อิทธิพลของบุคลิกภาพที่ส่งผลต่อเส้นทางอาชีพ
ของพนักงานบริษัทแคมพลาส (ประเทศไทย) จำกัด
The Influence of Personality The Traits on Career
Path in Case of Cam Plas (Thailand) co.,ltd.

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บทคัดย่อ

วัตถุประสงค์ของการศึกษาครั้งนี้ คือ เพื่อศึกษาลักษณะทั่วไปของพนักงาน
บริษัท แคมพลาส (ประเทศไทย) จำกัด และการศึกษาอิทธิพลของบุคลิกภาพที่ส่งผล
ต่อเส้นทางอาชีพของพนักงานบริษัทแคมพลาส (ประเทศไทย) จำกัด โดยบุคลิกภาพ
ประกอบด้วย 5 องค์ประกอบใหญ่และทำการเก็บรวบรวมข้อมูลจากผู้บริหารและ
พนักงานที่ทำงานในบริษัทแคมพลาส (ประเทศไทย) จำกัด วิธีการวิจัยประกอบด้วย
การวิธีการเชิงปริมาณ ซึ่งผู้วิจัยได้รับข้อมูล 2 ทางคือ ใช้แบบสอบถามและ
ทางอินเตอร์เน็ต การวิเคราะห์ถูกใช้เพื่อการตรวจสอบความแปรปรวนที่เพิ่มขึ้น
ที่มีส่วนร่วมกับลักษณะบุคลิกภาพทั้ง 5 โดยการควบคุมตัวแปรที่เกี่ยวข้องกับอาชีพต่างๆ
พบว่า ลักษณะทั่วไปของพนักงาน ส่วนใหญ่เป็นเพศหญิง ร้อยละ 74 มีอายุระหว่าง
31-40 ปีขึ้นไป ร้อยละ 48.1 มีระดับการศึกษาระดับประกาศนียบัตรร้อยละ 57.1
และมีสถานภาพการสมรส ร้อยละ 65.6 และอิทธิพลของบุคลิกภาพที่ส่งผลต่อ
เส้นทางอาชีพของพนักงาน พบว่า ความสนใจต่อสิ่งภายนอกมีความสัมพันธ์
เชิงบวกกับระดับเงินเดือนโปรโมชั่นและความพึงพอใจในอาชีพ และความไม่เสถียร
ทางอารมณ์มีความสัมพันธ์เชิงลบต่อความพึงพอใจในอาชีพ ความยินยอมเห็นใจ
มีความสัมพันธ์เชิงลบต่อความพึงพอใจในอาชีพ และการเปิดรับประสบการณ์

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มีความสัมพันธ์เชิงลบต่อระดับเงินเดือน จากการตรวจสอบได้เปิดเผยว่า มีความสัมพันธ์เชิงลบอย่างมีนัยสำคัญระหว่างความยินยอมเห็นใจและเงินเดือน ระหว่างบุคคลที่มุ่งเน้นการประกอบอาชีพ แต่ไม่มีความสัมพันธ์สำหรับอาชีพ ที่แข็งแกร่งพอ

นอกจากนี้ อิทธิพลของบุคลิกภาพไปยังเส้นทางอาชีพควรจะศึกษาเพิ่มเติม จากบริษัทอื่นที่อยู่ในประเทศที่แตกต่างกันหรือขนาดธุรกิจที่แตกต่างกันซึ่งผลลัพธ์ ที่ได้อาจจะคล้ายกันหรือแตกต่างกันโดยสิ้นเชิง ซึ่งจะเป็นประโยชน์สำหรับคนที่มี ความสนใจในหัวข้อนี้

คำสำคัญ : บุคลิกภาพ 5 องค์ประกอบ เส้นทางอาชีพ ความพึงพอใจในอาชีพ

Abstract

The purposes of this study were to investigate general characteristics, and influence of personality on career path of employees of Camplas (Thailand) Co., Ltd. The personality consisted of five major elements, and data were collected from the company executives and employees. The method employed in this study was quantitative which collected information from questionnaire and internet. The analyses were used to examine the incremental variance contributed by the five personality traits, and controlling for several career related variables. Result showed that, the majority of staff were female 74%, age between 31-40 years old 48.1%, diploma education level 57.1%, and married 65.6%. The influence of personality towards career path by extraversion was related positively to salary level, promotions, and career satisfaction. The neuroticism was related negatively to career satisfaction. Agreeableness was related negatively only to career satisfaction, and openness was negatively to salary level. Examination of moderators revealed that there was a significant negative relationship between agreeableness and salary among individuals in occupations oriented people, but no relationship for those in strong occupations.

