

Investigating the Link between Specific Personality Characteristics, Such As Conscientiousness and Extraversion, and Career Achievements and Job Satisfaction

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Abstract

This study explores the relationships between personality traits—conscientiousness and extraversion—and career achievements and job satisfaction among teachers at Punjab University. A quantitative research design was employed, using a probability sampling technique to ensure that all teachers had an equal chance of being selected, resulting in a sample of 268 teachers. Data were collected through an online self-administered questionnaire, and responses were analyzed using regression, correlation, and ANOVA statistical techniques. The findings reveal a significant positive correlation between conscientiousness and both career achievements ($r = 0.45$, $p = 0.001$) and job satisfaction ($r = 0.52$, $p = 0.000$), indicating that teachers with higher conscientiousness tend to experience better career outcomes and report higher levels of job satisfaction. Regression analysis further confirms that extraversion significantly impacts both career success ($B = 0.40$, $\beta = 0.42$, $p = 0.000$) and job satisfaction ($B = 0.33$, $\beta = 0.38$, $p = 0.000$), with extraversion explaining 22% of the variance in career success and 15% in job satisfaction. When both conscientiousness and extraversion were analyzed together, both traits emerged as significant predictors of career success and job satisfaction, with extraversion showing a stronger effect. The study concludes that personality traits play a crucial role in shaping career outcomes and job satisfaction, suggesting that interventions designed to enhance these traits could improve both professional success and well-being for university teachers. This study underlines the importance of personality qualities in educational policy and teacher development and focuses on university professors from different academic backgrounds. The study studies the effect of the two fundamental qualities of the personality which are conscientiousness and extraversion on job satisfaction and career conquest. Conscientiousness is associated with reliability, work ethics and advancement of the career. The second one is extraversion that are associated with effective networking, interpersonal dynamics and leadership. These studies examine characteristics that affect job performance, satisfaction

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with a job and career achievement among the professors of the University of the Punjab. The quantitative methods used involved regression analysis and correlation. This study aims to demonstrate how conscientiousness and extraversion contribute to professional success and highlights the synergistic effects in the presence of both qualities.

Keywords: *Conscientiousness, Extraversion, Career Success, Job Satisfaction, Personality Traits, Leadership, Networking*

Introduction

The Research has focused on the association between work outcome and personality including productivity and satisfaction. (Judge et al., 2001). Conscientiousness and extraversion are among the Big Five personality qualities that have been studied broadly. According to the research conscientiousness, self-control, a strong sense of duty and reliability leads to better job and career performance (Barrick & Mount, 1991). On the other side extraversion, illustrated by passion, friendliness, and strong energy might impact the dynamics of the workplace and job satisfaction (Barrick & Mount, 2012). Understanding the connection among these qualities and their impact on job happiness and career advancement is very crucial for individuals who are pursuing professional growth and organizations aim to improve performance and employee well-being. This study aims to examine how conscientiousness and extraversion affect professional results. It also focused on checking on the association between personality and workplace success. Individual behavior research, particularly in the workplace, depends on personality traits.

Extensive literature exists regarding personality traits and job performance, career success, and job satisfaction under the rubric of the Five-Factor Model, namely openness, conscientiousness, extraversion, agreeableness, and emotional stability (Chandrasekara, 2019). Among these, conscientiousness and extraversion are particularly well-studied since they have been shown consistently to relate to career outcomes. Conscientious individuals tend to be reliable, organized, and persistent. As a result, highly conscientious people tend to work hard, set goals, and self-regulate well-all of which contribute to their career success in structured and challenging workplace environments. In fact, a wide range of studies show that conscientiousness correlates very strongly with job performance, regardless of the type of technical, managerial, or creative work (Barrick & Mount, 1991). Extraversion is made up of traits such as sociability, assertiveness, and enthusiasm. These influence considerably, but in different ways. People called extraverts tend to do better at jobs that require interacting with others, working with others, and leading others. They tend to have higher levels of energy and generally seem to be comfortable with active communication and interpersonal involvement (Judge et al., 2001).

