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ILLUMINATING THE IMPACT OF PERSONALITY FACTORS AND SELF EFFICACY ON COLLEGE EDUCATORS' JOB SATISFACTION: A CORRELATION STUDY

Shahid Nadeem[1], Hassan Imran[2][*], Tayyaba Ahmed[3], Haiqa Zahid Abbasi[4]

[1]Department of Management Sciences, University of Central Punjab Lahore, Pakistan
[2]Riphah International University Faisalabad Campus, Pakistan
[3]National University of Modern Languages Faisalabad Campus, Pakistan
[4]Riphah International University Islamabad, Pakistan

Abstract. This cross-sectional study examined the combined effects of personality factors and self-efficacy on job satisfaction among college teachers in Sargodha, Pakistan. The study, conducted with n= 300 participants, aimed to explore how personality traits openness, conscientiousness, extraversion, agreeableness and neuroticism and self-efficacy influence job satisfaction in the educational sector. Data was collected using purposive sampling and self-report measures, including the Big Five Personality Scale, self-efficacy scale and job satisfaction questionnaire. Results revealed positive correlations between extraversion, agreeableness, conscientiousness, openness, self-efficacy and job satisfaction. However, neuroticism showed no significant correlation with job satisfaction. The findings suggest that individuals with certain personality traits, such as being open-minded, cooperative and conscientious, along with high self-efficacy, are more likely to experience job satisfaction in the college teaching profession. Recommendations for education sectors include implementing activities to enhance job satisfaction by focusing on recruiting individuals with stable personalities and high self-efficacy. Additionally, efforts could be made to address gender-specific timing arrangements for teachers to promote equal opportunities and satisfaction. Limitations of the study include the small sample size, limited geographical scope and reliance on self-report measures. Future research could explore longitudinal studies and incorporate qualitative methods to complement quantitative findings. Despite these limitations, the study contributes valuable insights into the relationship between personality, self-efficacy and job satisfaction in educational settings.

1. Introduction

Job satisfaction is characterized as the positive close to home condition of one's work insight or the delight of working, fluctuating as indicated by one's discernment and are significant possessions for both individual and association (Falcón, 2020). Job satisfaction requires consistent administration which will further develop execution and

creation of the association (Kumar, 2022). The determinant of occupation Job satisfaction is private, has a more extensive importance and doesn't rely upon the idea of the gig or framework however through one's insight and evaluation which includes a ton of variables like salary and working circumstances (Veluchamy *et al.,* 2021). Job satisfaction includes person's satisfaction essentially (capacity, drive, associations with others) and extraneously (compensation, advancement, government assistance), work execution, what representative felt in regards to his work and profound responses among feeling and business attributes (Chizoba *et al.*,2024).

The between connection between character factors and occupation Job satisfaction has been a roundabout report in modern brain science in the point of reference century. Job satisfaction is one of the focal part builds in administration and is the generally broadly concentrated on factor in industrialized brain research and association conduct (Heintz & Ruch, 2020). It is entirely expected to notice any examination diary on administration that doesn't hold no less than one review that is associated with work endorsement and it has turned into a widespread genuineness in the human conduct studies, that satisfaction and efficiency are essentially related (Schmidt et al., 2021). Employee satisfaction assumes a central part in achievement of any association and instructive foundations. The spurred workers are better spirit, unity and support cohesiveness among the individuals from the association (Murphy, 2020).). In this manner to keep up with the cutthroat environment, it is a lot of important to perceive the representative's mindfulness towards the satisfaction and to figure the degree of satisfaction with various parts of occupation satisfaction.Well-coordinated Human Asset organization and a profoundly satisfaction workforce work on the presentation of the schools, yet in addition increment the education height of country. For the achievement of best school administrations it is normal to deal with the human asset proficiently by checking the work satisfaction level of laborers in a rambling premise. The achievement of an association depends on lying the suitable utilization of work which will be a helper to any remaining resources (Afzal *et al.,* 202).

If they are greatly satisfied, they hold themselves gradually and in revolve the organization will also enlarge and developed and reach the peak (Ahmed, 2012). A contextual analysis has tossed a light which centers around Job satisfaction of schools staff uncovered that a quiet environmental elements ought to be molded positive climate which thusly advances the instructive development in instructive foundation area, "organizations need to build their clients' satisfaction to keep their seriousness" (Lee *et al.*, 2020). A Task Satisfaction focused on three aspects specifically natural, work qualities and character. The consequence of their examination communicated that job satisfaction was emphatically affected by these three aspects and 57% of the distinction as for job satisfactionhas been confirmed by the model proposed by the specialists.Job satisfaction can be a calculated functionof situational setting, character qualities and occupation attributes which has been characterized as a vital component of job satisfaction and neuroticism likewise assumes a significant part (Tims *et al.*,2022).

