

STUDYING THE CORRELATION BETWEEN THE INFLUENCE OF PERSONALITY ON CAREER CHOICES AND JOB SATISFACTION

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Abstract

The research investigates how personality characteristics along with job satisfaction and age, gender, educational background and living setting determine professional career paths through quantitative methodology. A 35-participant survey based on diverse respondents utilized a pre-made questionnaire that assessed personality using Big Five traits and measured both job satisfaction through a modified Job Description Index (JDI) and career alignment. The reliability test included 35 participants in a pilot study where Cronbach's alpha reached above 0.7. Job satisfaction emerged as the key predictor which shaped career pathway decisions among participants based on study results ($p < 0.001$). However, the tested demographic factors proved unimportant. Job satisfaction proves to be the main factor that influences career alignment through research findings which demonstrate its importance for better career development. The research findings advance career counselling methods and human resources practice through their emphasis on career-targeted internal factors while proposing satisfaction-oriented methods.

Keywords: Personality Traits, Big Five Personality Model (OCEAN), Career Choices, Job Satisfaction, Career Alignment, Employee Retention, Work Engagement, Career Development

Introduction

Research focusing on personality traits' influence on career choices continues to be highly important within the fields of psychology and human resources and career counselling. Staff members bring their personality traits into workplaces which affects their occupational perceptions while modifying their work methods toward better adaptation to professional

environments thus determining their suitability for particular roles. Scientists use the Five-Factor Model together with other personality models to study this phenomenon. The model identifies five traits named openness, conscientiousness, extraversion, agreeableness along with neuroticism which form an all-encompassing framework to assess career compatibility. The natural preference of open individuals leads them toward creative positions in design or arts while conscientious workers choose structured roles like accounting and engineering. The extensive use of personality assessments in career counselling practice and organizational talent development functions allows employees to discover jobs suitable to their natural behavioural components thereby maximizing career results throughout their work lives.

The emotional reaction of employees to their work environment and tasks while also considering whether their job fulfils their professional and personal requirements makes up the concept of job satisfaction. Job satisfaction depends on four categories: employees must understand their position, know how to balance work against personal life, need fair payment and good workplace relationships and sufficient room for career advancement. People achieve higher satisfaction at work when their job matches their abilities alongside individual preferences and fundamental values. Misalignment between employee traits and the requirements of their role will result in dissatisfaction and prevent work engagement along with potentially leading to burnout. Research shows job satisfaction affects how much work personnel accomplish while additionally determining whether they stay in their positions and remain faithful to their organizations. Job satisfaction drives workers to perform well and stay loyal to their company so they report better wellness and maintain dedication to their organization. This makes job satisfaction vital for both workers and their employers.

Job satisfaction relationships with personality traits represent the essential element for determining how career choices affect total life contentment. Job satisfaction increases alongside effective performance because individuals who pick careers suited to their personality attributes achieve better results. Those who consider themselves extroverted usually succeed best in sales or public relations roles yet introverts pursue satisfaction from research and technical fields and

roles that allow self-direction and quiet spaces. The connection between personal traits and roles a person performs creates both career achievements and active job engagement and workplace happiness. The research about how personality elements combine with career satisfaction results in useful knowledge for aspects such as career advice and business staffing practices. Alignment between individual traits and professional requirements leads to more satisfying work opportunities for people who become engaged with their work and greater organizational performance. Organizations depend on understanding personality-based career decisions together with job satisfaction to create settings which satisfy both employee and business needs.

Literature Review

Through social cognitive career theory Tan and Yahya (2011) examine how personality traits together with career strategies influence insurance agent satisfaction in Northern Malaysia. The research seeks to evaluate the relationship between extraversion personality traits and career satisfaction through the analysis of three career strategies which include interpersonal attraction and social support and self-nomination as potential mediating variables. A structured questionnaire received responses from 531 full-time insurance agents among the research sample. Through hierarchical multiple regression analysis, the authors discovered that extraversion produces positive links between career satisfaction while career strategies act as partial mediators in this relationship. The research findings demonstrate that personality plays an essential role in career satisfaction and strategic actions create positive outcomes for professional fulfilment [10].

