



Research Article

Personality, work centrality, competitive attitude and professional fulfillment in doctors

Shazia Qayyum¹, Kainat Safdar², Faiz Younas^{3*} 

^{1,2,3}Institute of Applied Psychology, University of the Punjab, Quaid-e-Azam Campus, Lahore, 54590, Pakistan

*Corresponding Author email: faizyounasbutt.appsy@pu.edu.pk

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Competitive Attitude;

Work Centrality

ABSTRACT

This study examined the relationship between Personality, Work Centrality, Competitive Attitude and Professional Fulfillment. Quantitative correlational survey research design and non-probability purposive sampling strategy was used in this study. It was observed that there will likely be a significant relationship between personality and professional fulfillment in doctors. Work Centrality and Competitive Attitude moderate the relation between personality and professional fulfillment. The sample constitutes (n=204) Doctors. To measure the constructs under study Neo Five Personality test, Competitive attitude scale, Work Centrality Scale and Professional Fulfillment Scale was used. After requisite analysis it was observed that the relationship between personality and professional fulfillment was predicted. The current study provides valuable insight about Personality and Professional Fulfillment and their relationship and the role of Work centrality and Competitive Attitude in it. The findings of the study enhanced the previous research by adding weight to it. Findings of this research suggest that Professional fulfillment was positively associated with the personality trait, Agreeableness. Work centrality and competitive attitude were also found to be positively associated with professional fulfillment. Results showed that Work Centrality and Competitive attitude moderates (42%) relationship between Neuroticism and Professional Fulfillment.

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1. INTRODUCTION

How to become professionally fulfilled in your careers and jobs is something that individuals should ask when they are choosing their careers. Effective career development and management is required to consider yourself as professionally fulfilled, however accomplishing professional fulfillment is accomplishing core needs of an individual related to their careers (Oliveira-Silva et al., 2019).

People don't see the time they spend professionally deciding what they want to achieve (Inkson et al., 2014) This is a concern because a career is not a single event in anyone's life, but a series of events that are triggered and processed through fully analyzed decisions. There is proof of this. For example, according to Abele and Wiese (2008), when an individual sets career goals and plans to achieve those goals, both career and financial benefits are achieved. Even if there is absence of planning, individuals need to assert themselves daily in their profession, which is associated with achieving their goals. The role of goal setting has not been studied more than ever (Fryer et al., 2014). In various situations, the workplace Locke and Latham (2002), sports, (Smith and Smoll, 2011), eating disorders (Verstuyf et al.,



2012), and education (Huang et al., 2012), the importance of defining goals and the importance of professional fulfillment is clear. In terms of goals, evidence suggests that the nature of a person's career really depends on the likelihood of achieving career goals in a favorable work context and how they can be achieved (Greenhaus & Kossek, 2014).

In addition, Heslin (2005), states that career research needs to use previous theories and studies that examine what is most important to people based on aptitude and how they perceive or expect career success. Therefore, professional fulfillment is well defined by the professional goals. However, it must be ensured that professional achievements are dynamic rather than static, extracted from subjective assessments of goals and life events. This is because everyone has different goals. Moreover, achieving specific career goals can take time to gain experience and maturity. This allows not only to achieve all their goals, but also to achieve professional achievement by making good progress to achieve. Therefore, it is not only about ends, but also about means which leads individuals to the required goals and objectives. Professional fulfillment requires to create a sense of going beyond the organizational contexts and formal work as proposed by different career approach (Crocitto et al., 1998).

Medicine is one of the most praised and respected professions in Pakistan. Most children have been eager to become doctors since their childhood. However, in the meantime, medical professionals have lost their appeal due to lack of job satisfaction and fulfillment and the enormous work stress that doctors endure during work. However, while there is a general understanding that experts are now content with their position, formal clinical research on this topic is scarce worldwide.

Several job satisfaction factors pile up together to help in achieving the employee's ultimate job fulfillment. Professionally fulfilled doctors results in healthy patients, the more confident the doctor is, the more satisfied the patient gets. Professional Fulfillment amongst doctors is the way to get better healthcare services.

Work is not only a source of income, but it also represents fulfillment, social status, and mental satisfaction, helping interpersonal relationships and leading a more meaningful life. Given the potential benefits of employment, the idea of work centrality is linked to the need for and importance of work in people's lives, as work is not known to be the center of our lives. The centrality of work includes behavior and composition, and their relationships are linked to work and subject. In the same way, the routes individuals take to find a particular goal can change certain results, such as performance. Therefore, different attitudes towards achieving goals may have different effects on job performance. Changes brought by globalization, steady mechanical development, and extraordinary rivalry lead people to plan their careers to an ever-increasing extent, laying out proficient objectives and utilizing appropriate procedures to accomplish them. Overly competitive attitudes have a negative impact, but some employees take advantage of competition in a healthy and competitive way. Self-development competitiveness is an attitude that focuses on enjoying and mastering tasks rather than outcomes (ie, victory) (Ryckman et al., 1996). Such employees are more interested in discovering themselves, improving themselves, performing tasks, and providing personal satisfaction than comparing them to other employees. This

research evaluates the relationship between a doctor's personality and professional fulfillment with competitive attitude and work centrality as moderators. Given the absence of studies with respect to the expert satisfaction idea, this examination is applicable, as it investigates the ramifications for Vitol positive psychology angles like subjective wellbeing and flourishing; also, it reflects the outcome of being professionally fulfilled in one's career. Thus, it adds to the theories and models in psychology. Furthermore, it analyses the relationships among various domains including career, fulfillment, personality traits and work attitude.

1.1. PERSONALITY

A lot of studies in psychology relate to five major domains of personality. The five broad personality traits examined and explained by study/theory are extraversion (also known as extroversion), openness, conscientiousness, agreeableness, and neuroticism. "The big five traits are theory proposed by D.W. in 1949. Researchers have spent years narrowing down personality traits to analyze people's behavior. The five major personality traits started when Gordon Allport found more than 4000 traits and were reduced to 16 because they are still too complex.

These general classes have been studied and created over the years and are broadly outlined in each area, but researchers do not necessarily agree with the meaning of each mark.

