

ABSTRACT

Ilhamudin, Mochammad. 2012. *The impact of Conscientiousness to the level of job performance of Musyrif-Musyrifah in Ma'had Sunan Ampel al-Ali UIN Maliki Malang*. Thesis. Psychology Department of UIN Maliki Malang.

Advisor : Ali Ridho, M.Si.

Keywords : Conscientiousness

In the organizational structure of Ma'had Sunan Ampel al-Ali, the role of musyrif and musyrifah is significant. A musyrif and musyrifah is required to perform their duties properly in accordance with the established rules. They should be ready to supervise Mahasantri in learning, teach language in shobahul lughoh, assist in ta'lim al-Afkar al-islami, and also active in the committee of ma'had's events. Therefore their *conscientiousness* have must be good.

Conscientiousness is a characteristic in which someone shows that he moves on according to his conscience and tends to the direction of goodness, it looks from the sensitiveness to the surroundings, hardworking, well organized, thorough, timely, ambitious, and persevering in any behavior. In fact, with the same supporting facilities they showed a difference level of performance. Level of performance is as real behavior shown by everyone as an image of loyalty that is generated according to its role in a particular organization to achieve the vision and mission of the institution. it should be measured by the scale of various aspects of fidelity, honesty, discipline, teamwork, leadership, initiative and responsibilities.

This study analyzes whether there was an effect of *conscientiousness* on the level of job performance? There should be identified first, how big is his *conscientiousness*? And how much is the level of performance?

This study was conducted using quantitative methods. Guidelines used are from the psychological scales tested on samples taken from 38 old musyrif and mushrifah that are still active. By using simple linear regression analysis method in calculating, will be known whether there was an effect of *conscientiousness* on the level of Musyrf and Musyrifah's performance. It is found that Musyrf and Musyrifah having a high level of *conscientiousness* is 95% and medium level is 5%. Musyrf and Musyrifah having high level performance is 97% and medium level is 3%.

The calculations show that F_{count} is 27.946. A significance value of F compared with significance level of 5% is significant $F < 5\%$ ($0.000 < 0.05$). The comparison above shows the test F and significance level of F is smaller than 5%. It concludes that it reject H_0 and accept H_a . It shows the emerging of *conscientiousness* influence to the performance level of musyrif and musyrifah. It means that if the *conscientiousness* level of musyriks or musyrifah is high, the level of performance will be higher as well. The *conscientiousness* level influencing the level of performance can be seen from the value of R Square which shows 0.437 or influential figures show 44%, and the rest is the influence of other factors that is not examined in this study.