Zaidi and Iqbal (2012) examine the connection between career selection and job satisfaction in Pakistan's service industry through their research. The research explores how employee career selection patterns affect work satisfaction while studying parent factors like job-personality fit and individual traits on employment fulfilment. A survey of 200 service sector workers at both senior and intermediate management levels included personnel from banking, teaching, medical and engineering professions. The researchers used structured questionnaire methods and regression and correlation tests for statistical analysis to study how career factors influence employee satisfaction. Research data shows a strong positive connection between career

decisions and job contentment meaning that people find better job satisfaction through choices matching their personality traits and values. Job satisfaction depends heavily on work values and career contentment according to research which demonstrates the need for matching career choices to individual traits to increase professional fulfilment [14].

Through his research on The Bahamas workers Cleare (2013) determines that job satisfaction is predicted by core self-evaluation traits which include self-esteem and generalized self-efficacy and emotional stability and internal locus of control. The random selection included 384 workers from industries across New Providence. Job satisfaction and personality dimensions received evaluation through a questionnaire which used Likert scales for measuring participant responses. The research showed that job satisfaction has positive relationships with all four traits yet emotional stability and internal locus of control result in the most robust correlations. The research demonstrates that personality traits as grouped variables account for a substantial amount of workplace satisfaction variance through regression analysis [3].

McGoldrick (2014) conducts research on Irish corporate workplace job satisfaction by studying personality types among employees. This research investigates which of the five personality traits namely extraversion and agreeableness and conscientiousness and neuroticism and openness influence job satisfaction. The research used a survey design of 86 Irish corporate employees to measure personality traits using the Big Five Inventory and job satisfaction with the Minnesota Satisfaction Questionnaire. Job satisfaction shows positive relationships with conscientiousness and agreeableness but negative relationships with neuroticism according to the research outcomes. The research revealed that extraversion failed to establish significant correlations with job satisfaction although it is usually linked to work satisfaction. The Big Five traits used in a regression model demonstrated an ability to predict 23% of the variance in job satisfaction ratings among Irish corporate employees according to research in [7].

Kabir and Sajib (2014) analyse how Big Five personality traits affect career decisions among business undergraduate students from both public and private universities in Dhaka, Bangladesh.

A total of 874 students participated in the study to which researchers applied an ex-post facto design and the nine-point scale for personality evaluation for their cross-sectional survey. Results from the Chi-square tests show that personality traits create substantial associations with career preferences where finance together with entrepreneurship attract individuals who possess high openness and agreeableness traits but those with low neuroticism tend to lean toward government positions. The research establishes that personality traits provide substantial guidance in career decisions by recommending individualized career guidance protocols starting from personality evaluations to enhance personal-work compatibility [5].

Through analysing Employee Satisfaction Arshad (2014) examines which of Job Description Index (JDI) components and personality traits produce stronger effects on work satisfaction among Pakistani employees. A total of 100 employees from public and private organizations located in Islamabad and Rawalpindi participated in the research. The research measured personality traits through a 32-item Big Five assessment and applied a modified JDI scale to evaluate work itself, pay, promotion, supervision and coworkers. The analysis through ordinary least squares regression showed that JDI along with personality traits influence job satisfaction while personality traits contribute 36% to variations and JDI contributes 18.6% to changes in job satisfaction. Personality traits have greater influence than job characteristics on job satisfaction in this context according to the study results thus job selection processes should incorporate personality elements in organizations [1].

Mahoney et al. (2020) examine the factors influencing job satisfaction, burnout, and turnover intentions among Certified Registered Nurse Anaesthetists (CRNAs) in the U.S., focusing on the role of job characteristics and personality traits. The study utilizes a survey of 246 CRNAs, examining variables such as autonomy, skill variety, task significance, and feedback, in addition to personality factors based on the Big Five model. Using structural equation modelling, the research finds that job autonomy and agreeableness are positively associated with job satisfaction, while burnout correlates negatively with autonomy, skill variety, agreeableness, emotional stability, and openness. Burnout and low job satisfaction were further identified as predictors of turnover intentions. Findings suggest that enhancing job autonomy and skill variety

could reduce burnout and turnover, providing actionable insights for healthcare management to improve CRNA retention [6].

In a study by Saeed (2016) researchers examined the relationships between personality traits and demographic characteristics, job satisfaction within British retail operations of Tesco, Primark, Ikea and WH Smith. This research seeks to establish how personality traits Extraversion, Agreeableness, Conscientiousness, Neuroticism and Openness impact job satisfaction together with age, gender, education, and tenure demographic aspects. The questionnaire study gathered answers from 220 workers who assisted in this research. The research results establish that job satisfaction levels show positive correlations with Agreeableness and Conscientiousness but experience negative effects from Neuroticism traits. The study discovered that job satisfaction relates to employee age and gender distributions but education level and length of employment did not impact significantly. Both qualitative and quantitative research methods were used to analyse the data through correlation analysis and ranking assessments according to the study [12].

Bhattacharjee and Marak (2021) examined undergraduate students in Meghalaya India to study personal factor effects which determine career choices through their investigation into how self-efficacy interacts with interests alongside attitudes and motivation. Final-year students at 56 different institutions across disciplines formed the study sample through a stratified random sampling method which totalled 410 participants. The researchers conducted their study with students using Schein's Career Anchor-based questionnaire and evaluated results through statistical correlation and regression testing. Self-efficacy presents the strongest influence on career choices yet students have a moderate positive relationship between personal factors and their career preferences. The study demonstrates that career counselling should match students' individual traits to help them make better career choices [2].

According to Sidharth (2022) doctors in India form their occupational paths independently which affects their professional satisfaction via intrinsic and extrinsic satisfaction evaluations. The

research investigates how doctors in public and private healthcare facilities throughout Delhi make their occupational decisions and how it affects their job satisfaction. The structured research questionnaire along with Brayfield-Rothe Job Satisfaction Scale and Porter's Need Satisfaction questionnaire evaluates both overall satisfaction and intrinsic satisfaction and extrinsic satisfaction. The study confirms that doctors who choose their careers freely show higher job satisfaction yet demonstrates no relation between occupational self-choice and intrinsic and extrinsic satisfaction domains. Having intrinsic satisfaction, education, family background, and age together explained about 23% of total job satisfaction variability according to the regression analysis [11].

Hossain (n.d.) discusses how personality traits align with career paths through Big Five (OCEAN) and RIASEC personality models in career selection. The investigation in this chapter evaluates the relationship between personality dimensions comprising openness, conscientiousness, extraversion, agreeableness and neuroticism with professional categories tied to RIASEC terminology. Research by Hossain combines theoretical models together with real-world studies which prove that professionals who show conscientiousness along with openness often choose careers in management alongside research and technical domains. Hossain reveals that career success becomes possible when people properly match their personal traits to their work tasks leading to improved satisfaction at work and career accomplishment [4].

Significance And Research Gaps

Significance:

The examined research demonstrates that personality traits control career choice decisions along with job fulfilment across numerous occupational environments throughout the world. The research demonstrates that core traits derived from Big Five and core self-evaluation models consistently create connections between satisfaction at work and productivity along with career alignment. The combination of these studies proves that work satisfaction and employee retention are predicted by conscientiousness, agreeableness and emotional stability together with internal locus of control yet some traits naturally fit particular professional paths which then influence both engagement levels and burnout risks at work. These studies examine multiple

factors between job characteristics together with worker attributes and individual career strategies and environment to develop organizational policies that enhance both employee satisfaction and retention levels. The studies reveal opportunities to develop employee satisfaction by matching jobs with individual personality traits across recruitment stages and counselling sessions within human resources management.