Furthermore, the influence of personality towards career path should be studied further from another company in different country or different business size. The results maybe similar or totally different, however, it will be useful for others that are interested in this topic.

Keywords : The main Big Five personality Career path The career satisfaction.

Introduction

Nowadays business and industry pay attention to people in the organization because of the employees are the assets and the most important to organization in term of successful or unsuccessful. People in the organization have to be qualified, high skills, experiences, and they should have the right personality consistent with highlighted the unique characteristics of individual. Personality refer to the typical pattern of thinking, feeling and behaviors that make a person unique.

In this study we focus on, the personality "Big Five " dimensions has an influence on career path in case of Cam Plas (Thailand) Co., Ltd. The company established on 4 April, 2007 with the vision; creating products that will connect the world. CPT is located in Amata Nakorn Industrial Estate Chonburi and main business activities are fabrication and sale of engineering plastic molds and product. CPT has 8 related companies in different country the head of quarter is located in Japan.

In this paper, the goal is to examine the personality has an influence on career path across earnings and positions of the organization. The benefit of this research 1. Researcher to understand the role of personality in career path(e.gHoward & Bray,1994, Juge 1999). Being able to identify personality types can help the researcher exert her influence, improve relationships, communicate more effectively and achieve successful in her job. 2) Business to understand the antecedents of career path (Tharenou, 1997),

demographic, human capital, industry, and organizational variables have been examined. As the organization face more complex business environments. The company need to understand their people as well as their operation and processes, understanding the personality components that drive the employee behavior is a very useful informational data point for management.

Objectives

1. To study demographic/characteristic of working aging in Cam Plas (Thailand) Co.,Ltd.

2. To study the influence of personality towards career path in case of Cam plas (Thailand) Co.,Ltd.

Hypothesis

The influence of personality towards career path in case of Cam Plas (Thailand) Co.,Ltd.

1. The influence of personality (Extraversion, Neuroticism, Openness to experience, Conscientiousness, Agreeableness) towards career path (Extrinsic ; salary, promotion &outcome from the job) in case of Cam Plas (Thailand) Co.,Ltd.

2. The influence of personality (Extraversion, Neuroticism, Openness to Experience, Conscientiousness, Agreeableness) towards career path (Intrinsic; Career Satisfaction) in case of Cam Plas (Thailand) Co.Ltd.

3. The influence of personality (Extraversion, Neuroticism, Openness to Experience, Conscientiousness, Agreeableness) towards career path (Extrinsic; salary, promotion &outcome of the job and Intrinsic; career satisfaction) in case of personnel in Cam Plas (Thailand) Co.,Ltd.).

Scope of research

1. Scope of area

    Collect data from the employee of Cam Plas (Thailand) Co.,Ltd.