1.1 Conscientiousness and Career Achievements

Arguably, conscientiousness is one of the most widely studied personality traits concerning career outcomes. Such individuals have great motivation and also demonstrate ability to manage time and resources in conducting daily work activities, which results in excellent job performance (Roberts et al., 2005). This attribute is associated with many positive work-related results, including better job performance, chances for promotion, raises, and job security. Conscientiousness encourages a strong work ethic, attention to detail, and the ability to fulfill obligations-all of which are characteristic of successful careers that demand consistency and perseverance. For example, a very conscious employee is more likely to ensure that deadlines are met, produces quality work, and managers or colleagues will view the work as reliable, which can translate to promotions and career advancement over time (Williamson et al., 2005). Responsible individuals would plan their career in a structured manner. They will, therefore set clear goals, and strive to work with intent for them. All these are likely to propel them into career success as well as high job satisfaction (Roberts et al., 2005).

1.2 Extraversion and Career Achievements

Contrasting with conscientiousness, extraversion influences career success due to its impact on social interactions and leadership abilities. Extraverts are characterized by sociability, assertiveness, and higher levels of energy. These attributes are vital for those seeking advancement in careers that require teamwork, networking, and leadership. Extraverted people basically have a high level of interpersonal skills, which drives them to seek networking options that may be helpful to their career advancement. At the same time, extraverts tend to take higher leadership positions and influence over others, which is easily recognized and rewarded in organizations more often. In addition, extraverts are said to be better at creating as well as maintaining professional friendships, which in turn adds to their career opportunities, as well as professional rewards (Spurk et al., 2016). For example, research has shown that extraverted employees are often more successful in sales and management positions, where effective communication, persuasion, and team collaboration are crucial (Judge et al., 2001). The enthusiasm and optimism of extraverts can lead to a fun atmosphere in the workplace. This will, in turn, help increase career satisfaction because the individual feels attached to their fellow colleagues and organization.

1.3 Job Satisfaction and Its Relationship to Personality

Job satisfaction is an important component to understand the well-being and success of employees over time. It encompasses an overall emotional feeling about a job by a person, which would affect their performance and overall career development. Although it has been determined that factors like compensation, work-life balance, and job autonomy do impact job satisfaction,

traits such as conscientiousness and extraversion are key. Conscientious employees tend to have higher job satisfaction levels. They derive self-satisfaction and feel pride in what they are doing. Because they meet, and usually exceed, their expectations, they generally find higher levels of self-efficacy and job fulfillment, often as a result of working in an environment with structured tasks focused toward accomplishment of clearly set goals (Törnroos et al., 2019). Whereas, the influence of extraversion on job satisfaction occurs in a more social way. Extraverts have a better satisfaction with jobs when there is frequent contact with other workers, greater opportunities for interaction, and leadership roles. Their skill at creating interpersonal attachments and propensity to enter roles often serves as the sources of greater job satisfaction for these individuals (Yang & Hwang, 2014). Job satisfaction, therefore, is not only a reflection of the work itself but also a product of the personality traits that shape how an individual experiences their work environment.

1.4 The Interplay Between Conscientiousness, Extraversion, and Career Success

Although both contribute separately to career success and job satisfaction, their interaction can be of equal importance. As conscientiousness fosters successful careers through effort, a sense of commitment, and organizational abilities, extraversion facilitates success through sociality, leadership, and networks. The combination of the two traits may offer some kind of competitive edge in corporate settings, as those carrying both conscientiousness and extraversion are likely to achieve higher levels of accomplishment in different roles. Their conscientiousness ensures them of having the organizational ability and self-management skills which will ensure them of outperforming in their performance, while their extraversion ensures them of being easily able to navigate through office politics. Collectively, these attributes contribute to better career progression and job satisfaction as people who hold both characteristics will demonstrate more productivity, increased capability of developing professional relationships, and a greater ability to become leaders in their profession.

1.5 Research Objectives

- To examine the influence of conscientiousness on career accomplishments and job satisfaction.
- To study the impact of extraversion on career success via leadership and networking.
- The purpose is to explore a joint effect for conscientiousness and extraversion on job satisfaction and career outcome.

1.6 Problem Statement

There lies the issue this research investigates—an inadequate understanding of how traits of personality, such as conscientiousness and extraversion, impact career-related results in terms of achievement and satisfaction. Even though previous researchers addressed the effect of these

aspects at an individual level, however, few researches found discussing on the interaction between them about its impact on professional result. Given the increased interest in personality in recruitment and career development, it is crucial to understand how conscientiousness and extraversion interact to affect career success indicators, such as promotions, salary advancement, and job satisfaction, for individuals and organizations alike. This paper seeks to fill this gap by examining the interactive effects of these two traits on career paths and overall job satisfaction.

1.7 Significant of the study

This study is important, as it may provide useful implications regarding the effects of such personality characteristics as conscientiousness and extraversion on career success and job satisfaction. Investigating combined effects may also inform employers and human resource professionals in refining recruitment and employee development strategies so that only people whose personality traits match with certain jobs or organizational needs would be targeted. More importantly, the results can help people understand how their personality impacts their job performance and job satisfaction, thus helping them in career planning and self-development. Finally, this study contributes to the greater discipline of industrial-organizational psychology by expanding our knowledge about how personality influences work-related outcomes and employee well-being.

2.0 Literature Review

2.1 Personality characteristics and Career Outcomes

The relationship of personality characteristics with workplace outcomes has recently emerged as a significant area of research in the field of industrial and organizational psychology. Amongst the Big Five personality traits, conscientiousness and extraversion have been very extensively studied due to the robust correlations of these variables with job performance, career success, and job satisfaction (Irshad & Naz, 2011). Conscientiousness, which encompasses all qualities of diligence and reliability combined with self-discipline, is always well correlated with various carriers-success indicators. People characterized by high levels of manifest conscientiousness are those who are more likely to have the qualities of being better organized, dependable, as well as achievement-oriented--all qualities valued in practice. These qualities make sure that conscientious people may be more likely to do what is expected of jobs, perform higher, as well as gain career rewards such as promotions and gains in income (Roberts et al., 2005). (Barrick & Mount, 1991) meta-analysis found that conscientiousness is a strong predictor of job performance across a range of occupational fields, including managerial, technical, and clerical roles. Additionally, conscientious individuals are more likely to be satisfied with their jobs because their work ethic allows them to feel a sense of accomplishment and competence, which enhances their job satisfaction (Judge et al., 2001).

On the other hand, extraversion, characterized by personality features such as sociability, assertiveness, and enthusiasm, also strongly contributes to career success, but in notably different ways. Extraverted people generally thrive in organizations that require much mutual contact, cooperation, and leadership. Their amiable character makes it easier to build powerful professional networks and engage in social and organizational activities, including leadership positions—all these factors are related to greater career success (Bui, 2017). Extraversion has especially come to affect career-related outcomes in, for example, selling, management and customer service in which the requirement for interpersonal skills as well as people influences is much more paramount. Extraverted individuals report greater job fulfillment, finding their niches in the workplace in roles that encourage socialization, as well as those promoting leadership functions. A recent study conducted by (Judge et al., 2001) also found that extraverts report higher levels of job satisfaction due to the positive relationships they form at work and their ability to influence and lead others.

2.2 The Interaction Between Conscientiousness and Extraversion

However, there has been growing interest to see how the interaction of conscientiousness and extraversion together may impact professional careers. While both conscientiousness and extraversion are respectively correlated with career success and job satisfaction, some of the studies suggest that individuals performing better in both conscientiousness and extraversion may outperform others who have achieved high scores in only one of these traits (Spurk et al., 2016). The combination of conscientiousness and extraversion enables one to excel in the job-oriented and social spheres of work. Conscientiousness provides the discipline and structure that is good for the job performance. On the other side, extraversion enhances the leadership, networking and social connections. The interplay of these qualities provides a synergistic consequence that leads to a rise the job satisfaction and career accomplishments.

2.3 Contextual Factors in Personality and Career Outcomes

The proofs highlight the importance of the context to determine how these qualities affect professional attainments. According to the research, the impact of personality qualities on job satisfaction and career success varies with job features like intricacy autonomy and social demands (Seibert & Kraimer, 2001).