Extroversion is a wide range of personality traits that represent specific qualities such as self-assertion, sociability, positive emotions, high levels of activity, and impulsivity. The nature of function and its expressiveness change significantly over time, proposing the individual mechanisms underlying quality. These mechanisms include individual differences in conditioning ability, alertness levels, and susceptibility to stimulus responses. Recent abduction studies have revolved around understanding patterns of emotional and behavioral approaches associated with abduction and linking these guides to clear psychophysiological mechanisms. In psychology and development, neuroticism is a broad dimension of personality traits that describe the world as stressful, threatening, and dangerous to people. Individuals can be separated and placed in the dimension of personality. H. Between the extreme poles: complete emotional stability and complete emotional confusion. Therefore, people with strong neurosis are less likely to have psychological problems.

Neuroticism is associated with sadness and dissatisfaction. People with neurosis (that is, those who score high on the neurotic side) are often disappointed with themselves and their lives. You are obliged to report minor medical problems and often experience general distress. People with neurosis are more prone to negative emotions (fear, depression, anger, guilt, etc.). Previous studies suggest that very high levels of neuroticism are associated with the persistent misery of both individuals with neurosis and those near them who have that characteristic. Openness / intelligence is an experimentally determined character element that reflects the individual contrast of ability and tendency to seek, identify, understand, use, and evaluate complex instances of both sensory and

abstract data. is. These cycles can be presented as cognitive explorations, making extensive use of cognition to include both reasoning and insight.

Agreeableness is a personality trait that is reflected in individual social characteristics that are considered compassionate, kind, warm, and helpful. In modern personality psychology, aptitude is one of the five key elements of personality, reflecting the individual's contrast in cooperation and social friendship. Those who score high in this regard are compassionate and philanthropic, while those who score low in agreeableness are associated with selfish behavior (often manifested as frugality) and lack of compassion. People with very poorly coordinated scores show evidence of dark triad behavior, such as controlling or fighting others rather than adjusting. Agreeableness is a group of statistically aggregated personality sub-characteristics. The subordinate characteristics of agreeableness are trust, candidness, altruism, obedience, humility, and kindness.

Conscientiousness is the "tendency to react in a particular way under certain circumstances", or more generally, the tendency to think, feel, and act in a reasonably persistent and stable style over time, or payment. A personality trait characterized as a situation. Conscientiousness, by definition, must be an integral part of a wide range of social behaviors. The traits associated with the realm of this trait have the longest history in psychology, starting with Freud's idea of the superego. Another thing to note about integrity is that it's like a historical artifact. Many terms have been used to describe these qualities. Conscientiousness was arbitrarily assigned to stick to the researcher who first identified the Big Five.

1.2. COMPETITIVE ATTITUDE

Competitive attitude is defined as an attitude, whether an individual enjoys the competition and to what extent (Eagly & Chaiken, 1997). In addition, competitive behavior corresponds to the actual behavior that people adopt in a particular job or in real life to fight and succeed for resources with others. Both ideas are linked to competition, but not the competitiveness of a trait. That is, "the competitiveness of a trait is related to the nature of a static individual, and the attitudes and behaviors of competition are accompanied by dynamic psychological states. According to (Cialdini et al., 1981) they are variable, cultivable, and can differ in a variety of situations. It can change. Competitive attitude is defined as the belief that people like to compete is a factor that is directly related to employee performance.

In addition, individual mistakes competitive attitude with behavior whereas these both are different terms as competitive behavior means "General actions that people tend to take in a particular work environment to fight for resources and to be more successful than others."

Various workplace attitudes are found to correlate with job performance like that of organizational commitment, (Meyer & Herscovitch, 2001) "Commitment to Change" (Chen & Wang, 2011) which says that for professionals the competitive attitude depends upon the person itself that whether he/she wants to be in that chaotic and pressurized scenario or not. Similarly, it means the behavior of the work environment, which increases work

efficiency as people with a competitive attitude spend more time and effort, leading to better performance.

In previous studies, Tims et al. (2012), found that those with highly competitive attitudes and behaviors exhibit more job creation behavior; that is, they gather resources for jobs and do their best to gain more knowledge and support about how good their jobs are (Wrzesniewski & Dutton, 2001), performance and reliability at work. Consequently, they will be successful in terms of performance and credibility.

1.3. WORK CENTRALITY

Hirschfeld and Field (2000), explains that work centrality captures various aspects of engagement as well as alienation of work. Kanungo (1982), believe that it is the most important part of life for those whose work is a central concern in life. You need to work for yourself (Hattrup et al., 2007). Work centrality motivates workers to use their knowledge and skills for production that is worthwhile to deepen their work and benefit the organization (Tan, 2016)

According to Hirschfeld and Field (2000), work centrality is concluded as "individual beliefs about the importance of work in life" which says that high work centrality is considered as more important in life relative to other roles in life such as leisure, family etc. and researchers also states that leisure interest effects the level of work centrality in any individual's life and it reflects the importance of value systems and self-identities.

It means that employees that consider work centrality important are more work oriented and tend to have different interests then their colleagues and it does not mean that only they will be different from their colleagues in terms of leisure, however their personality will be different, and their working style and code of conduct would be different as well then that of their peers.

In past different studies are also conducted on work centrality which brings up the external factor of society and your surrounding as well i.e., Importance of the contribution of work can affected by society. Various studies have been conducted on the centrality of work in the past, but it also brings about external factors of society and the environment. The meaning of work contributions can be influenced by society" (Snir & Harpaz, 2009).

According to De Oliveira Borges and Tamayo (2001) work is considered equally important as a means of helping to survive life, provide and create existential meaning, or build personality. The more recent Buszka and Ewest (2019), review argues that this topic is referred in the literature from the usage of four terms: 1. Importance of work, 2. Meaning of work, 3. Both, and 4. broadly fragmented series of studies that cannot be identified as a preference for a single.

In a study conducted by MOW (1987), in eight countries over a six-year period (1978-1984) on exploring the meaning of the concept of work, the basic structure of the concept/idea covered three broad areas: work centrality, work valued results and goals, work societal regulations. Kubo et al. (2013), states that work centrality is the most important aspect in terms of the composition of work components, and that economic crises increase and

relative prosperity decreases (Ardichvili & Kuchinke, 2009) which highlights the importance of analyzing work Centrality in the current era of economic crisis. Given such evidence, addressing the importance of work areas that current reviews tend to cover is justified for work centrality. Work centrality is defined as the importance of an individual's focus on work over other areas of life such as leisure, family, and religion. Therefore, an extremely work oriented individual have identities associated work related experiences (Barros et al., 2017)

Kanungo (1982), differentiates between work involvement and work centrality, the former relating to the context of the individual's current work and the importance of work to the individual, and the latter relating to work as a general concept. A study by MOW (1987), which has already been discussed, raises awareness of this topic. "They point out various explanations to emphasize the importance of work centrality, part of the economic, and other essential orders such as identity and satisfaction".