2. Scope of research period.

    Time line for collect data is Apr – May 2016

3. Scope of topic

    Study in term of the influence of personality towards career path

in case of Cam Plas (Thailand) Co.,

Conceptual framework

Independent variable	Dependent variable
Personality 1. Extraversion 2. Neuroticism 3. Openness to Experience 4. Conscientiousness 5. Agreeableness	Career path 1. Extrinsic; salary, promotion & outcome of the job 2. Intrinsic; career satisfaction 1. Extrinsic; salary, promotion & outcome of the job 2. Intrinsic; career satisfaction
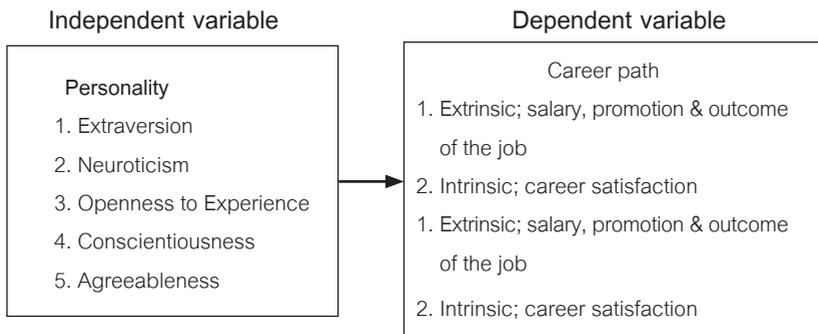
Expected benefit

1. To understand the antecedents of career path, demographic, human capital, industry, and organizational.

2. To identify personality type of people in the organizational.

3. To understand the role of personality in career path with most influence and are useful for the company.

4. The company will get useful informational data point for management and drive the employees behavior as well as their operation and processes.

Literature Review

Concept and definition of the personality

In this research, we first review the history of the Big Five, including the discovery of the Five dimensions, research replicating and extending the model, its convergence with research in the questionnaire tradition, and the development of several instruments to measure the Big Five.

In 1884, Sir Francis Galton was the first person who is known to have investigated the hypothesis that it is possible to derive a comprehensive taxonomy of human personality traits by sampling language: the lexical hypothesis. In 1936, Gordon Allport and S. Odbert put Sir Francis Galton's hypothesis into practice by extracting 4,504 adjectives which they believed were descriptive of observable and relatively permanent traits from the dictionaries at that time. In 1940, Raymond Cattell retained the adjectives, and eliminated synonyms to reduce the total to 171. He constructed a self-report instrument for the clusters of personality traits he found from the adjectives, which he called the Sixteen Personality Factor Questionnaire. Based on a subset of only 20 of the 36 dimensions that Cattell had originally discovered, Ernest Tupes and Raymond Christal claimed to have found just five broad factors which they labeled: "surgency", "agreeableness", "dependability", "emotional stability", and "culture". Warren Norman subsequently relabeled "dependability" as "conscientiousness.

In a 1980 symposium in Honolulu, four prominent researchers, Lewis Goldberg, Naomi Takemoto-Chock, Andrew Comrey, and John M. Digman, reviewed the available personality instruments of the day. This event was followed by widespread acceptance of the five-factor model among personality researchers during the 1980s. Peter Saville and his team included the five-factor "Pentagon" model with the original OPQ in 1984. Pentagon was closely followed by the NEO five-factor personality inventory, published

by Costa and McCrae in 1985. However, the methodology employed in constructing the NEO-PI-R instrument has been subjected to critical scrutiny. (Bradshaw, S. D., 1997)

Personality has been conceptualized from a variety of theoretical perspective, and at various levels of abstraction or breadth (John, Hampson, & Goldberg,1991). Each of these levels has made unique contributions to our understanding of individual differences in behavior and experience. One frequently studied level is personality traits. (John, O. P., & Gosling, S.D., in press).

In this study the personality trait of five factor model is measure by using Saucier's (1994) mini makers. The five major dimensions of personality are considered higher-order factors which emerge from inter correlations among a large number of primary factors. The measure consists of 44 items to which the respondent indicated how actually people are at the current item, not as you wish to in the future. Responses were making on a 5 point scale from 1 denotes strong disagreement, 5 denotes strong agreement, and 2,3, and 4 represent intermediate judgments.

The major "factor-analytic models...the Big Five dominates the landscape of current psychological research" Through extensive debating and experimenting, there is currently a general consensus in the realms of scholarly psychology as to the identity of the five factors, and their basic interpretations and values to analysis of personality.

Human resources professionals often use the Big Five personality dimensions to help place employees. That is because these dimensions are considered to be the underlying traits that make up an individual's overall personality. The Big Five traits are Openness, Conscientiousness, Extroversion, Agreeableness, and Neuroticism or OCEAN:

Openness - People who like to learn new things and enjoy new experiences usually score high in openness. Openness includes traits like being insightful and imaginative and having a wide variety of interests.