People with principles, for example, may succeed in professions that need accuracy, organization, and independence. However, extroverts may excel in dynamic, sociable settings. The interplay of the job characteristics and the factors of personality might have serious consequences for career planning and organizational practices. The importance of job satisfaction in the path of a career cannot be ignored.

Satisfied employees are more motivated, passionate, and committed at work, which leads to a high level of production and career advancement (Cook, 2005). The relationship between personality characteristics, job satisfaction, and career outcomes is complex and multifaceted, and understanding this relationship is crucial for both individuals and organizations.

2.4 Research gap

While numerous studies have explored extensively the direct influences of conscientiousness and extraversion, respectively, on career success and job satisfaction, there exists a vast gap in what these two personality traits would interact to enhance professional performance. Most researches in this regard focused on such traits individually while forgetting their combined presence, which would likely interact to enhance the synergy for both career success and job satisfaction. Despite their associations with job performance, leadership, and social engagement, the mechanisms through which these traits together influence long-term career paths are largely unexamined. The lack in this literature pointed to a deeper need for understanding how conscientiousness and extraversion uniquely influence career outcomes-meaningful insights that both individuals might find useful to manage their careers effectively and organizations may want to understand to improve their talent development strategies.

2.5 Hypothesis

The research hypothesis of the study is;

H1: There is a significant positive relationship between conscientiousness and career achievements and job satisfaction.

H2: There is a significant positive relationship between extraversion and career success, particularly through leadership and networking.

H3: There is a significant interaction between conscientiousness and extraversion that influences career outcomes and job satisfaction.

3.0 Methodology

3.1 Research Design:

This study was designed as a quantitative research study to examine the relationships between conscientiousness, extraversion, career achievements, and job satisfaction among teachers at Punjab University. The quantitative approach was chosen to collect and analyze the data to test the hypotheses. It explores the relationships among the variables.

3.2 Population:

The population of this study is the teachers from the University of Punjab it includes diverse groups of individuals who vary with the level of conscientiousness and extraversion. It also examines how these personality traits link to career outcomes and job satisfaction.

3.3 Sampling Technique:

A probability sampling technique was used to ensure that every teacher at Punjab University had an equal chance of being selected for the study. This method was employed to minimize sampling bias and provide results that could be generalized to the larger population of university teachers.

3.4 Sample Size

The sample size was determined 268 teachers from the University of Punjab. This method wants to minimize the sampling bias. It provides a result that could be generalized to the larger population of university teachers.

3.5 Data Collection:

Data were collected by a reliable online questionnaire. This is a self-administered questionnaire wherein respondents need to answer it alone and with the help of no other individual. It is to prevent bias during the process, as it eliminates the intervention of any interviewer while data collection, thereby preserving respondents' confidentiality. Responses were received by the participants based on their own response from the computer, since they could do it only in the mentioned and preset period of time.

3.6 Data Analysis:

The data were analyzed using the following statistical techniques:

- **H1: Correlation Analysis:** A correlation analysis was conducted to determine the relationships between conscientiousness and career achievements, as well as conscientiousness and job satisfaction. This analysis **was** intended to assess the strength and direction of these associations.
- **H2: Regression Analysis:** A regression analysis was performed to investigate how conscientiousness and extraversion predicted career achievements and job satisfaction. The strategy was used to review how personality qualities affected dependent variables individually.
- **H3: ANOVA (Analysis of Variance):** The ANOVA was used to see whether there were significant variations in career accomplishments and work satisfaction based on conscientiousness and extraversion. This technique was chosen to decide whether these personality qualities are linked with the different career outcomes and degrees of job satisfaction in different groups.

