RASA SUKA melakukannya. Tandakan [/] dalam RUANG T pada perkara-perkara yang anda TIDAK SUKA buat.

BIL.	ITEM	Y	T
1.	Membaiki alat-alat elektrik		
2.	Membaiki alat-alat mekanik		
3.	Membuat benda-benda daripada kayu		
4.	Memandu trak atau traktor		
5.	Mengikuti kursus Lukisan Mekanik		
6.	Menggunakan alat-alat kerja logam dan mesin		
7.	Mengubahsuai enjin kereta atau motosikal		
8.	Mengikuti kursus Seni Perusahaan		
9.	Mengikuti kursus Kerja Kayu		
10.	Mengikuti kursus Automekanik		

BIL.	ITEM	Y	T
11.	Membaca buku atau majalah sains		
12.	Bekerja dalam makmal penyelidikan		
13.	Membuat kerja projek sains		
14.	Merekacipta model roket		
15.	Bekerja menggunakan alat-alat kimia		
16.	Membaca subjek-subjek tertentu yang khusus		
17.	Mengikuti kursus Fizik		
18.	Mengikuti kursus Kimia		
19.	Mengikuti kursus Geometri		
20.	Mengikuti kursus Biologi		

BAHAGIAN B: KECEKAPAN

Arahan

Tandakan [/] dalam RUANG Y pada aktiviti-aktiviti yang ANDA TAHU atau RASA BOLEH mempelajarinya. Tandakan [/] dalam RUANG T pada aktiviti-aktiviti yang ANDA TIDAK TAHU atau anda rasa TIDAK BOLEH mempelajarinya.

SAYA TAHU ATAU MAHU BELAJAR CARA......

61.	Menggunakan jangka volta		
62.	Melaras karburator		
63.	Menggunakan alat-alat elektrik logam di bengkel seperti gerudi elektrik		
64.	Mengolah perabot atau barang-barang daripada kayu		
65.	Membaca 'blueprints'		
66.	Membaiki kerosakan elektrik yang mudah		
67.	Membaiki alat perabot		
68.	Membuat lukisan mekanik		
69.	Membaiki kerosakan radio atau TV yang mudah		
70.	Membaiki kerosakan paip air yang mudah		

71.	Memahami fungsi tiub hampagas		
72.	Menamakan tiga jenis makanan yang mempunyai kandungan protin yang tinggi		
73.	Memahami 'separuh hayat' dalam unsur radioaktif		
74.	Menggunakan jadual logarisma		
75.	Menggunakan pengukur bolehubah untuk mendarab dan membahagi		
76.	Menggunakan mikroskop		
77.	Mengecam tiga gugusan bintang-bintang		
78.	Menerangkan fungsi-fungsi darah putih		
79.	Mentafsir formula kimia yang mudah		
80.	Memahami mengapa satelit buatan manusia tidak jatuh ke bumi		

81.	Menyanyi dalah bahagian-dua atau bahagian-empat dalam kumpulan nyanyian beramai-ramai		
82.	Melakukan persembahan muzik berseorangan		
83.	Berlakun dalam sebuah lakonan		
84.	Membaca sambil menterjemah		
85.	Menterjemah gerakgeri moden atau bullet		
86.	Melukis gambar manusia sehingga dapat dikenali		
87.	Mencipta lukisan atau ukiran		
88.	Membuat barang-barang daripada tembikar		
89.	Mencipta pakaian, poster atau perabot		
90.	Menulis cerita atau sajak yang baik		

BAHAGIAN C: NAMA PEKERJAAN

Arahan

Tandakan [/] dalam RUANG Y pada pekerjaan-pekerjaan yang anda rasakan ANDA BERMINAT

Tandakan [/] dalam RUANG T pada pekerjaan-pekerjaan yang anda TIDAK SUKA ntau TIDAK BERMINAT

BIL.	ITEM	Y	T	BIL.	ITEM	Y	T
121.	Mekanik Kapalterbang			133.	Ahli Kajicuaca		
122.	Operator Janaelektrik			134.	Ahli Biologi		
123.	Pemasang Paip			135.	Pengkaji Cekrawala		
124.	Pemandu Jentera Berat			136.	Ahli Zoologi		
125.	Juruukur			137.	Ahli Kimia		
126.	Merinyu Binaan			138.	Penyelidik Sains Bebas		
127.	Operator Radio			139.	Penulis Rencana Sains		
128.	Atenden Pam Minyak			140.	Penyunting Jurnal Sains		
129.	Penggunting Pokok			141.	Ahli Kajibumi		
130.	Pereka Alat Perkakas			142.	Ahli Botani		
131.	Pengukir Foto			143.	Penyelidik Sains		
132.	Juru Elektrik			144.	Ahli Fizik		