Conscientiousness - People that have a high degree of conscientiousness are reliable and prompt. Traits include being organized, methodic, and thorough.

Extraversion - Extraverts get their energy from interacting with others, while introverts get their energy from within themselves. Extraversion includes the traits of energetic, talkative, and assertive.

Agreeableness - These individuals are friendly, cooperative, and compassionate. People with low agreeableness may be more distant. Traits include being kind, affectionate, and sympathetic.

Neuroticism - Neuroticism is also sometimes called Emotional Stability. This dimension relates to one's emotional stability and degree of negative emotions. People that score high on neuroticism often experience emotional instability and negative emotions. Traits include being moody and tense.

Concept and definition of the career path

In the extensive research conducted to understand the antecedents of career success (Tharenou,1997), demographic, human capital, industry, and organizational variables have been examined. As the organizations face more complex business environments, however, career paths become increasingly ambiguous and individuals must take on increased responsibility for managing their own careers (Hall,1996; hall & Mivis,1995). Yet little research has explored the effects of individual traits or behavioral styles on career success (Ferris & Judge,1991). For example, researchers have begun only recently to understand the role of personality in career

success. This is the important gap in the literature because personality is found to be important in many other related domains of organizational behavior, including leadership, job performance and job satisfaction. Few studies have attempted a comprehensive examination of the effects of personality on career success. Career path has been defined in term of the positive psychological and work-related outcomes accumulated as a result of one's work experiences (Judge, Cable,Boudreau, & retz, 1995).

In this research career path intrinsic is measure with Greenhaus et al. (1990) five-item career satisfaction scale. We will ask to indicate their levels of satisfaction with five dimensions of their careers on a scale ranging from 1(very dissatisfied) to 5 (very satisfied). Intrinsic career path measured in term of career satisfaction refers to factors that are inherent in the job itself and is dependent on the incumbent's subjective evaluation relative to his or her own goals and expectations.

Extrinsic career path is measure by two self-reported variables promotions and salary. We will ask to report the number of promotions they had received over their entire career. A promotion is defined as "any increases in level and/or any significant increases in job responsibilities or job scope. We also indicate them annual salaries (including bonus and other direct income). These two aspects of career path are conceptually and empirically. It is important to consider them both in order to provide a broad measure of career path.

Researchers have been modeled the effects of an extensive set of factors on career path (e.g., Cox & Harquail, 1991; Judge & Bretz, 1994; Judge et al., 1995; Shroh, Brett, 1992; Tharenou, Latimer & Conroy, 1994). These studies have shown that a number of demographic variables are associated with career success, including age, gender, marital status, spouse employment, ethnic background, and socio-economic status.

Variable based on human capital theory (Becker, 1993) also have been associated with career path, including level of education, years of work experience, the number and length of employment gaps, and occupational background. Finally, differences in career outcomes have been associated with type of industry, organization size, and urban area in which the person is employed.

The several of researchers who have attended to the relationship of personality and career path (Barrick & Mount, 1991; Howard & Bray, 1994; Jphnson, 1997; Judge et.,al 1999; Melamed, 1995) but these studies were not focused on career success. The most of them used only a single personality trait or single indicator of career success (e.g., salary).

Judge et.,al(1999) the only researcher who had summarized a large set of previously collected personality rating to a comprehensive personality framework (the Five Factor model of personality ; Goldberg, 1990) and examined the relationships to extrinsic career path (Salary and occupational status) and a proxy for intrinsic career path (job satisfaction) as the study provide initial empirical support for the relation of personality and career path. In support of activation theory, Judge et.,al (1999) found a negative relationship between neuroticism and their composite measure of extrinsic career path. Intrinsic career path also may relate negatively to neuroticism. Study has demonstrated a negative relationship between neuroticism and job satisfaction. The relationship between conscientiousness and extrinsic career path, Judge et.,al(1999) found a small positive correlation between conscientiousness and salary in their analysis of research. Extraversion also positively to life satisfaction and extrinsic career path measure in term of salary and occupational status in adulthood. Extraversion are characterized as active, assertive, and excitement-seeking and they are therefore likely to take actions to deal with unsatisfactory career situations, creating a better

