The Role of Personality as the Predictor of Work Engagement
(*Study among Salespersons in* PT. DTS)

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Abstract

The purpose of this study was to investigate the role of the personality as the predictor of work engagement among salespersons in PT. DTS. The subjects of the study were 174 salespersons in PT. DTS. Big five personality traits consist of openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism. Openness to experience measured the capability of a person proactively and how they appreciated their experiences. Conscientiousness measured the capability of a person in the organization, include how they struggled and being motivated to achieve their goal as their direct behavior. Extraversion measured the quantity and intensity of their interpersonal interaction, include their level of activity, need to be supported, and their ability to be happy. Agreeableness measured the quality of a person continum value orientation from compassion until antagonist in thinking, feeling, and behavior. Neuroticism measured the state of someone's emotion. Work engagement defined as a positive motivational state and self fulfilled in working situation, which was characterized by vigor, dedication, and absorption. Linear regression analysis showed R score = 0,569 and determination coefficient R^2 = 0,324. Conscientiousness showed standardized coefficients score for Beta = 0,413, then extraversion showed standardized coefficients score for Beta = 0,228, and agreeableness showed standardized coefficients score for Beta = -0,132. Based on that analysis showed conscientiousness, extraversion, and agreeableness have significant effects on work engagement among salespersons in PT. DTS.

Key words: Predictor, big five personality traits, work engagement