

EXTRAVERSION PERSONALITY AS A MODERATOR ON THE RELATIONSHIP OF EMOTIONAL INTELLIGENCE AND SELF-ESTEEM OF EMPLOYEES

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Abstract

Study about personality has gained a place in the fundamental of psychological research. It was detected that personality can give influence on the employee behaviour in the workplace. The theoretical solutions are simply not able to unlock the psychological issues because it is closely linked to affective, cognitive and human behaviour in the workplace. In this study, the issues in the workplace are referring to personality, emotional intelligence and self-esteem of employees. The specific purpose of this study was to test the effect of extraversion personality as a moderator towards the relationship of emotional intelligence and self-esteem of employees. A total of 196 civil servants in the Local Authority (LA) have been selected as respondents. Measurement tools that are used in the data lump is Eysenck Personality Questionnaire-Revised Short Form (EPQR-S), Emotional Intelligence Self-Description Inventory (EISDI), and Rosenberg Self-Esteem Scale (RSES). The data then was analysed using the hierarchical regression analysis. The finding shows that the two hypotheses were accepted. From this analysis as well, there was a moderating effect of extraversion personality on the relationship between emotional intelligence (perception and appraisal of emotion, and understanding emotions) with self-esteem of employees. The most important finding found that extraversion personality serves as moderator when the relationship between emotional intelligence and self-esteem are enhanced if extraversion were on a high level. This is compared with the low levels of extraversion personality that causing the relationship of emotional intelligence with self-esteem among employees is becoming weaker.

Keywords: Extraversion, personality, moderator, emotional intelligence, self-esteem