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The Effect of Interaction of Personal Extraversion and Agreeableness on Work Engagement

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Abstract

This research is a quantitative research that aims to determine the effect of extraversion personality interactions and agreeableness on the work involvement of lecturers at Raden Fatah State Islamic University Palembang, South Sumatra. The focus of this research is on the personality of the lecturer and aims to explore the influence of the interaction between extraversion and agreeableness on work involvement. The analytical method used is descriptive qualitative and quantitative analysis. The form of analysis of the validity of exploratory factor analysis and through the SPSS program, the results concluded it does not indicate that the interaction between extraversion and agreeableness has a positive and significant influence on work involvement. The results obtained by extraversion having an alpha of 0.945 extraversion have a significant effect on work involvement, while agreeableness has an alpha of 0.965, and work involvement has an alpha of 0.761. agreeableness has a significant effect on work involvement.

Keywords: *Extraversion, Agreeableness, Work Involvement*

1. Introduction

In the past few decades research on work engagement has become one of the topics that has attracted much attention from experts in the fields of psychology and human resource management. This is because work involvement is considered an important component that has the potential to influence employee productivity and organizational effectiveness (Brown, 1996; Elankumaran, 2004), and improve the effectiveness of team work (Judeh, 2011). In addition, increasing attention to work involvement is also closely related to employee attitudes and work behavior in the organization (Saleh, 1981; Elloy et al., 1991). Employees with high levels of work involvement tend to feel happy at work, have a more positive attitude to work, are loyal to employers (employers), and are committed to career achievements (Cohen, 1995; Carson et al., 1995).

Basically, job involvement (*Job Involvement*) is a form

of individual perceptions about the importance of a job (Lodahl & Kejner, 1965; Rabinowitz & Hall, 1977; Kanungo, 1982). Job involvement is related to psychological processes such as individual motives and evaluations of work. Cognitively, work involvement includes one's knowledge of important consequences as a result of involvement in work (Kanungo, 1982). This means that employees with high levels of work involvement have a tendency to spend more time, thoughts, effort, and devote all their attention to work. High levels of work involvement can be influenced by several factors. The results of the meta-analysis conducted by Brown (1996) state that individual differences factors such as personality characteristics are considered to have a fairly strong and significant influence on a person's decision to involve themselves in work or not. This is based on the assumption that people who have different personalities will give different attitudes (responses) to work (Furnham et al., 2005). The personality factors that are often used as antecedents of work involvement include personality traits.

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personality *Extraversion* is a picture of the personality of someone who likes to socialize, be friendly and talk, exciting, assertive and active (Goldberg, 1990). Connolly and Viswesvaran (2000) add that personality *extraversion* reflects a positive attitude. A positive attitude is a tendency to like or like something. Therefore, individuals who have a high level of personality *extraversion* tend to be sociable and like to interact with others. So it is more likely to have a wider network of friends than individuals with *extraversion* low. Meanwhile, individuals with personality *extraversion* a low (*introverts*) are described as people who have a solitary, shy, quiet, insecure, and less like social activity. Furthermore, according to Yang and Hwang (2014) individuals with level of *extraversion* a high are more oriented towards achievement and have a strong sense of self-actualization. So they tend to devote time to work and are more involved in social interactions.

People who have personality traits are *agreeableness* characterized as individuals who are friendly, forgiving, like helping others (*altruism*), tend to avoid conflict, enjoy working with others and respect friendship (Goldberg, 1990; 1992). In addition, individuals with *agreeableness* high tend to have positive emotions (pleasant feelings and thoughts) compared to individuals with *agreeableness* low (Graziano et al., 1997), and have the ability (clever) to develop good relationships with others (Campbell et al., 2002). Conversely, individuals with low levels of *agreeableness* tend to be more skeptical, uncaring, antagonistic, selfish and less cooperative (Costa & McRae 1992 in Pervin et al., 2010). So that people who have a personality *agreeableness* tend to be more happy and satisfied to have relationships with others (Organ & Ling, 1995).

Extraversion is a personality trait that is related to a person's skills and abilities to communicate or interact with others, and this personality trait is also associated with a positive level of emotion. *Agreeableness* is described as a person who is cooperative, trustworthy, optimistic, forgiving, friendly, tends to avoid conflict and is easily invited to compromise on existing problems. Based on the findings of the study, this study examines the personality interactions of *extraversion* and *agreeableness* to work involvement as stated in the following hypothesis: *the higher agreeableness personality the more positive the influence of extraversion personality on work involvement*

The focus of this research is on personality *extraversion* and *agreeableness*. Because, in previous studies it was found that the personality traits of *extraversion* and *agreeableness* were predictors that were considered the most powerful in predicting work engagement (see

Eswaran et al., 2011; Liao & Lee, 2009; Cheng, 2011). Although a number of previous researchers have proved empirically that personality is *extraversion* and *agreeableness* considered to be an important predictor of work involvement, unfortunately most researchers only prioritize examining the direct effect of the relationship between the independent and dependent variables (for example, Bozionelos, 2004; Liao & Lee, 2009; Eswaran et al., 2011; Cheng, 2011).

In addition to the above, the existing research on interactions between personality traits is mostly still aimed at performance (Witt, 2002; Witt et al., 2002; Guay et al., 2013), career commitments (Arora & Rangnekar, 2016, 2016) Therefore, in an effort to overcome the gap (*gap*) of previous research and to enrich the literary development of the relationship between personality traits and work involvement, the main objective in this study is to explore further the influence of the interaction between *extraversion* and *agreeableness* on work involvement.