The work centrality structure comprises of two components. Centrality of work and the relative centrality of work. Centrality of work inculcates the value of work in individuals lives and the extent to which work is considered important by the individual. Relative centrality of the work measures work relationships with other interests in people's lives, such as leisure (Tolfo & Piccinini, 2007).

According to a review by Kostek (2012), people with higher side of work-centricity are satisfied with their lives and work and perform work functions well than those with low work-centricity. In addition, he found that people who value work more tend to enjoy their work more and are more cautious about their centrality, goals, and professional achievement presents less negative psychological behavior and do well than those who do less work in their lives. Similarly, Sharma (2017), found that when work is less central, the more work invades personal lives, more the improvement in work life and there is more balance between global work and life. Finally, studies show that organizational involvement, organizational civic behavior, and satisfaction of work are positively altered by centrality of work (Aryee & Luk, 1996; Diefendorff et al., 2001).

1.4. PROFESSIONAL FULFILLMENT

The definition of professional fulfillment indicates that results are expected from the goals achieved. Only then can we understand if an individual is satisfied. Therefore, professional fulfillment can be termed as satisfaction with achieving career goals, or a positive assessment of staying on the right path to achieve the goals, leading to the next question. What are your career goals? and how do people determine if they are on the "right path"? To answer these questions, it must be emphasized that defined career goals consist personal values linked to them and that the "right way" shows the subjective relevance of career progress. Therefore, the definition of professional achievement consists of two aspects: 1) the importance and achievement of an expert's goal i.e., content of the goal, and 2) evaluation/evaluation of progress toward achieving the goal. In general, previous studies suggest that the proposed concept can produce satisfaction in work activity like, unpaid

work and employment or profession, as long as the individual is aware of: 1) Main career goals and 2) There is progress towards that.

According to Oliveira-Silva (2015), Professional fulfillment consists of people's efforts to live according to their career goals. Therefore, this gives the impression that you have achieved your career goals and are on track with those career goals. However, this is a dynamic process because people's goals and values can differ along with the ways they pursue their goals can change. In other words, the meaning of professional achievement in a particular context change. In previous studies, work performance problems were pointed out by researchers Maslach et al. (2001), who referred to burnout at work, and a decrease in personal achievement at work was a burnout. I pointed out that it is one of the indicators. In addition to this, some concepts are linked to career achievement. For example, "career renewal" is termed as the achievement of career goals and personal values (Kuijpers et al., 2006). But the concept of career renewal is more about professional ability than goal achievement (Kuijpers et al., 2006). This strengthens the distinction between this concept and professional achievement. Unlike the idea of fulfillment presented by Oliveira-Silva (2015), Maslach et al. (2001), emphasizes the absence of fulfillment i.e., worker ability to self-assess their work negatively rather than in a positively, to feel dissatisfied and unhappy about their professional development.

According to Kuijpers et al. (2006), "career renewal" is referred to as achieving career goals and personal values, and refers to career performance (Kuijpers et al., 2006). The difference between this concept and professional achievement, and the failure to achieve the goal. Moreover, professional fulfillment is not represented by the theoretical models and measurement tools proposed for professional fulfillment. Previous studies are difficult to study because they explain personal goals in the workplace, and each presents a unique model of goal content. Meanwhile, the Human Value Guidelines have received a great deal of attention around the world for many years (Schwartz et al., 2012). The theoretical model proposed by Oliveira-Silva (2015), portrays two aspects of the concept of professional fulfillment. First is the importance and achievement of career goals in life. The second is to assess progress towards career goals. This study is related to observing how the importance of work, the dimension of centrality, and the type of goal orientation at work relate to a particular career goal. They only looked at the importance and achievement of career goals. When it comes to the importance and achievement of career goals, personal values make up the content of the career goals (Schwartz et al., 2012).

Oliveira-Silva (2015) found that job performance was associated with subjective well-being and success at work. This means that the more people recognize value and give a positive assessment of their progress towards their career goals, the more they will experience the overall well-being of life and success at work. These insights, as well as the core aspects, help to examine the relationship between work performance and desire for work. According to Tolfo and Piccinini (2007), meaningful work means looking for useful work that enables development, achievement, recognition, and self-actualization. Workers consider work an important part of their lives to meet other living needs and strive to do what they do to be useful, valuable and therefore fulfilled. Therefore, the intersection of work and professional fulfillment is credible, and achieving fulfillment in this regard is

known to be the result of work meanings that are more accurately influenced by work centrality.

2. LITERATURE REVIEW

Big Five has been researched in relation to the work environment and it has also been researched with job outcomes. The connection between the personality traits and work related satisfaction is substantially not much examined. Much exploration on the connection between the personality traits and job outcomes, there is not much research on the personality traits and professional fulfillment. While numerous investigations have inspected the connection between personality traits and performance, there is a lack of meta-analytical exploration on personality traits and professional fulfillment. Early examinations prompted fascination in this relationship as a hotspot for research.

Hoppock and Spiegler (1938), analyzed connections between laborers' fulfillment and work manners. "In the 1980's few examinations prompted a restored fascination in this topic (Arvey et al., 1989; Staw et al, 1986). Yet again since the 1980's, analysts have endeavored to connect individual characteristics to proficient or work-related fulfillment information. Early research showed that work related fulfillment was altogether connected with personality (Staw et al., 1986); (Arvey et al., 1989). Since Staw et al. (1986), connected youth character to professional fulfillment further down the road, there has been a lot of exploration and fascination to study personality and fulfillment. Watson et al. (1993), explored the degree to which work fulfillment relates to profound effect. Emotional temperament was also seen to predict professional fulfillment.

Watson et al. (1993), inferred that professional fulfillment and personality impact each other. Because of these and other comparative investigations, most scientists perceived that professional fulfillment was affected by character attributes by the 1990's (Brief & Weiss, 2002). This gave rise to the study the Big Five as possible factors of determining professional fulfillment.

Boudreau et. al. (2001), analyzed profession achievement by associating qualities with Five-Factor Model of personality to a few components of professional achievement, including profession fulfillment. Information was gathered from 2 huge examples of American and European chiefs. Extroversion was emphatically connected with professional fulfillment in both samples. Neuroticism was found to related adversely to professional fulfillment in both the samples. At last, both Conscientiousness and Agreeableness were found to adversely connected with professional fulfillment in the American sample.

Seibert and Kraimer (2001), analyzed the connection between the Big Five personality traits and professional fulfillment by looking over an example of nearly 500 workers in a different arrangement of occupations and associations. Results showed that Extroversion was connected emphatically to professional fulfillment and that Neuroticism and Agreeableness were connected adversely to professional fulfillment.

Judge et al. (2002), utilizing the Barrick and Mount (1991) meta-analysis connecting the Big Five to work performance as an aide, led a comparable meta-analysis connecting the Big

Five to professional fulfillment. Three of the Big Five showed measurably critical connections to work fulfillment. They viewed Neuroticism as the most grounded indicator ($r = -.29$), followed intently by Conscientiousness ($r = .26$) and Extroversion ($r = .25$). Appropriateness was connected to work fulfillment ($r = .17$), yet the relationship was not measurably critical. Transparency exhibited a feeble relationship with work fulfillment ($r = .02$).

Connected with the examination on job satisfaction is that of professional fulfillment. While job satisfaction demonstrates happiness with the ongoing place of business, professional fulfillment alludes to a more extensive fulfillment with one's professional decision and results. It typifies components, for example, fulfillment with profession choices, fulfillment with profession and life balance, less pressure related with professional decisions, and more noteworthy compatibility between one's profession wants and one's professional results. The Big Five and Career Satisfaction Like work fulfillment, profession fulfillment has additionally been connected to personality traits, albeit not as widely.

Seibert and Kraimer (2001), analyzed the connection between the "Big Five" personality traits and career success by looking over a sample of very nearly 500 workers in a different arrangement of occupations. Extraversion was found to be connected to career fulfillment and that Neuroticism and Agreeableness were related adversely to professional fulfillment. Interestingly, both of the above studies found that less emotional stability resulted in less fulfillment of the career.

In their survey of examination on profession processes, Tokar et al. (1998), inferred that, more noteworthy Neuroticism relates to less harmoniousness, and more noteworthy career indecision. They further express that, personality aspects reflecting Neuroticism will generally foresee a worse view of work related stressors and strain or misery; further, Neuroticism seems to direct (or expand) the connection among anxiety. Decker and Borgen (1993), declare that Neuroticism is a personality trait that might impact self-reports of work-related stressors and ensuing view of pressure or disappointment. Obviously low Emotional Stability, or a pessimistic effect, could impact a singular's impression of professional fulfillment.

Brief and Atieh (1987), express that, assuming a person reports the presence of ominous work conditions and furthermore that the individual in question is troubled, it is conceivable that both of these reactions might be because of the personality traits.

Boudreau et al. (2001), show that both the American sample ($r = -0.39$, $p < 0.01$) and the European sample ($r = -0.17$, $p < 0.01$) have a neurotic tendency to work satisfaction. (Seibert et al., 2001) observed that neuroticism in different occupational and associated arrangements corresponded negatively to career satisfaction ($r = -0.21$, $p < 0.01$). In essence, various studies have focused on the relationship between career decisions and emotional stability. Again, emotional stability does not explicitly indicate job satisfaction, but it supports the fact that people who hesitate or feel anxious about their career decisions are not obliged to report the completion of their work.

One such review was by Chartrand et al. (1993), who linked the Big Five to problem-solving and decision-making styles. They find that neuroticism is the most important indicator for all of the Big Five, and that high levels of neuroticism anticipate dynamic problems, subordinate dynamic styles, and career decisions. discovered. Meyer and Winer (1993), found a direct positive link between indecisiveness and neuroticism in a sample of college students. Betz and Serling (1993), associated neuroticism with a career decision-making process in an undergraduate sample. The results of their study showed that high levels of neuroticism were positively correlated with expert indecision and decision making.

Lucas and Wanberg (1995), found that neuroticism expected reduced comfort for occupational status. In addition, Mayer et al. (1995), found a negative correlation between work satisfaction and anxiety ($r = -.46$). This is a characteristic of emotional stability. Mughal et al. (1996), found that workers with high levels of neuroticism had higher levels of work-related distress and misery.

A study by Wille and De Fruyt (2014), meant to add to the writing by thinking about reciprocal relations among personality and work-related qualities, drawing on current viewpoints from psychology of personality (i.e., the social investment rule) and utilizing a deeply grounded system to conceptualize professional improvement (i.e., Holland's RIASEC hypothesis).

A longitudinal cohort of the college alumni ($N = 266$) was followed across a significant and huge period in their expert profession. Big Five Personality traits and RIASEC work related qualities were evaluated at the start of profession and 15 years after when their professions had unfurled. Results showed that personality shapes and is molded by our professional encounters, proposing that work can be a wellspring of personality.

Suitability, Emotional Stability, and particularly Conscientiousness oblige work environment (Hudson et al., 2012). Drawing on this social investment principle, Hudson et al. (2012), as of late showed that increase in social investment in work (estimated as a composite of job involvement, work centrality, and organizational citizenship behaviour) were associated with Conscientiousness. No huge associations were found, in any case, for the other five-factor personality model traits.

According to a review of the impact of personality on career success in the United States Boudreau et al. (2001), the centrality of the work of US directors is more related to personality than European supervisors and is as big as research. We support Five and other professional achievements. Supports relationships. These findings suggest that this is a productive area for research and provides a premise for the relationship between the Big Five and professional fulfillment.

Also, Ormel and Wohlfarth (1991), found that people higher in Neuroticism experienced more misery. It is fascinating to note that neurotic people tend to report more negative life altering situations, yet not less positive life altering situations. Thus, it doesn't appear to be that depressed people are searching out pessimistic occasions, yet rather, that masochists appeared to respond to a more extensive assortment of occasions in a pessimistic manner. The negative feelings of neurotic people make them more pessimistic about situations

(Magnus et. al., 1993). This connection among Neuroticism and negative work results is logical because of the negative mental cycles related with high Neuroticism (Judge et al., 1999). These people are probably going to recollect the pessimistic occasions at work, center around negative occasions, and view harmless occasions as negative. This might influence the individual's capacity to succeed and to be fulfilled. The more adversely he/she sees the working environment, the more it will disrupt execution and the less fulfilled he/she is probably going to be.

The review was conducted by Rotenstein et al. (2021), and examined their contributors by mapping gender differences in burnout to professional satisfaction among physicians. The sample included all physicians studying clinical medicines in 2017 (n = 2,388). The results show that female doctors generally have a higher burnout rate (42.4% vs. 34.4%, p = 0.01) and a lower job performance rate (35.1% vs. 50.4%, p <0.01) than male doctors have announced. Shown. Female doctors reported poor ratings for different cultures of self-compassion and health determinants. After coordinating segment variables and academic positions, the review group conducted a variety of societies of health determinants (self-esteem, planning management, diversity, workplace considerations) and self-sympathy, the major between gender and burnout. Identified as weakening relevance. Only recognized gratitude narrowed the important link between gender and professional fulfillment.

The review by H. P. Sharma (2021), focused on research techniques that were found to contribute to work performance and reduce burnout by improving the effectiveness of practice. The results showed that expert burnout was widespread among physicians and was associated with adverse consequences affecting physicians, patients, and healthcare organizations. Professional burnout has a variety of causes, some at the individual level and some at the organizational or practical level. Methods to promote professional enrichment can be designed using the Stanford Doctor Wellness Framework. The framework focuses on three relevant areas: culture, personal strength, and effectiveness of practice.

A review led by Wang et al. (2018), proposed a powerful model with two separate parts: competitive attitude and competitive behavior to see how competitive attitude and behavior can be affected by and group personality traits and work environment, which prompts different work results, as shown in two examinations. Study 1 created measures for competitive attitude and behavior. Study on 2 gathered information from sales reps in a huge insurance agency in three waves. The outcomes demonstrated the competitive attitude and behavior could be predicted by personality traits.

This study is an endeavor to find any significant association of personality traits with professional fulfillment/work satisfaction and their relationship with work centrality and competitive attitude in a sample of doctors. Additionally, the review will assist the future researchers with stretching out their contributions towards investigating more factors that relate to professional fulfillment.

2.1. RATIONALE

Physician health is an important part of a well-functioning healthcare system. In Pakistan, medicine is considered as the top-notch profession, and everyone wants to pursue this field because of societal acceptance. But less attention is paid in considering an individual's personality and work competitive attitudes when choosing a profession. Given that Personality plays an important role in the professional fulfillment of doctors it has been linked to multiple desirable social and financial outcomes. For a better health care system where doctors are satisfied with their professions can make efforts for it. When choosing a profession like that of a doctor it is important to consider the factors that play a role in their professional fulfillment. For doctors to increase their professional fulfillment it is important that they are work centered as it is the sensitive profession, and it has been noted that when the Doctors are satisfied by their work and confident enough their patients are also satisfied (Haas et al) So, professional fulfillment helps doctors to work efficiently and grow in their careers.

The poorer the job done, the higher the burnout score. Professional fulfillment, medical factors, and reduced self-confidence in taking action against non-professionalism are associated with burnout (Burns et al., 2021). Therefore, it is necessary to increase professional fulfillment and reduce burnout in medical research.

To investigate other factors that predict professional fulfillment, this study aims to find the relationship between Big Five Personality Traits and Professional Fulfillment in Doctors, and the moderating role of competitive attitude and work centrality between the relationship of personality and professional fulfillment.

2.2. THE HYPOTHETICAL FRAMEWORK AND HYPOTHESES

2.2.1. The hypothetical model

Fig. 1 shows the hypothetical model.

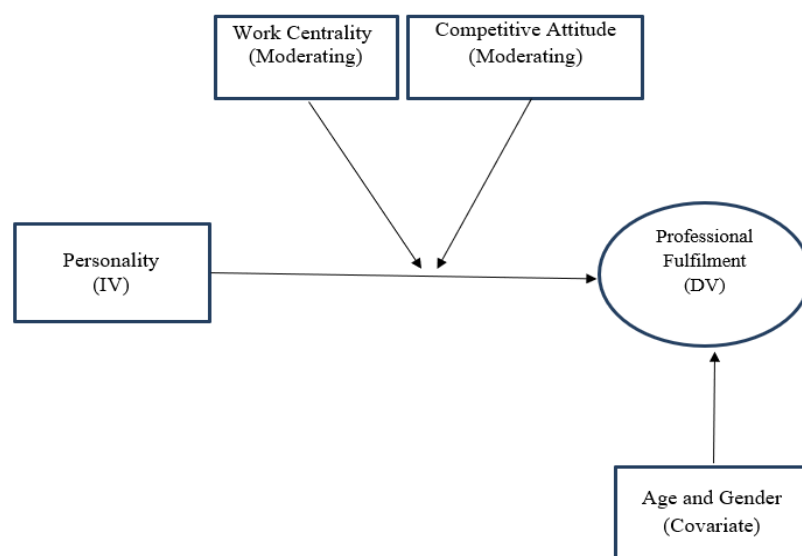


Fig. 1. The Hypothetical model showing the relationship between Personality and Professional Fulfilment with the moderating effect of Competitive Attitude and Work Centrality

2.2.2. Hypotheses

H1: There is likely to be a relationship between personality and professional fulfillment.

H2: Personality is likely to predict professional fulfillment.

H3: Competitive Attitude and Work Centrality are likely to moderate the relationship between personality and professional fulfillment

H4: Gender difference is likely to exist between personality, professional fulfillment, competitive attitude and work centrality

3. RESEARCH DESIGN

Research design emphasis on the components of the study in a coherent and logical perspective. The data type was primary research and the research design for this research paper was cross sectional research. This research method was used for the observational research that helps analyze the data at the specific time and on the samples that were selected for the research. To obtain the data population survey method was used and for that, questionnaires were distributed to the people and then the data obtained from them was analyzed and interpreted. As the research topic was professional fulfillment so more likely interviews will be conducted for further clarity and satisfaction.

3.1. RESEARCH SAMPLE

The sample size is a crucial component of any quantitative experimental investigation where the point is to make deductions about a population from the sample. The Non-profitability convenient sampling strategy was used for the collection of data. The expense borne to accumulate information and the need to have adequate factual force generally decides the sample size practically speaking. Most of the measurable methods are test size sensitive.

3.1.1. Independent and dependent constructs' measurement: validity and reliability test

Table 1. Descriptive Statistics and Reliabilities of Professional Fulfillment Index, Competitive Attitude Scale, Work Centrality and Big Five Inventory (N = 204)

Variables	K	M	SD	Range		α
				Potential	Actual	
Professional Fulfillment Index	16	39.82	5.35	16-112	30-112	0.82
Competitive Attitude Scale	15	48.98	3.65	27-135	33-135	0.50
Work Centrality	12	54.89	8.52	16-80	18-80	0.70
Big Five Inventory	10	36.37	5.47	35-77	34-77	0.53

Note: k= number of items, M= mean, SD= standard deviation, α = Cronbach's alpha

Table 1 displays mean, standard deviation, Cronbach's alpha reliability, number of items, minimum and maximum ranges of scales and subscales used in the research. Reliability analysis indicated that scale of professional fulfillment, competitive attitude, work centrality and big five inventory are reliable as Cronbach's alpha of all scales is greater than .50.

