Effect Of Personality (Big Five Personality) To Multitasking

Rizki Widyahastuti & ZainulAnwar

University of Muhammadiyah Malang

widyahastuti.rizq@gmail.com

Abstract: Humans perform daily activities, in resolving some activities, people can do multiple task in the same general time period by engaging in frequent switches between individual tasks that is called multitasking. The preference of a person to perform multitasking is called polychronicity. One of the factors that play a role in behavior is a personality, such as the Big Five Personality. The purpose of this study was to determine the effect of Five Personality Dimensions of the Big Five Personality to multitasking. The method used is quantitative research with the type of causal comparative research. The subjects of this study were 100 lecturers from UMM and sampling method using quota sampling. The instrument used was the Big Five Personality Inventory and Multitasking Questionnaire. Test data using Ordinal Regression Analysis. The results show that the contribution of personality based on the value is Nagelkerke coefficient amount of 14.4%, while 85.6% comes from other factors. The dimensions of Big Five Personality Factor such as extraversion, conscientiousness, openness and neuroticism are not significant effects on multitasking.

Keynote: Big Five Personality, multitasking, agreeableness, lecturer

INTRODUCTION

Each person every day doing different activities. At the time of the event, sometimes someone doing a different activity at a time. For example, watching television while eating, walking, eating, driving while talking on the phone, typing while receiving telephone and others. In addition, there are also people working on an activity one by one, by completing one job and doing other jobs.

All sorts of activities by individuals who carried out simultaneously or done quickly transferred is called multitasking and those who do are called multitasker.Regarding how to use the time in this activity are two terms, namely polychronicity and multitasking. Multitasking is the behavior engaged in several tasks at the same time and refers to the ability to handle multiple tasks and switch quickly which is required for successful performance. While polychronicity is a tendency to engage in two or more tasks simultaneously and has a tendency of reference or in the work environment (Poposki& Oswald, 2010).

In the past, people believed that perform several activities at once (multitasking) is a good thing and can increase productivity. To reach an adequate level of performance and achieve some goal, some people assume multitask required. Successful people who tend to participate in this event may be to develop a preference for multitasking (Sanbonmatsuet al, 2013).Thus, many people who do multitasking in doing a lot of activities, also in the works. As disclosed Jarmon (2008), there is a company called BaseX which is a research company in New York, published a report in 2005 about the negative impact of multitasking on the productivity of information workers in the company.

The report estimates that the disruption and downtime caused by e-mail,instant messaging, Internet, and other technology costs US businesses $ 588 billion per year. Similarly, in the research Russ & Crews (2014) who studied 175 people with a variety of employment status, indicating that the loss of productivity of 148 minutes per day, with a number of indications that the 30% average working time per day is not productive because of the behavior of multitasking and the presence of some interference.

Hembrooke& Gay (2003) discusses the effects multitasking of computerduring a lecture in the classroom. Two groups of students as research participants. One group had unlimited use of computers during class lectures. While another group of students can not use the computer during a lecture in the classroom, they use the same study materials. The students were free to e-mail,instant messages, and browsetheInternet during lectures conducted, the results are less good at quizzes after college. Including a second quiz with multiple choice questions andquestions. Recallshort answer Despite the fact that it is a special effect on short-term memory. But in general, student performance did not decline.

Multitasking is also found in teachers and lecturers in educational institutions, according to the Alberta Teacher's Association (2012) some form of multitasking that can not be avoided but it is an indication of good classroom management and effective use of class time. For examdple, teachers often share teaching materials while instructing students on how to use the teaching material prepared has, but it also could direct teachers to teach the students while watching one of the other students. Most researchers conclude that multitasking can

improve the efficiency of teachers and an integral part of effective classroom management. However, multitasking may be detrimental to the process of learning, reflection and planning lessons all of which require concentration and creativity.

