

**THE EFFECT OF BIG FIVE PERSONALITY ON EMPLOYEE
ENGAGEMENT IN
PT. RITA PASARAYA**

THESIS

**Presented as a Fulfilment of Partial Requirements for the Degree of Sarjana
Manajemen (S1) In International Business Management Program Faculty of
Business and Economics Universitas Atma Jaya Yogyakarta**



Written by:

Hans William Suhermanto

Student ID Number: 161222668

**FACULTY OF BUSINESS AND ECONOMICS UNIVERSITAS
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Thesis

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Written By:

Hans William Suhermanto

Student ID Number: 161222668

Has been read and approved by:

Advisor



Tegar Satya Putra, SE., M.Sc.

Yogyakarta, April 28, 2021



UNIVERSITAS ATMA JAYA YOGYAKARTA
Fakultas Bisnis dan Ekonomika

Letter of Statement

No. 561/J/I

Based on the Thesis Defense results that has been held on Monday, 14 June 2021 with the following examiners:

- | | |
|---|----------|
| 1. Drs. M. Parnawa Putranta, MBA., Ph.D. | Chairman |
| 2. Debora Wintriarsi Handoko, SE., MM., M.Sc. | Member |
| 3. Tegar Satya Putra, SE., M.Sc. | Member |

The examiners team has decided that:

Name : Hans William Suhermanto
Student Number : 161222668
Program : International Business Management

Has passed

Thesis Revision

The thesis revision has been reviewed and confirmed by all examiners.

This letter of statement is made for Yudisium/Graduation of Bachelor of Management in Faculty of Business and Economics Universitas Atma Jaya Yogyakarta.

Dean,

Drs. Budi Suprpto, MBA., Ph.D

STATEMENT OF THESIS AUTHENTICITY

I, Hans William Suhermanto hereby declare that I compiled my undergraduate thesis with the following title:

THE EFFECT OF BIG FIVE PERSONALITY ON EMPLOYEE ENGAGEMENT IN PT. RITA PASARAYA

Is truly my own work. All the statement and ideas, even direct or indirect quotations of writing has been stated and written in the references. If in the future, it is proven that I have done partial or full plagiarism, I will return the degree and the diploma that I obtained from Universitas Atma Jaya Yogyakarta.

Purwokerto, April 12, 2021



Hans William Suhermanto

ACKNOWLEDGEMENT

Here I would like say gratitude for being able to complete this research from the beginning to the end, so that my thesis can finally be completed.

This thesis with the title “**THE EFFECT OF BIG FIVE PERSONALITY ON EMPLOYEE ENGAGEMENT IN PT. RITA PASARAYA**” is used to fulfill one of the academic requirements in completing the undergraduate study program.

In the process of making this thesis, I have received a lot of input and support from various parties. In here I would like to say appreciate to:

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Finally, I am realized that this thesis is still not perfect, therefore I am open to all suggestions and input from all parties in order to perfecting this work.

Purwokerto, April 12, 2021

杨捷

Hans William Suhermanto



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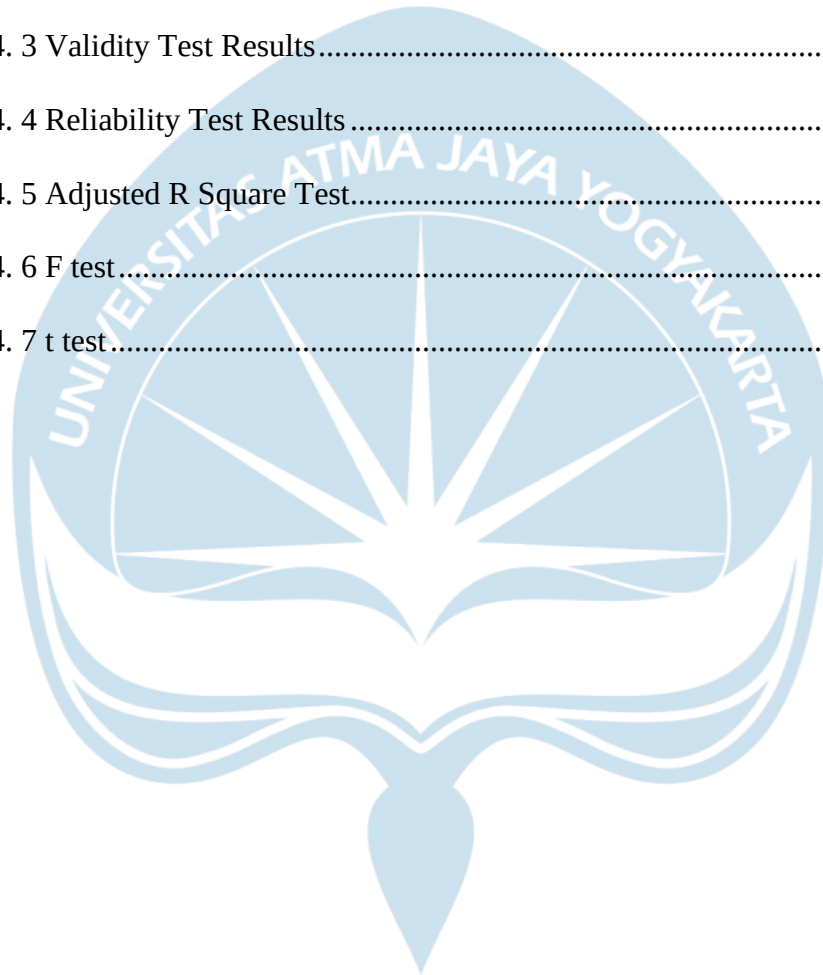
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Hans William Suhermanto

Student ID Number: 161222668

Supervisor

Tegar Satya Putra, SE., M.Sc.

ABSTRACT

The main purpose of this research is to examined the effects of the Openness, Conscientiousness, Extraversion, Agreeableness and Neuroticism on Employee Engagement. This research uses self-administered questionnaire to collect the data from employees (driver, head of division, operation staff and salesperson) who work at PT. Rita Pasaraya. The number of questionnaires distributed were 149. Descriptive statistics and Multiple Regression are used to analyze the data. Based on t-test analysis, Openness and Conscientiousness have a significant and positive effects on employee engagement. Neuroticism and Agreeableness have a significant and negative effect on employee engagement. The results of this research can help company to improve employee engagement by recruiting people with certain personality.

Keyword: Employee Engagement, Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism.