Abstract

The objectives of The Construction and Development of Big Five Personality Test for Entry Level Thai Civil Servants were:

1. To construct the Big Five Personality Test and to test the measurement properties (i.e. reliability, construct validity and concurrent validity) of the test for entry level Thai civil servant selection.

2. To test the model of Big Five Personality in entry level Thai civil servant samples.

3. To normalize this test, categorized by sex, age and tenure.

The population of this study were entry level Thai civil servants from 133 civil service departments located in Bangkok. The instruments used were The Big Five Personality Test and The Performance Appraisal Form. The Big Five Personality Test items were translated from New International Personality Item Pool: New IPIP (Goldberg, 1999) to measure five dimensions of personality: Neuroticism, Extraversion, Openness to Experience, Agreeableness and Conscientiousness. The Performance Appraisal Form (Result of work, Thinking and Interpersonal Relationship) was used as the criterion for concurrent validation.

The statistical methods used were Lawshe's Content Validity Ratio, T-test, Confirmatory Factor Analysis, Pearson Correlation and percentile norms.

The results of this study were as follows:

1. Confirmatory Factor Analysis indicated that the data did not fit Goldberg's Five Factor Model of Personality. Thus Exploratory Factor Analysis was used. The result showed that almost all items of Factor 1 were Conscientiousness, all items of Factor 2 were Neuroticism, most items of Factor 3 were Openness to Experience, all items of Factor 4 were Extraversion and almost all items of Factor 5 were Agreeableness.

2. The reliability by Coefficient Alpha of five factors was between .66 - .90

3. The Pearson Coefficient Correlation between five dimensions and performance scores showed that Factor 1 significantly correlated with Result of work (r=.12) and Thinking (r=.12), Factor 2 significantly correlated with Result of work (r=-.09)

and Thinking (r=-.08), Factor 4 significantly correlated with Interpersonal Relationship (r=.19) but both Factor 3 and Factor 5 did not significantly correlate with three criteria of performance.

There are two recommendations:

1. Using the result of this study for selection, users should be informed and trained about the characteristics and interpretation of this test. Follow – ups are also recommended.

2. For further study, items may be developed to be suited for particular samples of study and to test other samples (i.e. managers) or criteria (i.e. burnout). Predictive validation may be tested and job family may be added as a variable.