The results of the Sanbonmatsu et al (2013) showed people who do multitaskingserious is that they are not the most capable of multitasking effectively. Thus, people who are most likely to multitasking appear on athose who have difficulty focusing or concentrating on one task. This, because multitasking has been proven to be experienced individuals who impulsively acting without thinking and who have difficulty regulating their attention.

Regardless of any loss suffered due to work in amultitasking,truemultitasking has now become an important component of job performance for many workers, and some authors have recently asserted that almost every job requires at least a couple of times multitasking to do the job(Bühner et al (2012), in Poposki& Oswald, 2010).

Multitasking looks efficient when viewed from the surface, but basically when the turn of the task will be visible losses. If counted, multitasking will take a bit of time just a few seconds, but if done repeatedly it will take a lot of time and eventually make a lot of mistakes (American Psychological Association, 2006).

In the use of time and how to do a task. People use their own way, it is associated with personality traits a person. In the dissertation Sanderson (2012), which examines the relationship multitasking by using thepersonalityBig FivePersonality,resultsextravertiondimension,neuroticism, conscientiousness and openness have a positive relationship with polychronicity, while the dimensions of agreeableness have a negative relationship with polychronicity.

A study shows that Conscientiousness and extravertionhave a positive relationship with polychronicitywhile three other factors have a negative relationship with polychronicity (Bhattacharya, Suresh & Joan, 2015).because individuals Polychronic are more likely to react to stimuli in the surrounding areas while continuing duty or divert attention between tasks ongoing. Therefore,individualpolychronicity must have the ability to remain calm and control the anxiety generated by the need to switch tasks (Oswald et al (2007), in Bhattacharya, Suresh & Joan, 2015).It is this ability that enabled owned by individuals extraverted than introverted.

Factors affecting multitasking has been investigated by Wulanyani (2015, in Wulanyani, 2014) in his dissertation shows that multitasking is affected by factors of intelligence, personality and ways of working. So personality is also a factor in influencing the behavior of multitasking.

For that studied more in depth about the personality and multitasking. this Because of human activities in the use of time can not be separated from the human

personality. Personality in this study using the theory of Goldberg (Pervin, Cervone, & John, 2010). The theory is widely reveal about personality categorized into 5 large, namely Neoriticism, Extraversion, opennes, Agreeableness and Conscientiousness is the Big Five Factor ofPersonality. Big Five is structured not to classify an individual, but rather to describe the personality traits were recognized by the individuals themselves in everyday life. More so in this study uses personality factors than intelligence and ways of working.

In addition, the results of research between personality and polychroncity (multitaskingtendency)of each of the different researchers. While the other four personality dimensions which research results are still different, then there needs to be more research in order to corroborate the results obtained earlier studies. Besides this, the study also wants immediate results in the form ofshape of perilaumultiasking not only thetrends.

By knowing the relationship of these two variables. The possibility of losses caused by theabilitymultitasking can be reduced. This can be done by maximizing human resources based on personality and does not eliminate the potential for polychronicity the individualforhowevermultitasking also depends on how one soothes himself in work.

Based on the description above, it can be formulated issues to be raised in this research is the influence of personality How big five personality (which consists of neoriticism, ekstraversion, opennes, agreeableness and conscientiousness) againstbehavior? multitasking on employee The purpose of this study was to determine the effect ofpersonalitybigfivepersonality (which consists of neoriticism, ekstraversion, opennes, agreeableness and conscientiousness) against multitasking lecturer University of Malang.

It is expected that if the results of this study can be a reference for the world organization and education to be able to manage people who have a tendency multitasking.to look at his personality Thus, placement and management of human resources in the work precisely and does not decrease the productivity of organizations and resources or potential dimiiki by that person.

Personality *(Big Five Personality)*

According Phases (Alwisol, 2009: 8) mengunkapkan that personality is the typical pattern of thoughts, feelings, and behaviors that distinguish people from one another and can not be changed across time and situations. In addition to 2 on the definition, according to Goodstein & Lanyon (1997) defines that *"personality is an abstaction for enduring Reviews those of the person that are significant for his or her interpersonal behavior"*. This means that a person's personality associated with interpersonal behavior.