Personality Factors

Different studies have demonstrated that individuals acted by their own character. Understanding representative's qualities is vital to give supportive data on how worker responds in assorted circumstances (Mascio *et al.*, 2024).).Employee's personality is viewed as game plan of concrete, hopeful and adverse consequences. In this examination, Character Variables is chosen since it is habitually used to foresee an individual's way of

behaving (Tuyls *et al.,* 2021). Character factors show people groups level of collaboration, feeling and various styles of correspondence with others utilizes in the associations (Goldberg, 1993).In this review and others different explores shows that Character variables will be crucial components to foresee and control an individual's mentality and conduct toward work conditions (Honggang, 2008). Character factors are adaptable design across various culture, which can be estimated and use as references (Garro-Abarca *et al.*, 2021).

Furthermore, Personality factors dimensions were consistently connected with job satisfaction. A model which comprises of five aspects:

(i) receptiveness shows the people who is innovative, thoughtful, interest, responsive, significant level potential, mastermind and liberal;(ii) neuroticism associated with a sincerely charged, person, has disagreeable and fear thinking examples and interruptions; (iii) pleasantness connects with people groups who are helpful, clear, charitable and compassion; (iv) good faith connects with individual who is cautious, lively, steadfast, solid, capable, arranged, systematic and equipped and (v) extraversion connects with a confident and cordial. Character factors are for the most part utilized in examinations connected with work satisfaction (Ricciardelli *et al.*, 2021). Other than that model scientist can likewise be aware and choose the meaning of conduct and individual achievement on an overall level. Every character trademark will show person's uniqueness, fitness and contrasts in accomplishing have individual goal, get better execution and variation to culture (Nur'Alam *et al.*, 2024).

The model of Personality factors has accomplished extraordinary consideration in developmental the level of the model of Character factors has accomplished incredible consideration in developmental the degree of occupation fulfillment at the global build level. Different pieces of the person each stage character have given significant information, really plays a tremendous capacity influencing each individual to win with respect to achieving position underwriting (Atherton *et al.*, 2021). Previous investigates have exhibit positive association between Character factors viewpoints and the model of Character factors has accomplished extraordinary consideration in developmental the degree of occupation fulfillment at the global build level (Mohiuddin *et al.,* 2022). An investigation made by Michael on a models 163, explored on 21 unmistakable associations in Kansas has shown same results that component of character factors, for instance, standards and reasonableness are noteworthy pointers on The model of Character factors has accomplished incredible consideration in developmental the degree of occupation fulfillment at the worldwide develop level. Besides, various perspectives, for instance, extraversion is related positive in different situations among pioneers (Iannone *et al.*, 2020).straightforwardness is associated with predominance planning while neuroticism has a pessimistic association with the model of Character factors has accomplished extraordinary consideration in developmental the degree of occupation fulfillment at the worldwide build level. Due to its unbalanced examinations and breaks in execution tasks spread out the similarity between Character factors angles and the model of Character factors has accomplished extraordinary consideration in developmental the degree of occupation fulfillment at the worldwide build level (Chen *et al.*, 2023). On 354 delegates from 12 relationship in Singapore and similarly made a focused on 153 specialists of different schools, the laborers have a spot from various reasons for living, the revelations have cleared an enormous connection between's Personality factors perspectives and The model of Character factors has accomplished

extraordinary consideration in developmental the degree of occupation fulfillment at the global build level (Adolphe, 2022).

Self-Efficacy

Self-efficacy has been emergent in current organizations and by addition of its consequence on job satisfaction will produce reliable results. Self-efficacy see as a cognitive device that manage one's attitudes, influencing individuals thoughts, ways of opinion, ability in implementing and managing tasks efficiently (Zhang, 2022). Self-efficacy effects and helps peoples in different ways such as perfect decision making, problems related to employees at work and various types of goals settings. Similarly self-efficacy has an effect on feelings, creation of authentic analysis and judgments which enhance sensibly workers performance in a different ways include command on hard and demanding tasks (Bukkapatnam, 2023). Self-efficacy can be considered as individual's power of analysis about their potentials to carry out a specific course of action effectively within a limited timeframe. Furthermore, according to the JD–R model, there are three components which contribute to create positive behavior of workers which are self-esteem, high approach to optimism and self-efficacy (i.e., approval, commitment, pioneering) (Galanakis *et al*., 2022).