2. Methodology

The method used in this writing is *quantitative* with descriptive analysis. In the process of descriptive analysis activities the author conducts activities to learn the tools, techniques, or procedures used to describe a collection of data or the results of surveys that have been conducted. These activities include data collection activities, data grouping, value determination, analysis and conclusions. The method of data collection is done by survey method. Data was obtained by distributing questionnaires to 200 non-ASN lecturers in the Raden Fatah State Islamic University in Palembang. The validity test used in this study is *exploratory factor analysis*. reliability test is used to show the extent to which measurement results can be trusted. And to analyze the effect of the interaction between *extraversion* and *agreeableness* on work engagement, researchers used *moderated regression analysis*.

3. Results and Discussion

In most empirical studies of the interaction of personality traits in western countries with more emphasis on the study of the influence of the interaction of personality traits on performance (Witt, 2002; Guay et al., 2013), career commitments (Arora & Rangnekar, 2016, 2016). Current research contributes to the development of personality literature and work involvement by examining the role of interaction of personality traits in predicting work engagement especially in the context of the Indonesian state. Based on the results of regression analysis shows that personality *extraversion* has a positive and

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significant influence on work involvement. This means that the higher the level of personality *extraversion*, the higher the level of individual involvement in the work (Eswaran dk., 2011; Liao & Lee, 2009; Cheng, 2011). Individuals who have personality *extraversion* a high tend to be sociable and like to interact with others. So that it is more possible for them to continue to participate in work.

Furthermore, the results of the current study also provide evidence that personality *agreeableness* has a positive influence on work involvement. That is, the higher the level of personality *agreeableness of*, the higher a person will involve himself in work. This is because people who have personality *agreeableness* a high tend to enjoy working with other people, including colleagues. In addition, people with personality *agreeableness* a high tend to have more positive emotions than individuals with *agreeableness* low (Graziano et al., 1997). Individuals who have positive emotions are usually more passionate and passionate about work. Therefore, it is more possible for individuals who have personality *agreeableness* a high to be more active in work.

In relation to the interaction between personality *extraversion* and *agreeableness* in influencing work involvement. The results of the study show that the positive coefficient is 2.801 at the significance level of *p* less than 0.05. That is, *agreeableness* has a moderating effect on the effect of *extraversion* on work involvement. Thus, the results of this study support the hypothesis which states that the higher the personality *agreeableness*, the more positive the effect of *extraversion* on work involvement. The rationale that supports these findings is that personality *agreeableness* and *extraversion* together summarize interpersonal traits, namely describing the attitudes and behavior of individuals in interacting with others (Pervin et al., 2010). So individuals who have personality *extraversion* and *agreeableness* high are more excited and motivated to increase their involvement in work compared to individuals who have personality *agreeableness* a low. The survey results can be seen in the table as follows:

The results of validity and reliability tests indicate that all variables in this study have met the requirements suggested by Hair et al. (2006). For the validity of variables *extraversion*, the item statement is above a *loading* factor of 0.5, the variable is a *agreeableness* statement item above a *loading* factor of 0.5, and the work engagement variable is a statement item above a *loading* factor of 0.5. The results of this validity test summary can be seen on the attachment page. While Table 1 summarizes the results of

reliability testing (*internal consistency*) with *cronbach alpha* (α).

Table 1
Reliability of Variable

Variables	Number of items statement	Cronbach Alpha
Extraversion	5	0.945
Agreeableness	5	0.965
Work involvement	10	0.761

Source: primary data processed

Based on Table. 1 can be seen that the variable *extraversion* has an alpha of 0.945, *agreeableness* has alpha of 0.965, and work involvement has alpha of 0.761. According to Hair et al. (2006) a variable is said to be reliable if $\alpha > 0.7$. Thus all variables in this study are reliable.

Furthermore, the results of a simple linear regression analysis of the effect of *extraversion* on work involvement, the effect of *agreeableness* on work involvement, the influence of interactions *extraversion* and *agreeableness* on work involvement can be seen in Tables 2, 3, and 4.

Table. 2 Results of Linear Extraversion Regression on Work Involvement

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std Error	Beta		
1 (Constant)	14.706,	821	045,888	17.908,	000
E	1,069			23.531,	000

Table. 3 Results of Linear Agreeableness Regression Against Work Engagement

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std Error	Beta		
1 (Constant)	15.021	854	046,887	17.597,	000
A	1,014			22.244,	000

Table. 4 Results of Extraversion X Agreeableness of Work Engagement

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std Error	Beta		
1 (Constant)	19.217	2.102		9,141	000
E		257,	213	1,654	100

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	155			
A	026,	022	-	128,
	201			898
Moderation	030,	731	2,801	006
	011			

Based on Table 1, the results of the study indicate that *extraversion* has a significant effect on work involvement. This is supported by a probability value of 0,000 <0,05. In Table 2, *agreeableness* has a significant effect on work involvement. This is supported by a probability value of 0,000 <0,05. While the moderation results indicate that the interaction between *extraversion* and *agreeableness* is 0.006 <0.05. This means that there is a significant interaction between *extraversion* and *agreeableness*. From these results it can be said that *agreeableness* is a moderating variable. Therefore, it can be concluded that the hypothesis is accepted.

4. Conclusion

The results of the current study also provide evidence that personality *agreeableness* has a positive influence on work involvement. That is, the higher the level of personality *agreeableness* of , the higher a person will involve himself in work.

The interaction between personality *extraversion* and *agreeableness* in influencing work involvement. The results of the study show that the positive coefficient is 2.801 at the significance level of *p* less than 0.05. That is, *agreeableness* has a moderating effect on the effect of *extraversion* on work involvement.

Thus, the results of this study support the hypothesis which states that the higher the personality *agreeableness* , the more positive the effect of *extraversion* on work involvement. The rationale that supports these findings is that personality *agreeableness* and *extraversion* together summarize interpersonal traits, namely describing the attitudes and attitudes of individuals in interacting with others.

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