match between their vocational needs and values and the requirements of the organization. The relationship between agreeableness and extrinsic career Judge et.,al found that agreeableness related negatively to career path because of agreeable people are less likely to shed blame and take credit, and more likely to be taken advantage of, they also may be more likely to be dissatisfied with intrinsic rewards they derive from their careers.

Research Methodology

Population and Sampling

The sampling group

As a first step of collect the data from population and sampling we will select the employees of Cam Plas (Thailand) Co.,Ltd. We are using the Population Sampling & Stratified Sampling method time line for collect data is Apr – May 2016.

The sample size

This study examined the influence of personality towards career path by surveying the population of 250 employees in Cam Plas (Thailand) Co.,Ltd.

The sample size in this research is calculate by using Taro Yamane (Yamane,1973) formula.

When ;

n is the sample size

N is the total of population = 250 sample

e is error margin or confident interval = 0.05

Then, from the (Yamane,1973) population sample size formula ;

Sample size = n= N / 1+ N(e)^2

= 250 / (1+ (250)0.0025)

= 250/(1+0.625)

= 250/1.625

=   153.85

=   154 samples

Therefore, the sample size in this research is= 154 samples.

Data Collection

The research is the survey research to study the influence of personality towards career path. We will collect data which 2 sources are:

1. Secondary data

    1.1   Text book, journal, thesis and related studies.

    1.2   Information from the internet.

2. Primary data

    2.1   We will collect the data by using the questionnaire for interview of 154 samples from the Cam Plas (Thailand) Co.,Ltd.

    2.2   Collect data on Apr - May 2016

Research Instrument

This study intended to collect information regarding the personality has an influence on career path in case of Cam Plas (Thailand) Co.,Ltd. first, the research collection data will be used the questionnaire for demographic profiles of respondents. Second, the collection data will be used the questionnaire beginning from list the question for interview and define the questionnaire to collect the data ,Third summary the data to use as a data based and Finally, the analysis procedure to be applied to the data will be presented.

For the 2rd part of questionnaire we will use Rating Guidelines utilizing a scale in which 1 denotes strong disagreement, 5 denotes strong agreement, and 2, 3, and 4 represent intermediate judgments.

1. Strongly disagree

2. Disagree

3. Neither disagrees nor agrees

4. Agree

5. Strongly agree

Data Analysis

After collect the data from questionnaire. Researcher follow by the method below;

1. Editing: Researcher will collect only complete question.

2. Evaluating information by static tools consist of

2.1   Descriptive Statistics: explain about demographic consist of percentage, mean, standard deviation of questionnaire part 1

2.2   Inferential Statistics: use multiple regression analysis (MRA) for study related between influence of personality towards career path.

Conclusion

The purpose of this research is to study the Influence of Personality Towards Career Path in case of personal in Cam Plas (Thailand). Questionnaires were used to collect data from a total 154 samples who are working in Cam Plas (Thailand) by not limited about gender and have age between 20-60 years old. By in data analysis process was used SPSS program for measured and analyzed the hypothesis which this research was used multiple regression analysis (MRA). Additionally, in term of demographic factors were used statistic instrument consist of mean, standard deviation and percentage.

In demographic factors of this research which used collect data consist of gender, age, education levels, income per month. After data collection process, the researcher found that;

Table 1   Frequency and percentage of demographic characteristics of employee.