Study of previous literature proved that peoples have high level of self-efficacy are deal with different problems and difficulty more effectively and positively and in result they gain both internally as well as externally satisfaction from their work and tasks (Alyahya *et al*., 2020). For example, Caprara et al. (2003) originate that self-efficacy and collective-efficacy viewpoint were a muscular and positive precursor of teachers' job satisfaction in a research having sample of 2688 junior high schools teachers in Italia. Surveyed a sample of 1430 working teachers and found results that teachers with better classroom supervision self-efficacy or better instructional strategies self-efficacy had greater job approval. In a similar study, explained that persons with higher self-efficacy were more positive to deal with the job responsibilities and then job satisfactions were easier achieved through this procedure. Therefore, we expect self-efficacy positively connected with teachers' job approval in current study. Self-efficacy is a self-development that leads to high promise and achievements, able to decrease despair, pressure and failure. An individual with high level of self-efficacy is self-governing, smart in controlling and commanding, efficient in addressing his tasks, comfortable in his jobs, able to overcome pressures in work and able to achieve organizational goals (Atmaja, 2024).
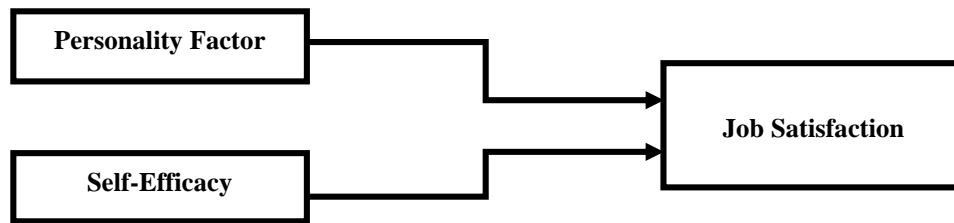
Job Satisfaction

Job satisfaction is characterized as the good methodology which a specialist feels at work circumstances or the degree of delight a laborer appreciates during working (Miah, 2018). The pieces of Job satisfaction are personal which suggests that depends on the expert bits of knowledge and doesn't simply depend upon the possibility of the gig yet likewise the insight and one's evaluation

On the work conditions and Job satisfaction communicated that agents are the essential wellspring of result in an industry. Laborers who are unwavering, positive and achieved Job satisfaction are making huge obligation to the affiliation. For sure, positive technique and direct by bosses moreover expects a key part which could add to update the helping behavior, joint effort and respect with teammates to offer better quality kinds of help which further develop the delegate's Job satisfaction level. Job satisfaction is the

huge form in any definitive approach to acting and others mind science investigates which partner the solitary's personality, results and direct effect on one's working environment (Laschingeet *et al.,* 2007). Furthermore, in current survey imperatives and levels of individual or affiliation's approach to acting this winds up showing the individual satisfaction at work and the major determinant for staying aware of the affiliation's delegates (Adeniji, 2011). Job satisfaction is a basic part face to face's life which decidedly control expertise, show and results. Most assessments in business related research by and large fixation to see working circumstances, work condition and relationship rather than work, work plans, work prosperity, commitment, sponsorship, portion, the board styles and pioneer draws near. Prior assessments has exhibited that work Job satisfaction worked on individual's approach to acting, results, direct ramifications for one's work natural components, worth of life and can abstain from irritating, demotivated, decreased work show and turnover (Bruś, 2023).

Theoretical Model

Underpinning Theory

In 1966, Herzberg developed a theory of two factors model. That model is useful to measure efficiency and motivator factors in job approval. Job satisfaction has to main division, these are feature are internal and external. Internal features are (skills, job management, responsibility and challenge) and external features are (pay, operational conditions, relations, security conditions of employment).

Hypothesis

H1: Extraversion, agreeableness, conscientiousness and openness will have significant positive correlations with job satisfaction among college teachers.

H2: Neuroticism will exhibit a significant negative correlation with job satisfaction among college teachers.

H3: Self-efficacy will show a significant positive correlation with job satisfaction among college teachers.