4.0 Data Analysis

The data analysis is used to check the relationship among the Punjab University professors' extraversion and ' conscientiousness, job happiness and career achievement. The first hypothesis checked the connection between conscientiousness job satisfaction and career success. The Second, hypotheses discuss how extraversion predicts professional success through networking and leadership. The last and third hypotheses evaluate how conscientiousness and extraversion together affect overall career results and job satisfaction. A range of statistical analyses was employed: correlation to examine the nature and degree of relationships, regression analysis to test the predictive potential of personality variables, and ANOVA in order to assess differences in career success and job satisfaction with regard to levels of conscientiousness and extraversion. It was in this way that a comprehensive approach was taken to describing how personality variables influence professional outcomes in academics.

4.1 Demographic information

Demographic Variable	Category	Frequency (n)	Percentage (%)
Gender	Male	130	48.5%
	Female	138	51.5%
Age Group	25-34 years	70	26.1%
	35-44 years	90	33.6%
	45-54 years	60	22.4%
	55+ years	48	18.0%
Academic Qualification	Bachelor's Degree	45	16.8%
	Master's Degree	150	55.9%
	Ph.D.	73	27.2%
Years of Experience	1-5 years	80	29.9%
	6-10 years	95	35.4%
	11-15 years	60	22.4%
	16+ years	33	12.3%
Department	Humanities	72	26.9%
	Sciences	90	33.6%
	Social Sciences	60	22.4%
	Engineering/Technology	46	17.2%

This is the hypothesis of regression analysis and is what is called (H2), so well designed to determine whether or not personality traits like conscientiousness and extraversion have

predictive capability about career achievements and job satisfaction levels. If the result of this analysis will show a positive correlation which also happens to be statistically significant between these two personality traits and the outcomes identified above, then it will point out clearly that conscientiousness and extraversion have a lot to play with in determining and designing career success and job satisfaction at large. This would mean that the individuals rated higher on these particular criteria exhibit a greater level of occupational success and job satisfaction more broadly. With regard to ANOVA (H3), the appropriate test to determine if there exist some significant differences in terms of occupational success and levels of job satisfaction once controlling for degrees of conscientiousness and extraversion. If large differences are found, then individuals with higher or lower levels of these specific personality traits achieve different career results and different degrees of job satisfaction. This would then underline the highly important role played by the personality traits in shaping professional experiences and professional lives that occur throughout people's career lives. Additionally, with both analyses, more would be learned about ways in which conscientiousness and extraversion importantly affect not only career outcomes but also more general levels of job satisfaction within the academic workforce.

4.2 Correlation Analysis

Variable	Career Achievements	Job Satisfaction
Conscientiousness	$r = 0.45$	$r = 0.52$
Significance Level (p-value)	$p = 0.001$	$p = 0.000$
Interpretation	Moderate positive correlation ($p < 0.05$) Strong positive correlation ($p < 0.05$)	

The correlation analysis revealed a moderate positive relationship between conscientiousness and career achievements ($r = 0.45$, $p = 0.001$), suggesting that individuals with higher conscientiousness tend to experience better career outcomes, such as promotions, professional recognition, and success. This relationship is statistically significant, indicating that the association is unlikely to have occurred by chance. Additionally, a stronger positive correlation was found between conscientiousness and job satisfaction ($r = 0.52$, $p = 0.000$), suggesting that conscientious individuals are more likely to report higher levels of job satisfaction. The p values for both career accomplishments and job satisfaction confirm the reliability of their relationship and support the hypothesis that conscientiousness plays a crucial role in improving both professional success and job fulfilment.

4.3 Regression Analysis for Extraversion and Career Success/Job Satisfaction

Dependent Variable	Independent Variable	B (Unstandardized Coeff.)	β (Standardized Coeff.)	p-value	R^2
Career Success	Extraversion	0.40	0.42	0.000	0.22
Job Satisfaction	Extraversion	0.33	0.38	0.000	0.15

The regression analysis results for Hypothesis 2 reveal that extraversion has a significant positive impact on both career success and job satisfaction. For career success, the unstandardized

coefficient B is 0.40 which shows that with every i-unit increase in extraversion, career success increases by 0.40 units. On the other side the standardized coefficient $\beta = 0.42$ shows a positive effect of extraversion on career success that enhances the leadership and networking capabilities. It is statistically significant because the p-value is 0.000, which suggests the impact of extraversion on career success is reliable.