Personal demographics	Frequency	Percentage
1. Gender		
Male	40	26
Female	114	74
Total	154	100
2. Age		
21-30 years old	73	47.4
31-40 years old	74	48.1
41-50 years old	6	3.9
51-60 years old	1	0.6
Total	154	100
3. Education level		
Diploma or Associate degree	88	57.1
Bachelor degree	65	42.2
Master degree or higher	1	0.6
Total	154	100
4. Married status		
Single	101	65.6
Married	48	31.2
Widowed	5	3.2
Total	154	100

1. The study of frequency and percentage of gender, the samples are male 26% and female 74%

2. The study of frequency and percentage of age are follow;

-   73 respondents in the age between 21-30 years old, 47.4%
-   74 respondents in the age between 31-40 years old, 48.1%
-   6 respondents in the age between 41-50 years old, 3.9%
-   1 respondents in the age between 51-60 years old, 0.6%

3. The study of frequency and percentage of education level; Diploma level has the highest percentage equal to 57.1% and the lowest percentage in term of education level is Master's degree is equal to 0.6%

4. The study of frequency and percentage of marital status a single status has the highest percentage equal to 65.6% and the lowest percentage in term of status is widowed of 3.2%.

Table 2.   Mean ($\overline{X}$), Standard Deviation (S.D.), and level of affecting the Big Five personality toward overall components (n = 154)

Big Five Personality Trait	Level of affecting			
	$\overline{X}$	SD	Level	Rank
1. Extraversion	3.78	.67	high	1
2. Agreeableness	3.71	.66	medium	2
3. Conscientiousness	3.61	.63	medium	2
4. Neuroticism	1.52	.91	low	3
5. Openness	3.70	.72	medium	2
Total	3.26	.72	medium	

The result from the table 4-8 shows the statistical analysis of Influence of Personality Towards Career Path in Case of Cam Plas (Thailand) Co.,Ltd. In the conclusion, the Big Five personality trait towards the important of overall component on career path in high level ($\overline{X}$ = 3.26). When comparing the scale, Extraversion was ranked in high level so it could be concluded that the perceived towards the important of overall in high level ($\overline{X}$ = 3.78). Agreeableness, Conscientiousness and Openness towards the important of overall component in medium level ($\overline{X}$ = 3.71, 3.61 and $\overline{X}$ = 3.70 respectively).And Neuroticism were arranged in lowest level ($\overline{X}$ = 1.52).

6.   The study of hypothesis testing by multiple regression analysis statistic tools the result showed that sig. value is 0.000 and R. value are hypothesis 1 is highest result equal to o.998 and hypothesis 2 is the lowest equal to 0.509 as per the significant of results we can be accepted on this testing as the below table:

Table 3   The result of the analysis

Hypothesis statement	Statistic Tools	Sig. Value	R.Value	Result of Hypothesis
1. The influence of personality (Extraversion, Neuroticism, Openness to experience, Conscientiousness, Agreeableness) towards career path (intrinsic ; Job satisfaction) in case of Cam Plas (Thailand) Co.,Ltd..	MRA	0.000	0.998	significant (Accept)

Hypothesis statement	Statistic Tools	Sig. Value	R.Value	Result of Hypothesis
2. The influence of personality (Extraversion, Neuroticism, Openness to Experience, Conscientiousness, Agreeableness) towards career path (Extrinsic; Salary & promotion) in case of Cam Plas (Thailand) Co.Ltd.	MRA	0.000	0.509	significant (Accept)
3. The influence of personality (Extraversion, Neuroticism, Openness to Experience, Conscientiousness, Agreeableness) towards career path (Extrinsic; Salary, Promotion &outcome of the job and Intrinsic; Career Satisfaction) in case of Cam Plas (Thailand)	MRA	0.000	0.664	significant (Accept)

* P-value ≤ 0.05

Discussion of the study

The study in influence of personality towards advancement in case of Cam Plas (Thailand) Co.,Ltd. Which are 3 of Hypothesis testing are; 1) The influence of personality (Extraversion, Neuroticism, Openness to experience, Conscientiousness, Agreeableness) towards career path (intrinsic ; Job satisfaction) in case of Cam Plas (Thailand) Co.,Ltd. 2)The influence of personality (Extraversion, Neuroticism, Openness to Experience, Conscientiousness, Agreeableness) towards career path (Extrinsic; Salary & promotion) in case of Cam Plas (Thailand) Co.Ltd 3) The influence of personality (Extraversion, Neuroticism, Openness to Experience,

