



### REVIEWER'S REPORT

Manuscript No.: IJAR-50847

Date: 01-04-2025

**Title:** Analysis of Personality and Career : A study among College students

**Recommendation:**

- Accept as it is.....**YES**.....
- Accept after minor revision.....
- Accept after major revision .....
- Do not accept (*Reasons below*) .....

Rating	Excel.	Good	Fair	Poor
Originality	√			
Techn. Quality		√		
Clarity		√		
Significance			√	

**Reviewer's Name:** Shafiya Akhter

**Reviewer's Decision about Paper:**      **Recommended for Publication.**

**Comments** (*Use additional pages, if required*)

### **Reviewer's Comment / Report**

**Introduction Review:** The introduction of the paper does a solid job of setting the stage for the exploration of the relationship between personality and career among college students. It begins by defining personality from various perspectives, referencing well-established psychological theories, and then introduces the concept of career as an essential aspect of an individual's life. The introductory section provides a clear foundation for understanding how personality can potentially influence career choices and satisfaction.

**Strengths:**

1. **Clear Definition of Personality:** The introduction does an excellent job of defining personality from multiple perspectives, referencing notable psychologists like Gordon Allport and Walter Mischel. The inclusion of the American Psychological Association (APA) definition also reinforces the depth of the paper's theoretical grounding.
2. **Big Five Personality Theory:** The explanation of the Big Five personality traits is clear and comprehensive. By breaking down each trait with contrasting dimensions, the introduction ensures that readers will have a thorough understanding of these key personality dimensions before the study begins. This sets up a strong theoretical foundation for the rest of the research.

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- 3. Connection Between Personality and Career:** The relationship between personality and career is logically presented. The idea that dissatisfaction in one's career can lead to dissatisfaction in other areas of life, such as emotional and financial well-being, is clearly articulated. This establishes the importance of understanding how personality traits can influence career satisfaction and choices.
- 4. Relevance to College Students:** The focus on college students as the subject of the study is appropriate, as this is a critical stage in a person's life where career decisions are being made. This demographic is relevant to the study of career paths and personality development.

### Areas for Consideration:

- 1. Clarification of Career Focus:** While the introduction defines career as an essential aspect of life satisfaction, a more specific discussion on the types of careers or professions the study will focus on would be useful. Are the study's findings applicable across all professions, or is it centered on particular fields, such as business, medicine, or the arts? A clearer definition of the scope of "career" would help set the context for the study.
- 2. Personality and Career Link:** While the introduction sets up the importance of personality traits in influencing career satisfaction, it would benefit from a more direct statement about how the Big Five personality traits will specifically be linked to career outcomes in the study. A brief mention of how the study will explore this connection would help readers anticipate the research questions or hypotheses.
- 3. Further Explanation of Career Satisfaction:** The introduction touches on career satisfaction but doesn't delve into the specific factors that contribute to it. For example, will the study consider career alignment with personal values, job responsibilities, or work-life balance? Adding more context around what constitutes satisfaction in a career would provide additional depth to the paper's focus.
- 4. Context of College Students:** The introduction discusses college students in general, but there is little exploration of the specific challenges or pressures they face in relation to personality and career. A brief mention of the academic or social pressures college students encounter that may affect career decisions would help contextualize the research within this group.
- 5. Personal and Societal Influences on Career Decisions:** While the paper discusses personality traits as key factors in career decisions, it might benefit from recognizing other variables that can influence career choices, such as societal expectations, family background, and educational opportunities. This broader perspective would provide a more holistic view of the factors affecting career choices and satisfaction.

### Strengths of the Manuscript Overall:

- 1. Theoretical Grounding:** The manuscript is grounded in solid psychological theory, with clear references to established research on personality. The explanation of the Big Five personality traits provides a useful framework for understanding individual differences.
- 2. Relevance to Contemporary Issues:** The connection between career satisfaction and personality is a timely and important issue, particularly for young adults navigating career paths. The study has significant relevance to current research on career counseling, personality psychology, and higher education.
- 3. Structure and Clarity:** The structure of the introduction is clear and logical. The flow of ideas from the definition of personality to the explanation of the Big Five traits and then to career satisfaction is smooth and easy to follow.

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### Areas for Improvement:

1. **Contextualizing Career Satisfaction:** A deeper exploration of what contributes to career satisfaction would enhance the introduction. This could include a mention of internal (e.g., alignment with interests and values) and external (e.g., salary, job security) factors that affect college students' career choices.
2. **Connection Between Personality and Career Outcomes:** The introduction would benefit from more direct language linking the Big Five personality traits to specific career outcomes. Briefly outlining how personality traits such as extraversion or conscientiousness could influence career choices or success would create a more direct connection to the study's aims.
3. **Expanded Focus on College Students' Career Pressures:** Given the study's focus on college students, it would be helpful to include a discussion on the specific pressures this group faces when making career decisions. For example, how do academic demands, societal expectations, and financial concerns shape their career choices and satisfaction?

**Conclusion:** The introduction provides a solid foundation for the study, offering a clear explanation of personality and career and establishing the relevance of the research topic. The definitions of personality and the Big Five traits are clear and well-structured, setting the stage for an in-depth analysis of how these traits might influence career satisfaction among college students. To strengthen the introduction, the manuscript could benefit from a more direct connection between personality traits and career outcomes, as well as a deeper exploration of the specific challenges faced by college students in relation to career decisions. Additionally, a broader perspective on the factors influencing career choices beyond personality would help provide a more comprehensive understanding of the issue.

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