




**Irshad Ullah**

MBA Scholar. Institute of Management Sciences, University of Science & Technology, Bannu, Pakistan

KEYWORDS	ABSTRACT
<p>Neuroticism, Personality Big Five Model. OPE &amp; Extraversion, Protein Career Attitude</p>	<p>The current study tries to investigate relationship between personality big five attributes of faculty members and their protein career opportunities for career. Data was obtained from banking sector employees in KP Pakistan. The findings depict that highest correlation is between extraversion and OPE has significant relation with self-driven protein career attitude. Similarly, the two factor also possess positive strength with value driven approach of protein career attitude. However, boundary less mindset attitude of protein career depicts significant relation with the agreeableness, also organization mobility shows significant relation with neuroticism, OPE and Extraversion. Current study was conducted in the KP environment if it may be applied in various other provinces and other part of Pakistan. We can get clear picture of the under-pinning mechanism. The relationship between personality types and protean career can be under in better manner if we study various attributes related to individual (efficacy, commitment &amp; involvement) organizational (cultural, cynicism, &amp; collective efficiency) as well as environmental factor as mediator.</p> <p> 2022 Journal of Social Sciences Development</p>
Corresponding Author	Irshad Ullah
Email:	Irshadkhan@gmail.com
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## INTRODUCTION

The changing career environment is the main topic of discussion in today's world. Ordinary career arrangements focus upward movement in one or two organizations and one's success is describe in term of his greater role in his field (Segers, Inceoglu, Vloeberghs, Bartram & Henderickx, 2008). While the new approaches of career (Saif, Khan, Shaheen, & Bangash, 2020) highlight that the psychological connection between leadership and subordinate (Farooq, Saif, & Shaheen, 2022) cannot ensure full-scale employment during insecurity stage (Saif & Khan, 2020). The individuals have to create and manage their career by their own insights. They should adopt various career self-management activities for instance perceived control, trust on management (Saif, Khan, & Adnan, 2018) and promoting loyalty. These characteristics are vital in determining the personality

of different individual in different situations. Thus, they will be able to make their own career goals. They engage themselves in such activities so that they maintain their job with in same workplace and in this regard the role of transformational (Saif, Khattak, & Khan, 2016) and transactional leadership as well as employees intrinsic motivation ( Saif & Shaheen, 2022) is thus mandatory. Protean career is connected with the individual self-struggle, not with the organization (Briscoe & Hall 2006). Boundary less career contains multiple opportunities in a single employment setting (Filippi & Arthur, 1994).

A little amount of practical research is done despite of the fact that protean career and boundary less career has been largely debated in the literature (Segers et al 2008). Different Scholars have emphasized various variables such as gender, age, educational level and cultural differences which have their influence over protean and boundary less career attitudes (Otluglu, 2012; Eby, Butts, & Lockwood 2003). More practical works is required in area of dispositional factors. Furthermore, protean and boundary less career models are discussed and created in US and Western countries (Briscoe & Hall 2006). There is a need to discuss and create similar models in other countries too. They are more determined because of their determination with their jobs they maintain strong relation with organization career developing mechanism. The objective of this study is to connect various personalities traits with the protean and boundary less career attitude. For attaining this purpose, the main perspective (Protean Career) should involve self-directed career management and interest driven career initiation (Briscoe, Hall & DeMuth 2006). Whereas, boundary less career can be highlighted through two perspectives i.e., boundary less mindset and organizational mobility preference.

Career, protean career, boundary less career and personality are main topics of this study. Career means one's life struggle in a particular field. Protean and boundary less career are the two new approaches of career. Personality means combination of various internal and external features that's making an individual behavior pattern. The main purpose of this study is to give emphasis on the new approaches of career. To enhance the understanding of protean and boundary less career perspective, to describe protean and boundary less attitudes, to connect various personality traits with protean and boundary less career attitudes and to highlight those personality traits which are most closely connected with protean and boundary less career. Some individuals show protean attitudes and create self- directed inner alternatives. In this connection, they avoid engagement with others. While some personals have Boundary less mindset, they engage themselves with one organization to construct their Career. This study is arranged on the basis of a practical work. The data is collected from the distributed questionnaires. The importance of the study is: to discover those arguments which provide strong foundation to the theoretical frame work of career in the academic world.

### Research Questions

1. Is there any relationship between personality protean and boundary less career attitude?
2. Which one attribute of personality BFM characteristics define individual protean career?
3. Which one attitude of personality BFM characteristic define individual edge less career?