Research Gap:

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Research Methodology

A. Research Design and Approach

The research design uses quantitative methods to analyse how personality traits together with job satisfaction level and demographic variables intersect with career choices between different professions. Present-day research needs to use quantitative methods because they provide statistical data for identifying which variables correlate or not through standard measurement. By using this structured research framework, the investigator can conduct hypothesis testing which produces generalized results that enhance both the validity and reliability of produced findings.

B. Sample and Sampling Technique

This study obtained participant data across diverse demographic profiles including age groups as well as male and female participants across different educational levels who live in different environments. 35 experimental participants received selection for statistical testing purposes. A random sampling method based on demographic variables ensured participants accurately demonstrated the demographics to increase the study's capacity to generalize results. The chosen sample size resulted from power analysis to guarantee dependable detection of variable relationships in the study.

C. Research Instrument

The researcher developed an established questionnaire which contained validated scales for personality trait evaluation and measurement of both job satisfaction and demographic characteristics alongside career choices. The research instrument included personality traits that followed the Big Five Personality Traits model alongside Job Description Index (JDI) to evaluate job satisfaction. Participants assessed their career choices by using the section that tested the match between personal traits and job satisfaction levels and occupational selection. The survey contained Likert scale questions which ranged from 1 (strongly disagree) to 5 (strongly agree) for easier quantification of participant responses.

D. Pilot Study

A preliminary study took place before the primary study to evaluate the reliability of questionnaire statements alongside their clarity and detect possible issues. The preliminary survey included thirty-five participants who matched the makeup of the main study subjects. Internal consistency measurement through Cronbach's alpha confirmed the reliability of questionnaire sections by reaching the minimum acceptable score of 0.7. The team adjusted particular questionnaire items for clarity after receiving input from the pilot study participants to achieve proper question comprehension among all responders. Researcher obtained confirmation through the pilot study that the entire questionnaire had strong validity and reliability standards which led to confident data collection.

E. Data Collection and Analysis

The survey platform provided access to data collection for participants to ensure ease and convenience. Multiple regression analysis was used for statistical evaluation of responses to determine variable influence on career decisions. This research conducted correlation analysis to determine the aspects of personality traits together with job satisfaction and demographic features while examining relationship strengths. This research established p -value of 0.05 for determining statistical significance. The research analysis uncovered critical factors which best influenced career-alignment thus guiding the conclusions and recommendations.

Reliability Analysis [13]

Table 1 - Scale Reliability Statistics

	Mean	SD	Cronbach's α
scale	1.95	0.369	0.717

Note. items 'AG', 'GEN', and 'EDU' correlate negatively with the total scale and probably should be reversed

Table 2 - Item Reliability Statistics

	Mean	SD	Item-rest correlation	If item dropped Cronbach's α
AG	2.79	1.269	0.10520	0.750
GEN	1.61	0.496	-0.00668	0.728
EDU	3.12	0.857	0.02265	0.739
LIV	1.09	0.384	0.05187	0.722
CC1	1.82	0.727	0.37321	0.697
CC2	1.79	0.650	0.51949	0.684
CC3	2.00	0.968	0.54339	0.670

CC4	1.73	0.626	0.62475	0.674
CC5	2.15	0.972	0.36787	0.697
JS1	2.15	0.712	0.42869	0.691
JS2	1.91	0.980	0.61043	0.659
JS3	1.73	0.839	0.41004	0.691
JS4	1.79	0.696	0.36713	0.698
JS5	1.67	0.540	0.36692	0.701

The analysis calculates scale reliability through Cronbach's α to determine the internal consistency of items existing within the scale. The internal consistency reliability of this scale measures at a moderate level as indicated by the 0.717 α value although it does not reach high internal consistency threshold values above 0.8. The current items demonstrate sufficient measurement of one construct yet provide opportunities to make them more reliable.

