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PERSONAL VALUE MEDIATING THE ROLES OF RELIGIOSITY AND PERSONALITY LEVELS ON THE PERFORMANCE OF PRIVATE EMPLOYEES IN SURABAYA, INDONESIA

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Abstract: Religiosity and personality values are considered essential to behave and work in Indonesia. This study aims to investigate whether religiosity and personality affect the employees' personal value, whether religiosity and personality affect employee performance, and how personal value can intervene in the relationship between religiosity, personality and performance. Therefore, a quantitative study was conducted to understand between variables of personal values, religiosity, and personality using PLS (partial least square). Its respondents were 115 employees of Indonesian private companies in Surabaya. As the results, this study indicated that the personal value did not mediate personality and religiosity on employee performance, the personal values and religiosity had insignificant effect on employee performance, the personality affected employee performance and personal value, the level of religiosity affected employees' personal value, the personal values and performance did not affect employee performance, and the observed companies influenced employees' job values.

Keywords: personal value, religiosity, personality level, performance