4. ANALYSIS AND RESULTS

4.1. CORRELATION ANALYSES

The hypothesis stated that there would be a significant association between personality, competitive attitude, work centrality and professional fulfillment. Demographic variables were also added in this analysis to check their nature of correlation with study variables. To assess these relationships Pearson product moment correlation analysis was applied as shown in table.

Table 2. Pearson Product Moment Correlation among Demographics and Study Variables (N=204)

Sr#	Variables	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	Age	–	.91	.40**	-.82	-.30	-.16*	-.04	-1.56*	.01	.08	-.17*	.10	.00	.06
2	Gender	–	–	.69	.01	-.05	-.22**	-.17*	-.27**	-.11	.001	-.14*	-.01	-.03	.05
3	Working Hours	–	–	–	-.04	.11	.06	.10	.02	.05	.18**	-.12	.05	-.03	.14*
4	Organization	–	–	–	–	.16*	-.08	-.12	-.01	.04	.08	.01	.00	-.05	.09
5	Team Members	–	–	–	–	–	.11	.09	-.04	.11	.14*	-.18	.03	-.00	.14*
6	Professional Fulfillment	–	–	–	–	–	–	.57**	.40**	.10	.29	.21**	-.12	.10	.06
7	Work Centrality	–	–	–	–	–	–	–	.42**	.18**	.09	.10	.03	.09	.14*
8	Competitive Attitude	–	–	–	–	–	–	–	–	.17*	.03	.20**	-.06	.09	.19**
9	Personality	–	–	–	–	–	–	–	–	–	.71**	.37**	.45**	.34**	.69**
10	Extraversion	–	–	–	–	–	–	–	–	–	–	.02	.08	.07	.81**
11	Agreeableness	–	–	–	–	–	–	–	–	–	–	–	-.04	-.05	.03
12	Conscientiousness	–	–	–	–	–	–	–	–	–	–	–	–	-.11	.09
13	Neuroticism	–	–	–	–	–	–	–	–	–	–	–	–	–	.05
14	Openness	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Note. *** $p < .001$, ** $p < .01$, * $p < .05$, (1) Age, (2) Gender, (3) Working Hours, (4) Type of Organization (private, public), (5) Team Members, (6) Professional Fulfillment (7) Competitive Attitude, (8) Work Centrality, (9) Personality, (10) Extraversion, (11) Agreeableness, (12) Conscientiousness, (13) Neuroticism, (14) Openness to Experience

A bivariate Pearson Product Moment correlation was run to find the relationships between demographics, Personality traits, Work Centrality, Competitive Attitude and Professional Fulfillment. Results (reported in table 2) indicated that age has significant negative association with professional fulfillment which means that doctors that are more aged experience less professional fulfillment and less aged doctors experience more professional fulfillment. Competitive attitude and work centrality also have a positive association with professional fulfillment. Professional fulfillment was positively associated with the trait Agreeableness, which means that Doctors high on this personality trait were more likely to experience professional fulfillment than those who score low on agreeableness. Competitive attitude is positively associated with personality traits; agreeableness and openness to experience. Overall, the strongest relationship was of professional fulfillment, competitive attitude and work centrality. Results also showed that high levels of trait agreeableness and openness to experience leads to high levels of professional fulfillment.

3.1.2. Investigating the moderating effect of competitive attitude and work centrality in the linkage between personality traits and professional fulfillment

It was hypothesized that Personality is likely to predict Professional fulfillment. While Competitive Attitude and Work Centrality are likely to moderate the relationship between Personality traits and Professional Fulfillment in doctors.

Table 3. Linear Moderated Regression Results for Personality Predictors of Professional Fulfillment

Variables	B	SE	t	P
Constant	46.35	1.71	27.09	.000***
Age	-0.6	0.277	-2.16	.03*
Gender	-2.398	0.77	-3.08	.00**
Extraversion	1.65	2.7	0.61	0.54
Agreeableness	4.7	2.11	1.93	.05*
Conscientiousness	0.08	1.72	0.048	0.96
Neuroticism	2.59	2.23	1.16	0.24
Openness to Experience	-0.52	3.02	-0.17	0.86
Centered Extraversion.WC	-0.04	0.028	-1.45	0.14
Centered Agreeableness.WC	-0.03	0.02	-1.42	0.15
Centered Conscientiousness.WC	-0.03	0.01	-1.72	0.08
Centered Neuroticism.WC	0.04	0	8.92	.00**
Centered Openness to Experience.WC	0.05	0.03	1.47	0.14
Centered Extraversion.CA	0.01	0.05	0.19	0.84
Centered Agreeableness.CA	-0.04	0.04	-0.87	0.38
Centered Conscientiousness.CA	0.02	0.04	0.73	0.46
Centered Neuroticism.CA	-0.98	0.04	-2.17	.03*
Centered Openness to Experience.CA	-0.04	0.06	-0.67	0.5

Note: $R^2=.42$, $*=p<.05$, $**=p<.01$, $***=p<.001$

A simple linear regression for moderation analysis was carried out to test if age, gender and personality traits can predict professional fulfillment and work centrality and competitive attitude play a moderating role in their relationship. The results of the regression indicated that the model explained 42% of the variance and that the model was significant, $F(17,185)=7.929$, $p<.001$. It was found that age significantly predicted professional fulfillment ($\beta = -.600$, $p<.032$). Table 3 indicated the steps of Barron and Kenny mediation analysis. In the first step, Age was taken as an independent variable while Professional Fulfillment was taken as dependent variable. The first regression analysis explained 7% variance in age with F change 7.78, $p<.001$ which means age was an important indicator of Professional Fulfillment. In second regression analysis Professional Fulfillment was taken as dependent variable and Personality traits (extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience) as independent variables, and interaction variables of competitive attitude and work centrality were added. The regression analysis explained 42 % variance with F change 7.929, $p<.001$ which means that personality traits were significant predictors of Professional Fulfillment. Results showed that among the personality traits Neuroticism when moderated by work centrality and competitive

attitude significantly predicted professional fulfillment. The overall results showed that work centrality and competitive attitude mediated 42% relationship between Neuroticism and Professional Fulfillment.

