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THE RELATIONSHIP BETWEEN BIG FIVE PERSONALITY, ACADEMIC  
PERFORMANCE AND INTERNSHIP LEARNING OUTCOME

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This report submitted in partial fulfillment of the requirements for the award Bachelor of  
Technopreneurship with Honour

Faculty of Technology Management and Technopreneurship  
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## DECLARATION

“I declare that this project is the result of my own research except as cited in the references. The research project has not been for any degree and is not concurrently submitted in candidature of any other degree.”

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## **DEDICATION**

First, I would like to dedicate the appreciation to my family and my beloved one especially for my mother Prak Cham a/p Si Wan and my father Ki Yok a/l Kik Wan who supported me from spiritually and financially and encourage me in study and complete my final year project. In addition, to beloved supervisor and panel who guided me throughout the research, and friends that assisted me through the journey of research.

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## ABSTRACT

The industry's requirement for graduates of Higher Education Institutions (HEIs) reflects increasingly complex, dynamic and competitive trends. This challenge is a catalyst for high education students to provide themselves with high skills and competencies that will meet the needs of the industry once they enter the workforce. To achieve this goal, university-industry collaboration through industry training program initiatives was created as a strategic collaboration in exposing HEIs to real work situations, so that they can identify the level of their knowledge, thinking and actions in line with industry players in the field. However, the Faculty of Technology Management and Technopreneurship (FPTT), Universiti Teknikal Malaysia Melaka (UTeM) faces challenges in producing high impact of industrial training programs especially to provide students with high academic performance and characteristic before they enter industrial training programs. Therefore, this study aims to study the relationship of the big five personality, academic performance and internship learning outcomes. A total of 144 Bachelor of Technology Management (High Technology Marketing (BTMM)) and Bachelor of Technology Management (Technology Innovation (BTMI)) students from 2015/2016 FPTT, UTeM group who underwent industry training in the third year (Semester 6) 2018/2019 were selected as respondent. Questionnaires are a major research tool for data collection. The analysis method used was linear regression analysis for hypothesis testing through the Statistical Package for Social Sciences (SPSS). The results show that there is a significant relationship between the personality dimensions of extraversion and the internship learning outcomes which are personal, interpersonal, academic, employment, and civic. It is believed that this research paper will be beneficial to the industry practitioners and academics for future reference.

**Keywords:** Industrial training program, internship learning outcomes, big five personality, academic performance, Universiti Teknikal Malaysia Melaka (UTeM).

## ABSTRAK

*Keperluan pihak industri terhadap lepasan graduan Insititusi Pengajian Tinggi (IPT) menunjukkan trend yang semakin kompleks, dinamik dan kompetitif. Cabaran ini menjadi faktor pemangkin kepada pelajar-pelajar IPT dalam menyediakan diri mereka dengan kemahiran dan kompetensi tinggi yang mampu memenuhi keperluan pihak industri sebaik sahaja memasuki alam pekerjaan kelak. Untuk mencapai matlamat ini, kerjasama university-industri melalui inisiatif program latihan industri diwujudkan sebagai bentuk kolaborasi strategik dalam mendedahkan pelajar IPT kepada situasi kerja sebenar sehingga mereka mampu meletakkan aras pengetahuan, pemikiran dan tindakan mereka seiring dengan pemain industry di lapangan. Walau bagaimanapun, Fakulti Pengurusan Teknologi dan Teknousahawanan (FPTT), Universiti Teknikal Malaysia Melaka (UTeM) menghadapi cabaran dalam menghasilkan program latihan industri berimpak tinggi khususnya menyediakan pelajar yang mempunyai pencapaian akademik dan karektor yang berkualiti tinggi sebelum mereka memasuki program latihan industri. Justeru, kajian ini bertujuan untuk mengkaji hubungan personaliti “Big Five”, pencapaian akademik dan hasil pembelajaran latihan industri. Serami 144 pelajar Bachelor of Technology Management (High Technology Marketing (BTMM)) dan pelajar Bachelor of Technology Management (Technology Innovation (BTMI)) dari kumpulan 2015/2016 FPTT, UTeM yang menjalani latihan industri di tahun ketiga (Semester 6) 2018/2019 telah dipilih sebagai responden. Soal selidik adalah alat penyelidikan utama untuk pengumpulan data. Kaedah analisis yang digunakan adalah analisis regresi linear untuk ujian hipotesis melalui Pakej Statistik untuk Sains Sosial (SPSS). Hasil kajian menunjukkan bahawa terdapat hubungan yang signifikan antara dimensi keperibadian ekstraversi dan hasil pembelajaran latihan industri iaitu peribadi, interpersonal, akademik, pekerjaan, dan sivik. Adalah dipercayai bahawa kertas penyelidikan ini akan memberi manfaat kepada pengamal industri dan ahli akademik untuk rujukan masa depan.*