H4: There will be significant combined effects of personality factors (and self-efficacy on job satisfaction among college teachers.

Research Questions

1. What is the relationship between personality factors (extraversion, agreeableness, conscientiousness, openness, neuroticism) and job satisfaction among college teachers?

2. How does self-efficacy relate to job satisfaction among college teachers?

3. Are there combined effects of personality factors and self-efficacy on job satisfaction among college teachers?

4. How do personality factors and self-efficacy contribute to the prediction of job satisfaction among college teachers?

Objectives

1. To examine the relationship between personality factors and job satisfaction among college teachers.

2. To assess the relationship between self-efficacy and job satisfaction among college teachers.

3. To investigate the combined effects of personality factors and self-efficacy on job satisfaction among college teachers.

4. To explore the predictive value of personality factors and self-efficacy for job satisfaction among college teachers.

5. To provide recommendations for organizational practices based on the findings.

Methodology

This cross sectional study among the (*N*=300) was conducted in different colleges of Sargodha, Pakistan. Purposive sampling Strategy was used to collect data from teachers. Study was carried out after obtaining informed consent from teachers in different colleges. An indigenous scale was developed for measuring psychosocial the variables. The scales are consisted of 44, 33 and 10 items presently. Five-point rating scales were usedi.e. *1*= "Strong Disagree", *2*= "Disagree",*3 = "*Neutral", *4*= "Agree",*5*= "Strongly Agree"*"Cronbach"* alpha of personality factors is .71 to .84, self-efficacy is .72 and job satisfaction is .77, the scale has high internal consistency. Data were analyzed through SPSS 21.

2. Result

Table 1. Demographic Variables of Participants

Demographic variables	*f*	*%*
Gender		
Male	132	44
Female	168	56
Academic Qualification		
Master	171	57
MS or M Phil	109	36.3
PhD	20	6.7
Job Experience		
0 to 5 years	168	56
6 to 10 years	89	29.7
11years to onward	43	14.3

Table indicates the demographic composition of the participants in the study reveals interesting insights. Among the participants, gender distribution showed a slight imbalance, with 44% being male and 56% female. This indicates a slightly higher representation of female participants in the study cohort. Regarding academic qualifications, the majority of participants, constituting 57%, held a Master's degree,

while 36.3% possessed an MS or M Phil degree. A smaller proportion, 6.7%, had attained a PhD. In terms of job experience, a significant portion of participants, accounting for 56%, reported having 0 to 5 years of experience. Meanwhile, 29.7% had accumulated 6 to 10 years of experience and a lesser percentage, 14.3%, boasted 11 years of experience and onward. These demographic characteristics provide a nuanced understanding of the participant pool, shedding light on factors that may influence their perceptions and experiences related to job satisfaction and self-efficacy.

Table 2. Pearson correlation among personality factors, self-efficacy and job satisfaction

Variables	6	7
1. Extraversion	0.05	0.13*
2. Agreeableness	0.13*	0.23**
3. Conscientiousness	0.09	0.24**
4. Neuroticism	-0.15**	-0.02
5. Openness	0.01	0.19**
6. Self-Efficacy	-	0.26**
7. Job Satisfaction		-
**P<.01,*P<.05		

Table 2 shows Pearson correlation among study variables. The findings indicate that extraversion is positively correlated with job satisfaction ($r=.13$, p<.05). Similarly agreeableness ($r=.23$, p<.01), conscientiousness ($r=.24$, p<.01) and openness has significant positive correlationwithjob satisfaction respectively ($r=.19$, p<.01).Where neuroticism has no significant negative correlation with job satisfaction. Self-efficacy also has positive correlation with job satisfaction ($r=.26$, $p<.001$).

3. Discussion

The present study examined the effects of personality factors and self-efficacy on the job satisfaction. Informed consent was taken before the data collection Three hundred (162 males and 138 females) college teachers completed the big five personality scale, the teacher's self-efficacy scale and the job satisfaction survey. It is cleared from past writing that couple of specialists had investigated the connection of character factors, self-adequacy and job satisfaction to foresee individual result (job satisfaction). A large portion of the past writing can't see the consolidated impact of self-viability, character factors (receptiveness, reliability, extraversion, pleasantness and neuroticism) on job satisfaction. Particularly in schooling organization it is special blend to check the consolidated impact of self-viability, character factors on job satisfaction.