Conscientiousness, Agreeableness) towards career path (Extrinsic; Salary, Promotion &outcome of the job and Intrinsic; Career Satisfaction) in case of Cam Plas (Thailand) Co.,Ltd. By using a sample of 154 of employees who work for the Cam Plas (Thailand), we found that the big five personality traits explained additional variance in salary promotion and career satisfaction. The full set of personality traits was not related significantly to career path only extraversion was correlated significantly with career path. The data analysis process via Multiple regression analysis (MRA). The hypothesis test will show by following below;

  1. The influence of personality (Extraversion, Neuroticism, Openness to experience, Conscientiousness, Agreeableness) towards career path (intrinsic ; Job satisfaction) in case of Cam Plas (Thailand) Co.,Ltd. We found that intrinsic career path was associated with extraversion, neuroticism, and agreeableness. Individuals who were more extraversion, less neurotic, higher levels of career satisfaction than their less extraversion, more neurotic, or more agreeable counterparts are consistent with previous study on career advancement (Judge et al 1999) found that intrinsic career path also may relate negatively to neuroticism.

  2. The influence of personality (Extraversion, Neuroticism, Openness to Experience, Conscientiousness, Agreeableness) towards career path (Extrinsic; Salary & promotion) in case of Cam Plas (Thailand) Co.Ltd in this hypothesis we the result show that extrinsic career path was associated with extroversion and, with less consistency, openness to experience and agreeableness. Specifically, individuals who were higher on extraversion received higher salaries and more promotions than did those lower on extraversion, Individuals who were less open to experience and less agreeable received higher salaries relative to their more open or agreeable counterparts.

3. The influence of personality (Extraversion, Neuroticism, Openness to Experience, Conscientiousness, Agreeableness) towards career path (Extrinsic; Salary, Promotion &outcome of the job and Intrinsic; Career Satisfaction) in case of Cam Plas (Thailand) Co.,Ltd in this hypothesis we found that Extraversion was related most consistently to career path, exhibiting positive relationships with salary, promotions, and career satisfaction. The positive relations found between extraversion and extrinsic career path are consistent with previous research on career advancement (Greenhaus et al. 1990; Judge et al.,1999 Melamed,1995) and further highlight the important role that extraversion plays in managerial advancement of persons in people-oriented and non-people oriented occupations. The higher levels of dominance and activity characteristic of extraversion individuals are useful in any organizational.

Recommendation in Implication for business

1. We have identified the employees in the company which are 5 personality trait as below:

    1.1 Extraversion - Extraverts get their energy from interacting with others, while introverts get their energy from within themselves. Extraversion includes the traits of energetic, talkative, and assertive.

    1.2 Agreeableness - These individuals are friendly, cooperative, and compassionate. People with low agreeableness may be more distant. Traits include being kind, affectionate, and sympathetic

    1.3 Conscientiousness - People that have a high degree of conscientiousness are reliable and prompt. Traits include being organized, methodic, and thorough

1.4   Neuroticism - Neuroticism is also sometimes called Emotional Stability. This dimension relates to one's emotional stability and degree of negative emotions. People that score high on neuroticism often experience emotional instability and negative emotions. Traits include being moody and tense

1.5   Openness - People who like to learn new things and enjoy new experiences usually score high in openness. Openness includes traits like being insightful and imaginative and having a wide variety of interests.

2.   The most personality trait has an influence in career path is extraversion individuals are useful for the company. And the company have to drive employee behavior lead them to believe that everyone has the ability to improve their personality as much as they can.

3.   The company should be considered employee's personality trait in term of promotion, increase salary or hire a new one whenever they want to fill. The most useful is extraversion, the intermediate are conscientiousness agreeableness and openness. And the personality trait that the company should be ignored is neuroticism in term of negative relationship to career path.

Recommendation of further research

Furthermore, the influence of personality towards career path should be studied further from the related companies that are in different countries or different company which is the same business type and the results maybe similar or totally different; however, it will be useful for others that are interested in this topic.

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