It can be concluded that the personality of a human psychological quality picture that shows one of the patterns, feelings and behaviors are typical and consistent in him.

In psychology there are some theories that reveal about personality, one of which is the theory of the Big Five Personality Factor byLewis Goldberg (Pervin, Cervone, & John, 2010: 262-263). The fifth dimension or so-called factors are neoriticism, ekstraversion, opennes, agreeableness and conscientiousness are often abbreviated by OCEAN.

Neuroticism is also called emotional instability in contrast to the emotional stability which include negative feelings, so that people high in this dimension will tend to experience anxiety, sadness, a sense of fragile and nervous tension coupled with anxiety, hostility, depression, impulsivity, find no safe, sensitive and easily strained. (Friedman &Schustack, 2008; Papalia, Olds, & Feldman, 2009; Pervin, Cervone, & John, 2010).

Openness is also called culture or intellect generally people who value high on this dimension are people who considered his experience to describe the breadth of the specialization, the depth and complexity of mental individually and life experiential, but it also likes to accept new things and try new things that will tend imaginative, always curious, creative, fun and artistic. (Friedman &Schustack, 2008; Papalia, Olds, & Feldman, 2009; Pervin, Cervone, & John, 2010).

Ekstraversionis often referred to surgencyand agreeableness summarizes the nature of interpersonal includes such traits portrayed what people do to other people.traitAgreeablenessincludes trust, honest, altruistic, abide by the rules, modest and easily changed stance so of those who were high value on these dimensions would tend to be friendly, cooperative, believable and warm. While ekstraversion nature covering sociable, assertiveness and positive emotions, so that people with high scores on these dimensions would tend to be energetic, enthusiastic, dominant, friendly and enthusiastic (Friedman &Schustack, 2008; Papalia, 2009; Pervin, Cervone, & John, 2010).

Conscientiousness is also called the lack of impulsivity describe the behavior of berorientsi tasks and objectives and control implus required socially, its properties include competent, comply with the obligation, full of plans and discipline so that people who value high on this dimension generally tend to be cautious, dependable , organized and responsible (Friedman &Schustack, 2008; Papalia, Olds, & Feldman, 2009; Pervin, Cervone, & John, 2010).

Multitasking

behavior of multitasking the circuit can be explained by the theory of cognition,behaviormultitasking is the result of a series of cognition occur simultaneously where each experience is a different purpose from the completion of his task. So the multitasking is working on several tasks at once or frequently switching tasks in the process.

Munurut Jarmon (2008) multitasking can occur in three ways: a) a person can work on two or more tasks simultaneously, such as reading a case while watching television. b) One can switch between tasks repeatedly,

such as alternating between answering e-mails and listen to the discussions during class. c) Someone can complete two or more tasks in a fast time or accuracy.

Kushniryk (2008) defines that multitasking is a complete set of jobs in the same period of time, simultaneously or with a transition time often and quickly from one task to another task. Kushniryk also suggests there are four factors that affect multitasking:1) general multitasking abilities, 2) computer multitasking, 3) ability to perform two primary tasks simultaneously, 4) ability to perform primary and secondary taskssimultaneously.

Multitasking is to do a job, activity or task more than once or changed activity with one another with a fast time frame.