The unstandardized coefficient $B = 0.33$ for job satisfaction shows that a 1-unit increase in extraversion results in a 0.33-unit increase in job satisfaction. On the other side, the standardized coefficient $\beta = 0.38$ indicates a moderate positive effect, with a significant p-value of 0.000. The R^2 values indicate that extraversion explains 22% of the variance in career success ($R^2 = 0.22$) and 15% in job satisfaction ($R^2 = 0.15$). These results highlight that extraversion plays a meaningful role in determining both career success and job satisfaction, especially through social interactions and leadership abilities.

4.4 Regression Analysis for Conscientiousness and Extraversion on Career Success/Job Satisfaction

Dependent Variable	Independent Variables	B (Unstandardized Coeff.)	β (Standardized Coeff.)	p-value	R^2
Career Success	Conscientiousness + Extraversion	0.28 + 0.35	0.30 + 0.40	0.000	0.35
Job Satisfaction	Conscientiousness + Extraversion	0.30 + 0.32	0.35 + 0.38	0.000	0.30

Career Success: Both conscientiousness and extraversion significantly predict career success, with extraversion having a stronger effect ($B = 0.35$, $\beta = 0.40$). The model explains 35% of the variance ($R^2 = 0.35$). Job Satisfaction: Both traits positively influence job satisfaction, with extraversion again having a slightly stronger effect ($B = 0.32$, $\beta = 0.38$). The model explains 30% of the variance ($R^2 = 0.30$).

The regression analysis related to Hypothesis 2 reveals that both conscientiousness and extraversion are significant predictors of career success and job satisfaction, with extraversion being more strongly related to both. In particular, concerning career success, the unstandardized coefficient for extraversion ($B = 0.40$) in addition to the standardized coefficient ($\beta = 0.42$) shows that high levels of extraversion positively affect career success, especially through enhanced leadership and networking skills. In a similar vein, conscientiousness and extraversion show an increase in job satisfaction, but extraversion marginally has a stronger impact on this. ANOVA analysis done for Hypothesis 3 shows a significant difference of career achievements and job satisfaction for different levels of conscientiousness and extraversion. This would imply that the people who have scored higher on these dimensions also experience better career outcomes and more job satisfaction, therefore meaning that these personality traits would play a vital role in determining career success and job satisfaction. The results derived from both regression and ANOVA analyses offer broader insight into how conscientiousness and extraversion may impact career achievements and job satisfaction among academic professionals.

5.0 Discussion

This study aims to explore the impact of the two traits of the personality that are conscientiousness and extraversion on career success and job satisfaction among the professors of the Punjab university. The ANOVA results support the hypothesis that both conscientiousness and extraversion are positively associated with job satisfaction and career achievements. It also understands how personality shapes professional outcomes.

5.1 Conscientiousness and Career Outcomes

The correlation analysis revealed a moderate positive relationship between conscientiousness and career achievements ($r = 0.45$, $p < 0.05$) and a stronger positive correlation with job satisfaction ($r = 0.52$, $p < 0.05$). These findings align with previous research by (Kirst, 2011), who established conscientiousness as a consistent predictor of job performance across various occupations.

The result of the correlation indicates a moderate positive relationship between conscientiousness and career achievements the value of the $r=0.45$ and p -value less than 0.05 indicate a strong positive correlation with job satisfaction $r=0.52$ and p -values are less than 0.05. These findings align with previous research by (Kirst, 2011), who showed conscientiousness as a consistent predictor of job performance in different domains. Reliability, self-control, and goal-oriented conduct are traits of conscientious people, who are more likely to fulfill the job requirements and succeed in their professions. The sense of achievement they get from steady performance expresses greater job satisfaction (Butler et al., 2015). The findings of this study indicate that conscientiousness is essential for promoting professional success and job satisfaction.

5.2 Extraversion and Career Success

The regression analysis for extraversion showed that this trait significantly predicts both career success and job satisfaction with extraversion and has a strong effect on the career success $\beta = 0.42$ compared to the job satisfaction value that is $\beta = 0.38$. This finding is compatible with research by (Judge et al., 2001), who highlighted that extroverts do well in social situations, using their sociability and passion in forming networks and taking on leadership roles. The correlation between extraversion and job performance, extraverts in academics may gain from dynamic interaction with colleagues, students, and administrative bodies.

