

ABSTRACT

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The correlation between personality trait and attitude toward performance appraisal system. Study in TransJakarta bus drivers. (Putu Tommy Yudha, M.Si., Psi.); Bachelor degree in Psychology, Tarumanagara University (105 pages, P1-P4).

The research aim was to find out whether the personality trait that using the big five personality factors were significantly and positively correlated with attitude toward performance appraisal system. Method for this research is quantitative and non experimental with correlation research design. A hundred ten (110) TransJakarta bus drivers who have worked minimum for a year, completed the big five scale NEO PI-R and the attitude toward performance appraisal system scale. Among the big five personality facet level, two aspects of openness, aesthetics $r_s(110) = .22$ and ideas $r_s(110) = .19$ were positively related to attitude toward performance appraisal system. Within the conscientiousness dimension, dutifulness $r_s(110) = .22$ and achievement striving $r_s(110) = .21$ were significantly and positively correlated with attitude toward performance appraisal system. Within the extraversion dimension, excitement seeking $r_s(110) = .21$ and positive emotion $r_s(110) = .23$ were significantly and positively correlated with attitude toward performance appraisal system. Finally, these result is recommended to be used in TransJakarta bus driver recruitment process, so that the management would get the best drivers whose performance match to the company expected. Furthermore the service to the society could increase and become a model for another public transportation company.

Key words : The big five personality trait, attitude, performance appraisal system, bus driver