The items marked as "AG" "GEN" and "EDU" demonstrate negative relationships with the other scale items according to item-rest correlations. Negative item-rest correlations in this context indicate a mismatch with other items which measure the same construct probably because they face each other or measure different dimensions. The authors suggest changing the scoring method of these items through reverse coding since this adjustment might help the scale better measure the intended construct. The practice of reverse-coding may improve the reliability statistics of the Cronbach's α value.

The data from the "If item dropped" column indicates that certain items could enhance the internal consistency if removed from the test. A removal of "AG" item from the assessment would raise overall α to 0.750. Strong contributors to the construct consistency demonstrate items "CC2," "CC3," "CC4" and "JS2" because their item-rest correlations exceed 0.5.

The reliability of the scale is moderate but can be enhanced by using reverse coding or possible item removal to fix the alignment between "EDU" "GEN" and "AG" based on future validation.

The adjustments made to the items would result in an improved Cronbach's α value which would strengthen the construct measurement.

Exploratory Factor Analysis [9]

Table 3 - Factor Loadings

	Factor 1	Factor 2	Factor 3	Uniqueness
AG			0.748	0.444
GEN			0.426	0.792
EDU			0.917	0.140
LIV				0.991
CC1	0.775			0.438
CC2	0.645		0.427	0.458
CC3	0.644			0.334
CC4	0.521	0.372		0.470
CC5		0.498	-0.312	0.501
JS1	0.578			0.535
JS2		0.805		0.274
JS3		0.880		0.289
JS4		0.446		0.773
JS5	0.573			0.663

Note. 'Minimum residual' extraction method was used in combination with a 'oblimin' rotation

The factor analysis demonstrates how items within the scale arrange into three fundamental components which reveal the structural integrity of the scale's items. The analytic approach evaluates the developmental structure of constructs while it investigates items that fail to align properly within the measurement scale.

Interpretation:

- **Factor Identification:**

Factor 1: The significant factor loadings belong to items "CC1," "CC2," "CC3," "JS1," and "JS5." The items mostly pertain to career choice (CC) along with job satisfaction (JS) thereby indicating Factor 1 measures a combined construct of career-related job satisfaction. Fifteen items above the threshold value of 0.5 participate in Factor 1 so they gauge its defining variables and warrant retention within the construct.

Factor 2: Items "JS2" and "JS3" load heavily onto Factor 2, each with loadings above 0.8. Factor 2 differentiates between job satisfaction features that are apart from the components detected in Factor 1. The data shows "CC2" along with "CC4" produce moderate scores on Factor 2 although a different dimension exists than the basic job satisfaction properties measured by Factor 1.

Factor 3: All items in Factor 3 achieve strong loadings but "EDU" displays the highest factor loading at 0.917. The measuring element of this factor serves to represent background or demographic variables which distinctively differ from the job satisfaction and career choice constructs. The items measure factors outside direct job satisfaction or career choice constructs thus Factor 3 may indicate its own demographic-related dimension.

- **Uniqueness:**

The large amounts of variance unexplained by any factor indicate that such items do not integrate well into the principal set of factors. The "LIV" survey item (uniqueness = 0.991) stands independently from all factors thus failing to enhance the main constructs of this research scale. The uniqueness measures for "GEN" and "JS4" stood at 0.792 and 0.773 thus demonstrating both constructs have weak relationships with the identified factors which suggests these measures assess unique aspects not included in the main construct dimensions.

- **Recommendations:**

The items "CC1" together with "CC2" and "JS2" and "JS3" have strong connections to their corresponding factors which supports scale consistency. The researcher should preserve these items as they demonstrate a strong fit with the theoretical constructs.

The researchers should evaluate the possibility of eliminating the items "LIV," "GEN," and "JS4" because they show high uniqueness values and low factor loadings in the study. The distinct load of "EDU" on Factor 3 demonstrates that demographic variables need individual evaluation during analysis.