BIL.	ITEM	Y	T	BIL.	ITEM	Y	T
145.	Penyair			157.	Pendakwah/Mibaligh		
146.	Pemimpin Simfoni			158.	Pakar Jenayah Kanak-Kanak		
147.	Ahli Muzik			159.	Terapis Pertuturan		
148.	Pengarang			160.	Kaunselor Perkahwinan		
149.	Penulis Bebas			161.	Pengarah Padang Permainan		
150.	Penyusun Muzik			162.	Guru Sains Sosial		
151.	Peniaga Seni Lukis			163.	Psikologis Perubatan		
152.	Pelatih Drama			164.	Pegawai Kebajikan Masyarakat		
153.	Penyanyi Konsert			165.	Penolong Pegawai Pendidikan Daerah		
154.	Pengubah Lagu			166.	Kaunselor Pelajar		
155.	Pengarah Pentas			167.	Penyiasat Kes Sakit Jiwa		
156.	Penulis Skrip Lakunan			168.	Kaunselor Kerjaya		

ARAHAN

Soal selidik ini mengandungi 60 pernyataan. Bermula dengan nombor satu, rekodkan jawapan anda pada ruangan borang jawapan yang disediakan menggunakan kaedah berikut:

Jika sesuatu pernyataan menerangkan diri anda, tandakan (√) pada ruangan 'YA' yang disediakan; jika tidak, tandakan (√) pada ruangan 'TIDAK' yang disediakan.

---

1. Adakah anda suka pelbagai rangsangan berada di sekeliling anda?

3. Adakah anda boleh menjawab dengan spontan bila berbual?

6. Adakah anda lebih gemar berseorangan daripada bersama-sama rakan-rakan yang lain?

9. Sukakah anda kepada gurauan yang praktikal?

11. Adakah anda seorang yang gamat?

14. Sukakah anda kepada kerja yang memerlukan tindakan yang pantas?

17. Bolehkah anda menganjurkan sesuatu majlis?

19. Bila hendak memulakan persahabatan, adakah anda yang sering memulakannya?

22. Adakah anda suka berjenaka atau bercerita yang lucu kepada rakan-rakan?

25. Adakah anda selalu bahagia dan riang?

27. Adakah anda suka bercampur dengan rakan sebaya yang lain?

30. Adakah anda suka mempersendakan orang lain?

33. Adakah anda sering mendiamkan diri apabila bersama-sama rakan-rakan yang lain?

BORANG MINAT ROTHWELL-MILLER

BORANG WANITA

ARAHAN:

Berikut ini anda akan menemui **sembilan senarai** yang masing-masing mengandungi **dua belas jenis pekerjaan** yang berlainan. Kemungkinan anda hanya suka sebahagian daripada pekerjaan-pekerjaan itu sahaja. Akan tetapi kami perlukan anda menomborkan pekerjaan-pekerjaan **dalam setiap kumpulan** itu dari 1 hingga 12, mengikut peraturan keutamaan anda. Jangan pertimbangkan soal gaji ataupun sama ada anda akan berjaya dalam –dalam pekerjaaan-pekerjaan itu. Tuliskan angka 1 di sebelah pekerjaan pilihan pertama anda dan seterusnya hingga ke 12 bagi pekerjaan yang anda paling gemari dalam kumpulan itu. Lakukan pilihan anda dengan cepat kerana tanggapan pertama anda yang dikehendaki. **NOMBORKAN SEMUA ITEM**.

Nama Pekerjaan	A	Nama Pekerjaan	B
Pekerja Pertanian		Pemasang Alat-Alat	
Pemandu Kenderaan		Kerani Gaji	
Akauntan Kos		Ahli Kimia Industri	
Ahli Sains		Juruhebah Radio	
Pengurus Jualan Fesyen		Pelukis Komersial	
Artis		Novelis	
Wartawan		Ahli Muzik Orkestra	
Pemain Piano Konsert		Ahli Psikologi Pendidikan	
Guru Sekolah Rendah		Jurutaip	
Setiausaha Peribadi		Pembuat Tembikar	
Tukang Jahit Baju		Doktor Bedah	
Doktor		Guru Latihan Jasmani	