Personality*(BigFive*Personality)**and** *Multitasking*

Referring to the previous theoretical study, we can see the relationship between the variables of personality(BigFivePersonalityFactor)with multitasking. This is due to the behavior of multitasking is a common human behavior at all times and personality also affect the multitasking as in previous studies. In multitasking,an individual to divert attention between tasks, often suddenly and with the pressure of time (Bhattacharya, Suresh & Joan, 2015).

variables Big Five Factor Personality that neoriticism, ekstraversion, opennes, agreeableness and conscientiousness have a broad scope in it so there is a possibility that some of the dimensions of the Big Five Factor Personality has a significant relationship to multitasking. This is because the ektraversion, someone willhas the characteristics of an active, actively talking, sociable, very optimistic about something, fun and affectionate, people-oriented relationship with someone (Costa &Widiger, 2002), so people with these characteristics will not be too feel the feelings of anxiety or other negative feelings so that it can perform polychronicity(Bhattacharya, Suresh & Joan, 2015). In line with neuroticism, on agreeableness which have characteristics of a soft heart, a good heart, may believe, helpful, forgiving those who hurt him and altruistic (Costa &Widiger, 2002) and because of the nature of flesibilitasnya that someone high value on agreeableness can do polychronicity. This is different to neurotcismwhich has the characteristics of anxiety, quarrels, depression, self-consciusness, impulsive, and easily attacked (Costa &Widiger, 2002), this dimension will involve a lot of negative feelings onindividuals who have a tendency multitasking.In line with the neuroticism, the conscientiousness have characteristics of organized,reliable,self-directed,ambitious, timely, accurate, and persevering. Because it is tended regularly this one could not dopolychronicity(Bhattacharya, Suresh & Joan, 2015). The last dimension is the openness with discrete curious, imaginative, willing to entertain with new ideas and values that are unconventional, they can feel the sense of thorough (Costa &Widiger, 2002),

with these traits thenno relationship with polychronicity (Bhattacharya, Suresh & Joan, 2015).

Therefore, this hypothesis is Neuroticism, conscientiounessandopenness was not coined a significant impact on multitasking, agreeableness and extravertionhave a significant impact on multitasking.

METHOD

Participants

Participants in this study are professors at 10 faculties at the University of Malang. In this study using the 100 participants, 50 mens and 50 woman. With mean of age 34.74 years old.

Measures

Measure multitasking using *Multitasking* Questionnairecreated by Alla Kushniryk (2008). There are 19 items, which uses original Likert scale is 1-5 starts from strongly agree to strongly disagree with. Reliability *Multitasking Questionnaire*onresearchresultAllaKushniryk (2008) states that the results obtained mengujiannya*Cronbach alpha* of<*(0.81).*

As for pesonality using the *Big Five Inventory*(BFI),made by Oliver P. John and V. Benet-Martinez in 1998 there were 44 items on this scale. With original Likert scale is 1-5 starts from the very suit to very inappropriate. John & Srivastava (1999) has been retested scale of BFI*(BigFive*Inventory)original 44 items, which resulted in a Cronbach Alpha reliability of (0.*83).*To scale adaptation has been translated into Indonesian, Ramdhani (2012) enhance the visibility of every aspect in the BFI among others *extravertion (0.73), Agreeableness (0.76), conscientiousness (0.78), neuroticism (0.74) and Openness (0.79).* From the test results of 44 of the original item, after being adapted into 28 items that have met the construct of *the Big Five* in Indonesia.

RESULT AND DISCUSSION

Based on the research results Multitasking is categorized into 3 medium, high and low. In the category of being the highest of 45% compared with the high and low categories. This variable has a mean of 24.73 and a standard deviation of as much as 4.369. Details descriptionvariables*multitasking* as follows:

Table 1.Multitasking Description

Mean	SD	Kategori	Interval T*score*	N	Presentase (%)
24,73	4,369	Rendah	32,31 – 45,28	32	32
		Sedang	45,29 – 58,25	45	45
		Tinggi	58,26 – 71,22	23	23
	TOTAL			100	100

Test the hypothesis of the research that look at the effect ofvariables *independent* on the dependent variable using ordinal regression method. Before getting the test results of hypothesis testing the feasibility of a model first usingfunction *logit link* which can be seen in Table 2.

Table 2. Feasibility Model

Sig / p	Description
.125	Sig / p> 0.05

It is known that the probability values on *the* Goodness *of Fit* for 0,125 more than at the level of 0.05 means a decision in accordance with the predictions of research data ordinal logistic regression model and the model used is a model that deserves to be used.