3.1.3. Independent samples T-test

Table 4. Independent Samples t-test Gender and study variables (N=204).

Variables	Women (n=136)		Men (n=67)		M	SD	t	p	95% CI	
	M	SD	M	SD					UL	LL
Professional Fulfillment	38.950	5.290	41.500	5.080	41.500	5.080	3.270	.001	4.090	1.010
Work Centrality	53.770	8.200	56.800	8.630	56.800	8.630	2.500	.010	5.570	.650
Competitive Attitude	48.900	3.750	51.070	3.360	51.070	3.360	4.000	.000	3.230	1.100
Personality	35.930	5.330	37.200	5.730	37.200	5.730	1.560	.120	2.880	-.330
Extraversion	6.520	2.790	6.520	3.000	6.520	3.000	-.010	.980	.830	.850
Agreeableness	7.450	1.930	8.070	1.970	8.070	1.970	2.120	.030	1.190	.040
Conscientiousness	7.190	2.340	7.250	2.590	7.250	2.590	.170	.860	.770	-.650
Neuroticism	7.420	1.990	7.590	2.170	7.590	2.170	.550	.570	.770	-.430
Openness-to Experience	6.570	2.510	6.850	2.520	6.850	2.520	.730	.610	1.010	-.460

Note: CI= confidence interval; LL: lower limit; UL= upper limit M = mean; SD = standard deviation.

An independent-samples t-test (table 4) was conducted to compare Personality Traits, Professional Fulfillment, Competitive Attitude and Work Centrality in Doctors. There was no discernible difference between Professional Fulfillment of male and female doctors. In the interest of determining whether these relationships or absence of one was a gender specific phenomenon, this result proved that the effect was not in any way attributable to gender.

5. DISCUSSION

The current results supported early findings by showing that all components of the Big Five somewhat predict professional fulfillment. Results showed Neuroticism as the strongest predictor of professional fulfillment, Agreeableness showed the most grounded relationship with professional fulfillment. No significant results were found for the other personality traits. Agreeableness demonstrated significant correlations with Professional Fulfillment. The data clearly indicates that personality traits predict Professional Fulfillment to some extent. All personality traits were positively correlated with Professional Fulfillment aside from conscientiousness, which was negatively correlated. Agreeableness among the other traits showed highest correlation with Professional Fulfillment ($r = .21$, $p < .01$). Extraversion ($r = .29$, $p < .01$) and Conscientiousness ($r = -.12$, $p < .01$) likewise showed significant correlation with professional fulfillment, in spite of the fact that they were not quite so high as Agreeableness ($r = .21$, $p < .01$) and Openness ($r = .06$, $p < .01$) yielded significant but low correlation with Professional Fulfillment.

These discoveries support early research that demonstrated the way that professional fulfillment can be predicted through the personality traits. Further, the relationships found were not low, yet were somewhere in the range of .06 and .57 ($p < .01$). Personality traits determine how individuals respond to work situations, so it can be said that personality traits have an impact on career or professional outcomes.

Results showed that Work Centrality and Competitive Attitude are significantly positively related to Professional Fulfillment. Work Centrality portrays a significant positive correlation of ($r = .57$) and Competitive Attitude portrays a significant positive correlation of ($r = .40$) with Professional Fulfillment. This implies higher work centrality and competitive attitude bring about higher professional fulfillment. Work Centrality showed a huge positive connection with Competitive Attitude ($r = .42$) and that implies that high work centrality will increment serious disposition and higher cutthroat demeanor will increment work centrality.

Competitive Attitude and Work Centrality showed a huge positive correlation with Personality overall however, showed a significant correlation with Openness to Experience. Work Centrality showed a correlation of ($r = .14$) and Competitive Attitude showed a correlation of ($r = .19$) with Openness to Experience.

Using a significance level of 0.05, the interaction terms between Neuroticism and Work Centrality is highly significant. We saw that the connection term Neuroticism (centered)*Work Centrality has a P-worth of .000. Since the P-esteem is lower than 0.05, we can consider that the mediator variable Work Centrality directs the connection between free factor Personality (Neuroticism) and ward variable Professional Fulfillment. The collaboration term of Neuroticism (centered)*Competitive Attitude showed a P-worth of .03 which is likewise lower than 0.05, this implies that mediator variable Competitive Attitude directs the connection between Personality (Neuroticism) and Professional Fulfillment.

Brief and Atieh (1987), express that "assuming a singular report the presence of horrible work conditions and furthermore that the individual in question is troubled, it is conceivable that both of these reactions might be characteristic or this basic character attitude" (p.122). It is intriguing to take note of that masochist people tend to report more pessimistic life altering situations, yet not less certain life altering situations. In this way, it doesn't appear to be that depressed people are searching out pessimistic occasions, yet rather, that psychotics appeared to respond to a more extensive assortment of occasions in a pessimistic manner. Further, the pessimistic feelings of hypochondriacs directs them to make pessimistic occasions for themselves (Magnus, et. al., 1993). The connection among Neuroticism and negative work results is logical and might because of the negative mental cycles related with more Neuroticism (Judge et al., 1999). These people are probably going to recall the pessimistic occasions at work, center around pessimistic occasions, and view harmless occasions as pessimistic. This might influence the individual's capacity to prosper and to be fulfilled. More adverse the work environment, the more it will slow down execution and the less fulfilled person is probably going to be.

Another clarification for the relationship between neuroticism and career outcomes is that people who have high emotional stability, their life satisfaction tends to increase as well. (Muntean et al., 2022). People lower in Emotional Stability may 1) stay away from specific work undertakings that they see as upsetting 2) apply less exertion, and 3) be bound to pull out when work circumstances become distressing or tension creating. Such people might have a higher propensity to expect disappointment or trouble making less certainty and

bringing about a more prominent probability of withdrawal from errands vital for work achievement (Kammeyer-Mueller & Wanberg, 2003). A psychotic individual might try to stay away from specific circumstances on the grounds that the circumstances cause anxiety, and the evasion might cause adverse occasions. For instance, the psychotic individual maintains a strategic distance from circumstances at the work that cause nervousness or stress, the outcome is the result of the performance of ineffective person. (Magnus, et. al., 1993).