**Kata kunci:** Program Latihan Industri, hasil pembelajaran pelajar daripada latihan industry, teori keperibadian “big five”, pencapaian akademik, Universiti Teknikal Malaysia Melaka (UTeM).

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**LIST OF ABBREVIATIONS**

IPS	Internship Programs
ILO	Internship Learning Outcomes
CGPA	Cumulative Grade Point Average
BTMM	Bachelor of Technology Management (High Technology Marketing) With Honours
BTMI	Bachelor of Technology Management. (Technology Innovation) With Honours
FPTT	Faculty of Technology Management and Technopreneurship
SPSS	Statistical Package for Social Science
UTeM	Technical University of Malaysia Melaka

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# **CHAPTER 1**

## **INTRODUCTION**

### **1.1 Introduction**

The chapter offers an outline of the studies that identifies the relationship between big five personality, academic performance and internship learning outcome. The study aims to evaluate the impact of academic performance and big five personality on learning outcomes. In this chapter, the researcher provides the introduction of this study, which consist of several section. First, the background and view of the research study and followed by other section which will covered the problem statement, research question, research objectives, scope, limitations, significant of the study, definition of concept and operational, and organization of thesis.

### **1.2 Background of the Study**

In competitive job market today, internships have become crucial for many full-time positions where it is one of the way to build skilled and readiness of workers to the organization. The research shows that a majority of students in certain ASEAN countries are studying business, social sciences, and law, while enrolling in subjects which

will be critical to taking advantage of technological advances such as engineering, natural sciences, and natural sciences, is getting left behind. “With a young population background and a rapidly growing workforce, the country urgently requires to change its strategy to educational syllabuses, delivering significant reforms to the value chain of education, from fundamental education to professional training and higher education”, said by (Hutt, 2016).

Based on the analysis from networking site LinkedIn, 2019’s company are focuses on a combination of hard and soft skills of employees, with creativeness at the top of the list of desired attributes. It is also shown in the report of World Economic Forum’s Future of Jobs where the “human” skills which are critical thinking, originality, and initiative are possible to improve in value as technology and automation advances. With the advance of the Fourth Industrial Revolution, employers are looking for a greater mix of skills. As technologies such as automation and algorithms generate new high-quality jobs and wipe out others, demand for such skills is only likely to rise. The demanding hard skills of employees also reflect the increasingly the world of digital, with cloud computing and AI coming out on (Charlton, 2019).

Moreover, job candidates should be able to cooperate, communicate and solve problems created especially through social and emotional learning (SEL). This social and emotional skills will train students to thrive in the emerging digital economy when combined with traditional skills (Soffel, 2016). Currently, education and training systems need to be in line with the new labor markets demand that are constantly challenged by technological disruption, change in demographic, shifts in business models and the developing nature of work. This transformation needs to be addressed both short-term and long-term. For short-term , there are 35% of the skills needed for jobs throughout the industry will change in 2020 and long-term desires in an immediate but maintainable manner (Chomprasob, 2016).

According to the (Roberts, 2019), academic internship program provides a formal strategy for students to work in a professional environment in order to improve their learning experiences while given that valuable help to employers. Internship program was

guided by a faculty supervisor and mentored by a professional on-site supervisor as a way students learn knowledge and experience that drives outside the classroom. The company gained the benefits from well-trained their part-time workers, who are ability to work, learn and grow. The company and the university work together to provide a successful learning experience for the students. Internship or practical training program are a win-win situation for the main three stakeholders which are students, employers, and universities.