Table 3. Major Hypothesis Test Pseudo R-square

coefficient	Coefficient value
Cox and Snell	0.127
Nagelkerke	0.144
McFadden	0.064

Based on the results obtained Pseudo R-square coefficient of Cox and Snell of 0127, McFadden coefficient of 0.064 and Nagelkerke coefficient of 0.144 percent. This indicates that the five dimensions of personality that are included in *the independent variable* able to explain the multitasking of 14.4%.

Results showed that *agreeableness* have a significant effect on the behavior of *multitasking.* Based on these results, the major hypothesis in this study can be accepted is that significant personality can affect the amount of 14.4% *of multitasking.* Meanwhile, minor hypothesis show that: (1) there is no significant effect between *extravertion ,conscientiousness, neuroticism, openness* to *multitasking,* so the hypothesis is rejected. (2) There is significant relationship between *agreeableness* to *multitasking* so that the hypothesis is accepted. *3* things to define *multitasking* is: *multitasking* consists of several jobs/tasks, in performing their duties consciously shift task from one to the other tasks and the latter is doing the work of more than one concentration of transition tasks that occur in a short time (Oswald et al, 2007).

Lecturers are professional educators and scientists with the main task of transforming, developing and disseminating science, technology and the arts through education, research and community services (Kustono, 2010). Additionally, in the execution of his duties there are some professors who also have certain structural positions in their profession. It can be concluded that the task of teaching faculty not only to students, but there are also other main task is to conduct research and dedication to the community some of them also have duty as structural officials at each of the universities. From this indicates the possibility that the lecturers do *multitasking* in performing its duties. This is evident in the results of this study showing that 68% of lecturers are in the category of medium and high*multitasking* in their daily lives.

In the application of the theory of personality, personality theory is a predictive tool which is to discuss the theory of stable individual differences and the basis of the individual difference (Cevrone&Pervin, 2012: 48-49). So that these personality measures are predictions that predict the personality of each person based on the dimensions dominate.

Inpersonalityextravertiondimensions,the results obtained from this study is hypothesis is rejected. This shows that extravertion not possess a significant influence on multitasking. In many previous studies show the opposite. Some journals state that extravertion have a positive relationship with multitasking or polychronicity which means that when a person hasvaluepersonalityextravertion a highthen the person will also tend to be high in multitasking (Bhattacharya, Suresh & Joan, 2015; Lieberman & Rosenthal, 2001). According to Magnus et al (2014), they merge 5 items of personality in Guilford-Zimmerman Temperament Scale (GZTS) are closely associated with the Big Five personalityFactor.In the journal shows that there are additional features on extravertion namely: orientation to detail, energetic, want attention, organized and assertive. The results of the study conducted by Magnus et al (2014) on the employee shows that workers who do not like multitasking is a task that requires a lot of planning and the way it is structured and organized.

Personality dimension neuroticism tends to be negatively correlated with the preferences of multitasking because of anxiety caused bysituations. MultitaskingBut in terms of neuroticism impulsifitasnya may affect employees' like multitasking (Poposki, Oswald, &Brou, 2009).

It also occurs in conscientiousness. Results of previous studies show that there is no significant relationship between multitasking with conscientiousness (Girgis, 2010; Kinney, 2007). In an organization, an individual performs poorly when they will get *reviews,* negative performance criticism, or even dismissal. For fear of negative consequences after not performing well, making a person experiencing anxiety about the consequences of not on the task. This may also explain the significant relationship between *locus of control,conscientiousness,*and*extravertion* (Girgis, 2010).

In research Bhattacharya, Suresh & Joan (2015) found that oppenessunrelatedpositivemultitasking tendencies.Meanwhile, a greeableness affectingmultitasking significant in this study. People who have a high personality value on these dimensions would tend to have a soft heart, a good heart, may believe, helpful, forgiving those who hurt him and altruistic (Costa &Widiger, 2002). This is in line with research findings in a dissertation Sanderson (2012), show that agreeablenesshave a positive relationship to the trend of multitasking.