Data Analysis

Objective:

Research will analyse the effect that personality traits together with demographic variables such as job satisfaction connected to age, gender, educational achievements, and residential environment have on career selection. The research investigates the factors which drive career alignment strength as well as establishes how job satisfaction and demographic aspects affect career decision processes.

Null Hypothesis(H_0):

Personality traits as well as job satisfaction and demographic characteristics of age, gender and education level and living conditions do not affect career selection. The variables of job satisfaction, age group, gender, education level and living environment do not influence career alignment to a meaningful extent.

Linear Regression [9]

Table 4 - Model Fit Measures

Model	R	R²
1	0.742	0.550

Table 5 - Model Coefficients - Personality on Career Choices

Predictor	Estimate	SE	t	p
Intercept ^a	0.877	0.584	1.501	0.148
Job Satisfaction	0.827	0.213	3.876	< .001
AG:				
18-24 – Under 18	0.347	0.358	0.968	0.344
25-34 – Under 18	0.640	0.629	1.018	0.320
35-44 – Under 18	0.642	0.513	1.252	0.224
45 or older – Under 18	0.241	0.548	0.440	0.664
GEN:				
Female – Male	0.214	0.223	0.960	0.348
EDU:				
High school diploma or equivalent – Less than High School	-0.861	0.608	-1.416	0.171
Bachelor's degree – Less than High School	-1.015	0.623	-1.630	0.118

Master's degree or higher – Less than High School	-1.133	0.757	-1.498	0.149
LIV:				
Small town – Urban/Suburban	-0.937	0.633	-1.482	0.513
Rural-Urban/Sub urban	0.289	0.505	0.571	0.574

^a Represents reference level

Hypothesis 1: Job Satisfaction and Career Choices

The statistical data supported the hypothesis which analysed the relationship between job satisfaction and career choices. Job satisfaction emerges as a crucial predictor of career choices thanks to the strong correlation and statistically relevant *p*-value that stands below 0.001. People who express higher job satisfaction tend to achieve better career alignment along with career fulfilment. The substantial predictive power of job satisfaction determines employee outlook toward their careers including their organization-wide career stability. Organizations need to understand job satisfaction as an essential component of career development and counselling since it produces better fit between employee abilities and employment responsibilities and professional targets.

Hypothesis 2: Age and Career Choices

The hypothesis testing the influence of age on career choices was not supported since none of the age groups, namely 18-24, 25-34, 35-44, and 45 or older, demonstrated a statistically significant impact on career choices. With all *p*-values above 0.05, age does not appear to be a major determinant of career alignment in this sample. This means that career choice is relatively age-free in this regard, so the alignment of career may not necessarily be driven by age factors

but rather other personal characteristics like personality traits or job satisfaction. In other words, it means that people are looking for a career alignment at whatever age level they are at.

Hypothesis 3: Gender and Career Choices

Gender differences, defined as females in comparison with males, were not found to influence career alignment, as shown. The p-value of 0.348 for gender was quite large and could indicate that the variable gender would not affect an individual's propensity for alignment at work regardless of gender, though the groups can differ somewhat for both men and women. This implies that there is no substantial gender influence in the process of career counselling and development programs that can be tailored without differentiation into gender but focusing on other influential predictors, which are job satisfaction.

Hypothesis 4: Education Level and Career Choices

The hypothesis concerning education level and career choices was also not significant at all levels: high school diploma, bachelor's degree, master's degree, and less than high school. Since the p-value is all above 0.1, education level is not a good predictor of career choices in this model. Even though the estimates are weakly negative, meaning that higher education levels might be slightly decreasing the alignment of career, this effect is not statistically significant. This would imply that education level has lesser bearing on career satisfaction and instead has a great bearing on job satisfaction and other individual factors like personality traits.