People having less Emotional Stability are more restless, burdensome, unfortunate, and may self-select into circumstances that cultivate disappointment, may pull out from exercises at work that achieve nervousness, and may perform ineffectively on account of this withdrawal or evasion. People with more elevated levels of Neuroticism will be less inclined to trust in their capacity to succeed and will in this way stay away from assignments that they accept will prompt disappointment, nervousness. Neuroticism has been displayed to connect (adversely) with convictions about the significance of buckling down, gambling, and enduring when confronted with hindrances (Holland, 1973). In this manner, people with lower Emotional Stability might be bound to show deliberate non-attendance, lateness, willful turnaround; all actions that should be visible as endeavors to put mental and physical distance between themselves and the workplace. This evasion likewise influences professional fulfillment. Neurotic people, because of their apprehension about disappointment and wish to stay away from distressing circumstances, may choose occupations that are less fulfilling.

In their review, Spector et al. (1995), exhibited that people high in uneasiness and negativity i.e., having low Emotional Stability would generally be in positions portrayed by low independence, assortment, character, importance, and intricacy. Neuroticism appears to relate to an individual's decision of standard, less mind boggling, and less free work. In other examination, Holland (1973) found that Neuroticism corresponded adversely with convictions about the significance of hazard taking, buckling down, and persevering notwithstanding hindrances. Neuroticism likewise corresponded adversely with convictions about the significance of accomplishment and Openness.

A third explanation that might make sense of the relation between neuroticism and professional fulfillment is described as the people having less Emotional Stability may essentially be crippled by the pain and nervousness to the extent that they are not successful at work. They can't deal with the typical anxiety of the working environment. Neuroticism can be conceptualized as profound pain. This pain might be extraordinary to the point that it impedes one person's capacity to perform good. Lower Emotional Stability is displayed to relate with feeling centered adapting and files of mental misery. Accordingly, Emotional Stability is a significant piece of the interaction that empowers people to comprehend and respond to their workplace (Judge & Bono, 2001). People having low Emotional Stability i.e., having high Neuroticism are portrayed as unbending, unadaptable, bashful, uncertain, agreeable, ambivalent, and dormant (Cable & Judge, 1997). This shows a general inclination to encounter maladaptive feelings. People low in Emotional Stability are probably going to encounter feelings that might be troublesome, consequently further

hindering their capacity to succeed. When confronted with distressing circumstances or strain, people who are not genuinely stable will most likely be unable to work really at work.

In synopsis, Neuroticism (low Emotional Stability) may make people pull out from effective work ways of behaving due to fear, see the working environment all the more adversely, and are less open minded toward pressure or tension. Furthermore, genuinely stable people will generally be more sure and positive, which seems to add to ways of behaving that lead to fruitful work execution and more noteworthy work fulfillment.

Nonetheless, a few limits to this study longed, consisting of the small sample size, the way that the doctors were not taken from a specific field. Not much examination is available on the relation between professional fulfillment and personality traits, and the studies that are available say that emotional instability causes individuals to withdraw from successful work behaviors leading to low professional fulfillment. Conversely, the current research says that neuroticism when moderated by work centrality and competitive attitude can predict professional fulfillment. On the other hand, agreeableness alone was found to have a significant correlation with professional fulfillment.

Supporting these discoveries, Organ and Lingl (1995), found that individuals with agreeableness trait have a higher job satisfaction, which may be on the grounds that they will quite often find true success (Zellars & Perrewe, 2001). Conversely, individuals with a low level of agreeableness will generally assess their work-related undertakings as seriously upsetting (Christiansen et al., 2014). McCrae and Costa (1991), found that people, who are agreeable will generally have a higher life fulfillment, are bound to be congenial and blissful. This may be on the grounds that these people center around keeping up with amicable relations and by and large can make relations easily (Witt et al., 2002). Graziano & Eisenberg (1997) upheld this, by expressing that there is a lower probability that agreeable individuals are unfriendly or forceful towards their colleagues, subsequently they have a more balanced personality.

It is not clear that work centrality and competitive attitude molds the relation between personality and professional fulfillment. It is possible that individuals who are more agreeable lead to high professional fulfillment.

5.1. IMPLICATIONS

As the current studied explained the relationship of one's personality with the level of professional fulfillment. One can consider his/her personality type when choosing their career paths especially when choosing to become a health professional. When choosing to become a doctor, individuals can look for these factors i.e, their personality, competitive attitude, and work centrality to achieve fulfillment in their professions for a better performance to make a better healthcare system. The present study helps in determining how work centered life and competitive attitude can help you feel more professionally fulfilled. Doctors that are professionally fulfilled are more likely to perform better and show more interest in their patients and work. Therefore, hiring individuals with a positive competitive attitude, a work-oriented life, and a comfortable personality to implement such variables in the future physician selection process will provide a higher level of

professional enrichment can be achieved. This means improved performance and has a positive impact on the patient's experience. The study can also help in enhancing measures in medical school for managers to improve students' competitive and work-oriented attitudes towards life.

5.2. LIMITATIONS

Even though the ongoing review is a significant apparatus to figure out the complicated relationship between personality traits, professional fulfillment, competitive attitude, and work centrality among doctors; however, this study has some limitations. This study lacks proper questionnaires to measure the constructs under study. They should be developed locally for the local sample that was studied. Moreover, self-reporting measures were utilized in the current exploration where members self-detailed themselves on personality types, competitive attitude, work centrality, and professional fulfillment. It is possible that personal biases and social desirability have impacted the results. In reference to generalizability these results are only applicable to doctors. Results cannot be generalized to other profession.

Author Contributions:

Conceptualization, Shazia Qayyum and Kainat Safdar; methodology, Shazia Qayyum, Kainat Safdar and Faiz Younas; software, Kainat Safdar; formal analysis, Shazia Qayyum, Kainat Safdar; investigation, Shazia Qayyum, Faiz Younas; resources, Kainat Safdar; data curation, Kainat Safdar, Shazia Qayyum; writing—original draft preparation, Faiz Younas and Kainat Safdar; writing—review and editing, Faiz Younas and Kainat Safdar; visualization, Shazia Qayyum, Kainat Safdar and Faiz Younas; supervision, Shazia Qayyum.

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Informed Consent Statement:

Informed consent was obtained from all participants involved in the study. Moreover, written informed consent was also obtained from the participants publish this paper.

Data Availability Statement:

Datasets generated and/or analysed during the current study are available from the corresponding author on reasonable request.

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Conflicts of Interest:

The authors do not have any conflict of interest.

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