In the world of work, personality can not be separated in influencing things that will occur therein. Big Five Personality has a major contribution in influencing job performance in the workplace (Tett, Jackson & Rothstein, in Burger, 2000: 197). This indicates that it is important to know the personality of the worker. Burger (2000: 197-198) states that workers with conscientiousnesshighwill make outstanding workers, workers who are high on agreeableness will be people who can be trusted, helpful and cooperative. Workers who have a high value on openmes will sanat useful at the time of job setting. While people are high on value extravertionhave an edge in the business world. The contribution of personality in the world of work also makes agreeableness that significantly affect a person can work in multitasking.Someone who does not feel comfortable with multitaskingcan not be forced to do so because it will cause harm to the results of his work. For that we need foresight before giving the job to the worker, one can see the worker's personality first.

CONCLUSION AND IMPLICATIONS

Based on the results of this research, it can be concluded that there are significant between personality*(BigFive*pesonality)to *multitasking.*A*greeableness*which significantly affects *multitasking.*While the dimensions *opennes, extravertion, conscientiousness* and *neuroticism* does not significantly affect *multitasking.*Thus, if a person has apersonality*agreeableness* dominantto him then that person will tend to behave multitasking.

For researchers who do further research there are some suggestions that can be done. First, associate multitaskingwith other variables in addition to personality, such as: productivity, performance or intelligence etc. Second, further research can be done by examining polychronicity and multitasking so that differences and limitations increasingly apparent. Third, research can be done with different participants both in terms of profession, age or other participants wider so that research results can then be more helpful, not only related to the institution.

REFERENCES

Alwisol. (2009). *Psikologi kepribadian* (Ed. Revisi).Malang: UMM Press

American Psychological Association, (20 Maret 2006). *Multitasking: Switching costs.* Diakses tanggal 3 November 2015 http://www.apa.org/research/action/multitask.aspx

Bhattacharyya, A., Suresh A., & Joan T.S. (2015). Personality predictors of *polychronicity* among young adults. *Global Journal of Human-Social Science: A Arts & Humanities- Psychology, 15, (*2), 42-51

Burger, J.M. (2000). *Personality* (5th ed.). Belmont, CA: Wadsworth/Thompson

Cervone D., & Pervin L.A. (2012). *Kepribadian: Teoridan Penelitian Buku 2* (Terj.Aliya Tusyani et al). Jakarta: Salemba Humanika.

Costa, Jr., & T. A. Widiger (Eds.). (2002). *Personality disorders and the five-factor model of personality* (2nd ed.). Washington, DC: American Psychological Association.

Girgis, Zackay Magdy. (2010). *Presicting multitasking performance and understanding the nomological network of polychronicity*. Master Thesis, San Diego State University

Goodstein, D. L., & Lanyon R. I. (1997). *Personality assessment third edition* . Canada: John Wiley & Sons, Inc.

Friedman H.S., &Schustack M.W. (2008). *Kepribadian: Teoriklasikdanriset modern jilid 1* (Terj. Fransisca et al). Jakarta: Erlangga

Hembrooke, Helene, & Gay, Geri (2003). The laptop and the lecture: The effects of multitasking in learning environments. *Journal of Computing in Higher Education15*, 46-64.