Hypothesis 5: Living Environment and Career Choices

The hypothesis, which tested whether living environment plays a role in career choices or not, on the basis of urban/suburban, small town, and rural, was insignificant. The living environment does not seem to have a major factor in career alignment since the p-value is so high, such as 0.153 for small town and 0.574 for the rural areas, respectively. Therefore, it has been concluded that the geographical location of an individual does not really affect their careers. This lack of influence suggests that perhaps career alignment may be more personal or job-specific, irrespective of where an individual lives.

Discussion

The findings from this study point out the very important role that job satisfaction plays in career choice, revealing it as a critical predictor of career alignment, other than demographic factors such as age, gender, education, and living environment and some personality traits. This research is in consonance with the previous studies, which have reported job satisfaction to be an important determinant of career alignment, productivity, and retention of employees. The strong correlation of job satisfaction and career choice, therefore implies that the degree to which satisfied an individual person is in her present job leads her to fit her career most, which again likely leads on to higher involvement and commitment for better success rates.

Interestingly, demographic variables did not show any statistically significant relationships with career alignment, which means that factors such as age, gender, education, and living environment may have limited influence on career satisfaction and choice. This is contrary to some existing literature where age and education level have been highlighted as influential in shaping career paths, possibly due to different cultural or organizational contexts. The fact that this study has no effect of demographics might suggest that intrinsic factors, such as job satisfaction or personality, have a more important role in career choices in diverse environments, independent of demographics.

This analysis further indicated that personality traits are influential but not necessarily universally impactful. The sole predictor was job satisfaction, indicating that the drive for career alignment could be through how well the role was meeting personal and professional needs rather than personality or demographics alone. This further emphasizes that intrinsic motivation and satisfaction are critical to career development, meaning that organizations should move toward satisfaction-based alignment of employees with roles.

Conclusion

In conclusion, this study demonstrates that job satisfaction is the primary predictor of career alignment, whereas personality traits and demographic factors, such as age, gender, education,

and living environment, have less influence on career choices in the context examined. These findings indicate that career alignment is largely an internal, satisfaction-driven process, independent of many external demographic factors. Career alignment has implications on job satisfaction. More importantly, it affects not only the organization's productivity but also employee retention. Organizations that care about their employees' satisfaction can find people better aligned to their roles and therefore more motivated and committed in the workplace.

This research contributes to the growing knowledge base on career development by reaffirming that job satisfaction trumps demographic influence. However, it is critical to note limitations, such as reliance on self-reported data and a specific cultural sample, that may limit the generalizability of the findings. Future research could explore these relationships across different cultural and organizational settings, utilizing longitudinal designs that examine how these factors interact over time.

Recommendations

Based on the findings, the following recommendations are proposed:

1. **Improve Job Satisfaction:** Organizations should focus on increasing job satisfaction through initiatives such as providing clear career progression paths, recognizing achievements, offering competitive compensation, and ensuring a positive work environment. Since job satisfaction significantly impacts career alignment, fostering a supportive workplace can help employees feel more engaged and committed to their roles.
2. **Integrate Job Satisfaction with Career Counselling:** Job satisfaction should be one of the most critical elements that career counsellors and HR departments consider while helping workers or job seekers in aligning with their career paths. A professional counsellor will assess the level of job satisfaction of an individual in order to guide individuals accordingly.
3. **Focus on personal growth over demographics:** As the above analysis suggests that age, gender, education, and living environment do not affect career choices, organizations should not base career decisions on demographics. Rather, they should concentrate on

personal growth opportunities and role satisfaction to develop an alignment and productivity level in employees.

4. **Utilize Personality Assessments Carefully:** Although personality traits are not predictive of career alignment, there is a place for personality adaptations to individual roles. Personality assessments may be useful tools in recruitment and development to align employees with the best match to their characteristics but are not the proper sole criteria for career alignment strategies.
5. **Future Research Directions:** More studies on the impact of job satisfaction, personality, and demographic factors on career choices are needed in other cultural and organizational contexts to generalize better. Longitudinal approaches may be very helpful in exploring how these factors change over time and affect the alignment of career at different stages of a career.

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