Nama Pekerjaan	C	Nama Pekerjaan	D
Juruaudit		Ahli Biologi	
Ahli Kajicuaca		Wakil Pengiklanan	
Jurujual		Juruhias Dalaman	
Guru Lukisan		Sejarawan	
Penulis Skrip		Pengkritik Muzik	
Penggubah Lagu		Pekerja Kebajikan Sosial	
Guru Besar		Jurutrengkas	
Penyambut Tetamu Pejabat		Penjilid Buku	
Pendandan Rambut		Ahli Farmasi	
Doktor Haiwan		Ahli Pekebunan	
Pramugari		Juruelektrik	
Operator Mesin Pengait		Pelayan Pam Petrol	

INVENTORI PERSONALITI WARNA

BIL.	ITEM	YA	TIDAK
1	Saya cepat menyesuaikan diri dengan situasi baru.		
2	Saya lebih tua daripada umur sebenar saya dari segi pemikiran.		
3	Saya mudah mesra bila berhubung dengan orang lain.		
4	Saya adalah dalam golongan orang yang pandai.		
5	Saya amat selesa dengan pengekalan cara hidup tradisi.		
6	Saya bersemangat mengikuti subjek yang merangsangkan minda.		
7	Saya suka kelihatan berbeza daripada orang lain.		
8	Saya isikan masa lapang dengan aktiviti luar yang menyeronokkan.		
9	Saya sangat menghargai kehidupan berkeluarga.		
10	Saya sentiasa membaca untuk menambah ilmu pengetahuan.		
11	Saya suka menunjukkan keperibadian saya sebenar dalam semua keadaan.		
12	Saya suka bergaul dengan semua orang.		
13	Saya akan melakukan segala kerja secara bersistematik.		
14	Saya sering bertanya guru mengenai persoalan yang mengganggu minda saya.		
15	Saya selalu memberi dorongan kepada orang lain untuk melakukan sesuatu pekerjaan.		
16	Saya tidak gentar dengan sebarang cabaran.		
17	Saya selesa menghormati pihak berkuasa.		
18	Guru merupakan orang yang sangat saya hormati.		
19	Saya senang berinteraksi dengan orang lain.		
20	Saya seorang yang suka aktiviti perkhemahan.		
21	Saya mempunyai emosi yang stabil.		
22	Saya berminat untuk meneroka semua bidang.		
23	Saya cenderung memilih pekerjaan dalam bidang pendidikan		
24	Persaingan adalah baik bagi saya.		
25	Saya sentiasa patuh kepada peraturan walau di mana saya berada.		
26	Saya seorang yang sabar.		
27	Saya amat sesuai melibatkan diri dalam aktiviti menolong orang lain.		
28	Saya sukakan perkara yang berbentuk amali daripada teori.		
29	Saya amat menghargai masa.		
30	Saya suka menganalisis diri sendiri dan orang lain.		
31	Saya lebih suka melibatkan diri dalam pekerjaan yang ada unsur-unsur kesenian.		
32	Saya selalu menimbulkan suasana keceriaan ketika keadaan tegang.		
33	Saya sanggup bekerja keras untuk kepentingan organisasi.		
34	Saya akan berpuas hati setelah kerja disiapkan dengan sempurna.		
35	Saya berkebolehan untuk menyelami perasaan orang lain.		
36	Saya selalu memberikan gerakbalas yang spontan dalam setiap tindakan.		
37	Saya selesa mematuhi peraturan-peraturan yang ditetapkan.		
38	Saya suka membincangkan falsafah tentang sesuatu perkara		
39	Saya memiliki ciri-ciri seorang pengasuh.		
40	Saya suka kepada sesuatu yang luar biasa dan mencabar.		
41	Saya seorang yang suka berjimat cermat.		
42	Saya sering meminta penjelasan tentang sesuatu persoalan.		
43	Saya percaya setiap orang mempunyai harga diri.		
44	Saya sukakan aktiviti yang berbahaya tetapi menyeronokkan.		
45	Saya tidak suka berpakaian selekeh.		
46	Saya suka kepada perkara yang memerlukan aktiviti penyelidikan.		
47	Saya lebih bermotivasi sekiranya diberi dorongan.		
48	Saya seorang yang kelakar.		
49	Saya seringkali bersifat konkrit.		
50	Saya gemar membahaskan sesuatu teori.		
51	Saya tidak berminat dengan aktiviti yang melibatkan persaingan.		