Jarmon, L Amy. (2008) . Multitasking helpful or harmful?.*Student Lawyer*, *36* (8)

John, O. P., & Srivastava, S. (1999). *The Big-Five dimensi taxonomy: History, measurement, and theoretical perspectives.* University of California, 102–138

Kerlinger. (2000). *Asas-asaspenelitian behavioral*. (Terj. Landung R. Simatupang). Yogyakarta: Gadjah Mada University Press

Kinney, T. B. (2007). *Task and individual characteristics as predictors of performance in a job-relevant multi-tasking Environment*. Unpublished Dissertation: The Pennsylvania State University

Kushniryk, Alla. (2008). *The development of a communication specific multitasking measurement instrument*. Unpublished Research: 30th Annual Research Symposium Collegeof Communication and Information Carolyn P. Brown Memorial University Center. Knoxville: University of Tennessee

Kushniryk, A., & Levine, K.J. (2012). Effects of multitasking on listening effectiveness in the learning environment. *Canadian Journal for the Scholarship of Teaching and Learning, 3(2)*

Kustono, Djoko., et al. (2010*). Pedoman beban kerja dosen dan evaluasi pelaksanaan tridharma perguruan tinggi*. Jakarta: Direktorat Jenderal Perguruan Tinggi

Lieberman, M. D., & Rosenthal, R. (2001). Why introverts can't always tell who likes them: Multitasking and nonverbal decoding. *Journal of Personality and Social Psychology, 80*(2), 294-310.

Magnus, J.M., et al. (2014). Personality correlates of preference for multitasking in the workplace. *Journal of Organizational Psychology,* 14(1), 67-76

Nazir, Moh. (2007). *Metodepenelitian*. Bogor: Ghalia Indonesia

Nuraida, (2008). *MetodePenelitian.* Jakarta: Aulia Publishing House

Oswald, F.L., et al. (2007). SYRUS: Understanding and predicting multitasking performance (NPRST-TN-07-5). Millington, TN: Navy Personnel Research, Studies, and Technology.

Papalia, D. E., Olds, S. W., & Feldman. R. D. (2009). *Human development :Perkembanganmanusia.* (Terj. Brian Marwensdy). Jakarta :SalembaHumanika

Pervin, A Lawrence., Cervone, Daniel., & John, Oliver P. (2010). *PsikologiKepribadian :TeoridanPenelitian*. Edisikesembilan. Jakarta: Kencana

Poposki, E. M., Oswald, F. L., &Brou, R. J. (2009). *Development of a new measure of polychronicity.* Report No. NPRST-TN-09-5. Navy Personnel Research, Studies, and Technology: Millington, TN.

Poposki E.M., & Oswald F.M. (2010). The Multitasking Preference Inventory: Toward an Improved Measure of Individual Differences in Polychronicity. *Human Performance, 23*, 247–264

Ramdhani, Neila. (2012). Adaptasi Bahasa danBudaya Inventory Big Five. *JurnalPsikologi 39*, (2), 189S-207

Russ, M. & Crews E D. (2014). A Survey of Multitasking Behaviors in Organizations. *International Journal of Human Resource Studies4*, (1),137-153

Sanbonmatsu, D.M., et al. (2013). Who Multi-Tasks and Why? Multi-Tasking Ability, Perceived Multi-Tasking Ability, Impulsivity, and Sensation Seeking. *PloS ONE, 8(1).* e54402. doi:10.1371/journal.pone.0054402

Sanderson, Kristin R., (2012). *Time Orientation in Organization: Polychronicity and Multitasking*. Doctoral Dissertation, Florida International University, Miami

Sugiyono. (2015). *MetodePenelitian Pendidikan*. Bandung: Alfabeta

The Alberta Teacher's Association. (2012*). The New Work of Teaching: A Case Study of the Worklife of Calgary Public Teachers*. Edmonton: ATA.

Todd, Amy. (2009). From Polychronicity to Multitasking: The Warping of Time Across Disciplinary Boundaries. *Anthropology of Work Review.* American Anthropological Association, 30 (2), 49-54

Winarsunu, Tulus. (2006). *Statistik dalam Penelitian Psikologi dan Penelitian.* Malang: UMM Press

Wulanyani, N. M. S. (2014). Memori dalam Multitasking.*Buletin Psikologi Fakultas Psikologi Universitas Gadjah Mada.* 23(2), 112 – 116