In the case of Malaysia, internship has already been incorporated in the curriculum of the all programme of the public universities. Internship is significant for professional courses as well it is suggested that the internship program be extended to non-professional courses. It should be emphasized that internship program is suitable for undergraduate or graduate students employed in areas directly related to their job or academic interests. Students can choose to apply for internship at many sector such as corporate sector, government sector, Non-Government Organizations, and so on. However, training programs are not limited to organizations within Malaysia only but it is recommended that the development of internship abroad are required for Malaysian students doing internships abroad (Hassan, 2018).

Dzulkifly (2018) mentioned that the issue is always focusing is how Malaysia should manage its labor force, of which about 500,000 people enter a year. In this report, the president of Malaysian Trades Union Congress (MTUC), Datuk Abdul Halim Mansor said added that practical training at the workplace could expose graduates to develop their skills set and knowledge to help them continuing their working. Malaysian Employers Federation Executive Director (MEF), Datuk Shamsuddin Bardan also agreed to expose graduates to more practical knowledge and to choose more programs that employ "industrial attachment". MTUC president Datuk Abdul Halim Mansor recommends that new graduates enroll in a centralized system set up by the government for national training programs, where they can earn minimum wage skills to sharpen their existing skills and gain exposure to market needs of a year.

In addition, getting a job is a tough task where one must have theoretical and experiences in order to get a good job as a way to become an innovator and a team player. In education institution, students use theoretical knowledge acquired in the classroom and assignments into practical terms through practical training programs that comprise work on sites linked to their discipline (Sani , 2018).

A psychology officer at Universiti Kebangsaan Malaysia's Career Development Centre (UKM-Karier), Nurul Nadia Rosli, stated that the experience gained by participated in the internship helped to improve student employment readiness, job abilities and communication skills at the workplace. At the same time, students have the opportunity to recognize and discover their job interests and chances in the employment market. This enhances graduates' employability and performance in terms of their involvement to development and national development (Sani , 2018).

In process to complete the studies in Universiti Teknikal Malaysia Melaka (UTeM), industrial training is a compulsory course for all graduates to ensure that graduate students are well trained with excellent qualification and background. In Year 3 and 4, the Technology Management and Technopreneurship bachelor degree program is required to undergo industrial training for a minimum of 24 weeks in the sixth semester for BTMI and BTMM, while eighth semester for BTEC. Students are trained in various related industries that are organized by university. The goals of this program are to bring students to the real working environment of the industry and to the theoretical and practical experience. Thus, this will improve graduates in their future careers with a mix of technical knowledge and skills.

The researcher will conduct the Universiti Teknikal Malaysia Melaka (UTeM) research in this research. On 1 December 2000, UTeM was set up. UTeM is Malaysia's fourteenth public university. It is a pioneer in Malaysia's teaching and learning method for technical education in "Practice and Application Oriented." The primary function of this paper was to investigate the impact of academic performance and big five personality on outcome learnings. This study is believed to provide relevant information on academic

performance and big five personality that would impact to the student learning performance.

### **1.3 Problem Statement**

In Malaysia, getting a job nowadays is a tough task where one must have theoretical and experiences in order to get a good job as a way to become an innovator and a team player. In university, students use theoretical knowledge acquired in the classroom and assignments into practical terms through practical training programs that comprise work on sites related to their discipline. Internship problems are students having disciplinary problems or unable to satisfy internship demands, that students must undergo it in the coming semester (Sani , 2018).

Hassan (2018) describes the job market in Malaysian that showed considerable developments after economic crisis in 1998 is still facing difficulties for the fresh graduated university students. They struggle to distinguish themselves from their friends when pursuit of full-time employment. The number of unemployed graduates varies depending on their information source. A recent research done by the Economic Planning Unit (EPU) state that nearly 60,000 unemployed graduates, most of whom cannot get jobs because lack of experience, English language, and communication skills. Interestingly, the study by EPU showed that typical unemployed graduates are female, majority from ethnic Malays and the low-income group. Majority of them are graduates in business educations or information technology, while 81 percent joined public universities, where the medium of teaching is the Malay language.

According to Mutuku (2016), the main problem of internships is lack of adequate understanding among stakeholders on optimum intern engagement. Interns are often regarded as cheap labor or assistants for menial tasks. More education on the significant