The objective of present review is to figure out the consolidated impact of self-viability, character factors (receptiveness, principles, extraversion, pleasantness and neuroticism) on job satisfaction in school educators. This study was directed among 300 school instructors to quantify the connection between character factors, self-adequacy and Job satisfaction. Character factors show as individual's way of life that impact on people thinking designs, contemplations, sentiments and capacity of navigation and overseeing task really. Job satisfaction is characterized as the good methodology which a laborer feels at work circumstances or the degree of delight a specialist appreciates during working (Perez, 2023).

Training areas of Pakistan ought to orchestrate greatest number of exercises that attention on the improvement of job satisfaction by choosing the workers how has a place with stable character as well as have elevated degree of self-viability which assists with upgrading efficiency of association. Improving the significance of character variables and self-adequacy will advance the schooling system and educators life. In Pakistan, schools should administrations explicit timings are determined for male educators and female instructors that might find a justification behind contrasts level of self-viability and Job satisfaction. Endeavors can be made to give joint timing where male and female instructors both can partake at a time. The ramifications aren't restricted to just schooling associations, as this can be applied in other setting too. As writing propose character elements and self-adequacy is firmly connected with scholarly turn of events and Job satisfaction of educators, significance of character and self-viability should be concentrated on in different Pakistani setting for example banks, hierarchical and so forth more examination is required around here on other setting, so results can measure up to different settings, this will likewise lead significance of local area administrations.

This study is a cross-sectional exploration and it utilized self-report measures. So these are clear a few impediments, for example, future specialists could set out on longitudinal examinations to lay out causal relationship. Notwithstanding self-report measures, interview procedures and center gathering conversations could be utilized to supplement the information assortment instruments. Notwithstanding these limits, the current review has added to the collection of writing character factors, self-viability and job satisfaction.

Limitations

The study has several limitations that should be considered when interpreting the findings. The utilization of purposive examining, right off the bat, may have presented predisposition, as members were self-chosen in light of accessibility, possibly restricting the generalizability of the outcomes. Besides, the examination was led in a particular city in Punjab, Pakistan, which might confine the relevance of the discoveries to different districts or settings inside the country. Also, the moderately little example size of 300 school instructors may not completely address the variety of the populace, influencing the power of the ends. The poll being controlled exclusively in English might have caused errors for members not capable in the language, possibly influencing reaction precision. Moreover, the dependence on self-report measures presents the chance of inclinations like social allure. The cross-sectional plan forestalls the foundation of causal connections between factors, featuring the requirement for longitudinal examinations. Significant factors, for example, conjugal status and social class were not thought of and factors like mind-set and mental states were challenging to control for, possibly affecting the outcomes. At long last, fluctuation in educational procedures among schools and educators might have impacted member reactions, adding further intricacy to the understanding of discoveries.

4. Conclusion

The study contributes to the understanding of job satisfaction among college teachers by examining the combined influence of personality factors and self-efficacy. The discoveries highlight the meaning of individual contrasts in character and convictions around one's abilities in shaping satisfaction levels. The positive

relationships found between extraversion, suitability, honesty, transparency, self-viability and occupation job satisfaction feature the significance of these characteristics and convictions in cultivating a fantastic work insight. Educators who show characteristics like friendliness, compassion, principles and receptiveness to new encounters will generally report more elevated levels of job satisfaction. Moreover, the people who have areas of strength for an in their capacity to deal with undertakings really (self-viability) likewise will generally encounter more prominent job satisfaction. Nonetheless, the shortfall of a critical connection amongst neuroticism and job satisfaction recommends that close to home solidness may not assume a conspicuous part in impacting job satisfaction among school educators in this unique circumstance. The outcomes accentuate the requirement for instructive organizations to consider individual contrasts in character and self-adequacy while planning methodologies to improve job satisfaction among educators. By advancing a strong workplace that lines up with the characteristics and convictions of their staff, associations can cultivate more elevated levels of job satisfaction, which thus can prompt superior execution and results. Besides, the review features the significance of progressing research around here, especially in assorted social settings and authoritative settings. Future investigations could investigate extra factors that might impact job satisfaction and inspect the viability of intercessions pointed toward improving position job satisfaction among school instructors. All in all, understanding the transaction between character factors, self-viability and job satisfaction is significant for establishing a satisfying workplace for school educators. By tending to individual contrasts and cultivating a steady working environment culture, associations can advance job satisfaction and at last work on by and large hierarchical execution.

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