Furthermore, the strong association between extraversion and job satisfaction reinforces the idea that extraverts find fulfillment in environments that offer opportunities for social interaction and leadership (Elvery, 2023). This finding supports the notion that extraversion contributes not only to career achievements but also to overall work satisfaction.

5.3 The Interaction between Conscientiousness and Extraversion

Hypothesis 3 suggested that conscientiousness and extraversion's interaction will lead to the more important career success and job satisfaction than when such two traits operate in individualistic directions. Results from regression analysis and ANOVA both give this hypothesis validity. Such a person scoring high on both scales of conscientiousness and extraversion enjoys much higher career success and shows a greater degree of job satisfaction than that of individuals having a high score only for one of the two constructs. This synergistic effect illustrates the complementary characteristics of conscientiousness and extraversion: whereas conscientiousness supplies the structure, discipline, and consistency required for the successful completion of tasks, extraversion promotes social interactions, leadership opportunities, and networking, all of which are crucial for career progression. The sum of these qualities enables people to succeed in the task-oriented and interpersonal aspects. This idea is also supported by (Spurk et al., 2016), who proposed that people who are both conscientious and extraverted have better career outcomes.

5.4 The Role of Contextual Factors

The study's contextual aspects, especially those related to the academic environment of Punjab University are important to determine how personality traits affect the outcome of the career.

According to previous research findings (Lin et al., 2001), personality's impact on career performance and job satisfaction alter from demand positions. For example, extroverts succeed better in positions demanding teamwork, administration, and student dealings. On the other side, conscientious workers succeed in tasks like study and teaching. According to Gundogdu et al. (2017), an academic professional may aim to set his personality to fulfill the administrative, teaching, and research duties.

5.5 Implications for Career Planning and Personal Development

This study's findings have profound implications for career planning and personal development. With an understanding of how conscientiousness and extraversion impact career outcomes and job satisfaction, people can utilize their strengths to enhance their professional lives. For example, those with higher levels of conscientiousness might focus on developing their organizational and time management skills to push themselves further in their careers, whereas those with greater extraversion may seek opportunities that focus on leadership or networking (Kerry & Murray, 2018). More importantly, the combination of these two characteristics points out that a person exhibiting high conscientiousness combined with high extraversion could seek careers which allow for personal accomplishment of tasks through harmonious interaction with people and leading other people. Such dualistic emphasis would most likely yield better both in

terms of career advancement and job satisfaction especially in academe where the said character is much cherished.

6.0 Conclusion

Therefore, the study finds that personality factors like conscientiousness and extraversion play an important role in shaping success at work and job satisfaction. By unveiling the way such characteristics influence the work outcomes, a scientific environment adds extra layers of understanding how personality works to foster career development and overall wellness. In other words, it is helpful to the individual and organizational approach for achieving the best route to their career and the appropriate fit to the working condition.

6.1 Recommendation

- Foster Conscientiousness through Professional Development offer training programs to develop conscientious behaviors such as self-discipline, organization, and goal-setting.
- Provide Career Development Opportunities create clear career advancement pathways and leadership training for faculty members, aligning with the needs of conscientious individuals.
- Encourage Goal Setting and Feedback provide regular feedback and set clear goals to help conscientious employees thrive and achieve higher career success.
- Promote a Positive Work Environment foster a collaborative and supportive workplace culture that enhances both job satisfaction and professional development.
- Conduct Longitudinal Studies future research should explore the long-term effects of conscientiousness on career progression and job satisfaction.

6.2 Future Implications:

Future studies should therefore explore the interaction between conscientiousness and other personality traits, including emotional stability and openness to experience, and how such combinations of personality traits impact career success and job satisfaction. Further, a study on how institutional factors like leadership styles and organizational culture affect this relationship could be highly informative for developing integrated strategies for the betterment of faculty success and satisfaction in academic settings.

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