

Do Big-5 personality traits contribute to employees performance? An empirical evidence from HEIs in Pakistan

ABSTRACT

Several factors influence the employee's personality including psycho-social factors. Previously studies have conducted to investigate the influence of Big-5 traits which impact employee's performance. This study investigated the influence of Big-5 on the employee's performance. The study used a cross-sectional survey a 5-point Likert scale was distributed among 163 samples selected randomly. The findings report a significant relationship between the predictors and a criterion variable. The study points those two predictors i.e., openness to experience and emotional control predict 57% variance in criterion variable as compared to the extravert, agreeableness, and conscientiousness. This study concludes that teacher's centric policies & mechanisms enhance employee trust and confidence and it overcomes the apprehensions, as result, they perform better and contribute more towards the promotion of education and research in higher educational institutions.