### LITERATURE REVIEW

#### Protean & Boundary Less Career

Protean and Boundary less career have evolved as a new approach to career field (Otluoğlu, 2012), Hall's (1976, 1996, 2002) views highlight Protean Career from an individual's struggle for Career-Management. Which is in-contrast to the Career-Management by the firm (Briscoe et al; 2006). Both Briscoe and Hall perceive Protean and Boundaryless Career as interest driven attitude and self-directed attitudes towards Career-Management. Protean Career personals give importance to use their own values as compare to organizational value to develop Career. Further individuals are independent in managing their Career goals that are required from them in different situations and contexts for developing positive consequences. Those individuals who have less Protean Career attitude seek external help and have no internal control over their Career Management. Therefore, Briscoe et al 2006, view focuses protean career as the self-controlled- management and interest driven predispositions.

Boundary less career attitude includes a Career which is not limited to a particular organization. It involves various physical and mental progression (Sullivan & Arthur, 2006). According to Briscoe et al. (2006) Boundary less Career can be measured by two prospective i.e., Boundary less mindset and organizational mobility preference. The later described as an individual interest to stay with one or many organizations. While the former perspective highlights one's general conception to work within organizational limitation. Although Protean career and Boundaryless Career are two separate disciplines. There is the existence of some similarity between these two approaches of the Career management (Briscoe et al, 2006). In this connection, some individuals show the protean attitudes and create self- directed inner alternatives. They avoid engagement with others. While some personals have Boundary less mindset, they engage themselves with one organization to construct their Career.

#### Big Five Personality Model

Personality is the collection of the various internal and external characteristics that develop an individual behavior pattern. There are three different kinds of traits i.e., cardinal, central and secondary traits. These traits are the integral part of organizational behavior. Personality means behavior and can be better explained in the FFM or big five likewise extraversion, agreeableness, neuroticism, openness to experience and conscientiousness (Tahira, Saif, Haroon & Ali, 2019). These five factors of PBFM and their connection with career attitude are given bellow: High openness to experience personals have high level of flexibility; they have more tendency to discover the environment, because of such capacity they like organizational mobility than stay with a particular organization. Conscientious employees struggle for attainment and do their duty honestly (Costa & MeCare, 1992). In this connection, they are more determined because of their determination with their jobs in the different situations they maintain strong relation with the organization career developing mechanism.

Neurotic employees have low emotional stability (Saif & Shaheen, 2022), they exercise negative feelings, take tension very soon and show fear (Costa & MeCare, 1992). Such types of personals

cannot maintain stable relation with other employees in organization (Wu, Foo & Turban, 2008). Thus, they have less concern with boundary less career. High agreeableness personals are energetic, able to be trusted and engage with others at work place (Wu et al, 2008). It describes that such individuals have no concern with revenge, they contain sympathy with all and express their virtue attitude everywhere (Rubenzer & Faschingbauer, 2004). The high agreeableness people are less connected with protean career and boundary less career. Extraverted employees have the habit of making friends, they keep strong relation with every one, express enthusiasm, handle their affairs normally, avoid fear and keep formal engagement with others at workplace (Costa & McCare, 1992). Because of well-managed engagement with others, they have more connection with protean and boundary less career

**RESEARCH METHODOLOGY**

The current study uses quantitative approach in order to find the relation between PBFM and PC attitude among bankers in Pakistan. The target population under this research project is all banks working in both public and private financial institutions in Dera Ismail Khan, KP, Pakistan. Sampling is indeed the procedure for choosing adequate number of elements from a group, seeking evidence, researching the samples, thoroughly evaluating features of the sample topic, and then generalizing those features and its outcomes to the wider population (Sekaran, 1999: 268). To calculate the representative sample using the results of pilot survey, finite population formula was applied and random sample was obtained. Consequently, the outcomes of such an original study response rate are shown below.

$$\text{Sample-size} = ((SD^2 / ((Z^2 / E^2) + (SD^2 / N))) = ((.782^2 / ((1.96^2 / .089^2) + (.782^2 / 25))) = 110$$

The following are indeed the statistics from test program, wherein 50 surveys were given out, 30 of them being properly completed and utilized to determine the sample size for the research. In the current study adopted questionnaires were used to get the response for the target variables under the considerations.

Table 1 Descriptive Statistics

	N	Mean		Standard Deviation
	Statistic	Statistic	Std. Error	Statistic
OS	30	3.8407	.089	.78
Valid N (list-wise)	30			

**Protean Career Attitudes Measure**

Protean career attitude scale described by Briscoe et al. (2006) was used for highlighting protean Career attitude. For protean career eight illustrations were highlighted. One of its samples is "At last" I make progress in my career through my own will power and finally, I managed a self-controlled Career.

**Boundary less Career Attitudes Measure**

Boundary less career attitudes scale described by Briscoe et al. (2006) was used for highlighting boundary less career attitudes. For boundary less mindset eight illustration was highlighted. One of its samples is " I take entertainment while working with individuals of other organization and I

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accept duties which allow me to work outside my company. For organization Mobility preference they described five crucial illustrations one of its Sample is “my preference is to remain with my organization because I am aware with its rule and regulation where as to work elsewhere (Reverse scored) and I enjoy the uncertainties that drive from my job which I regularly perform for the same company (Reverse scored).

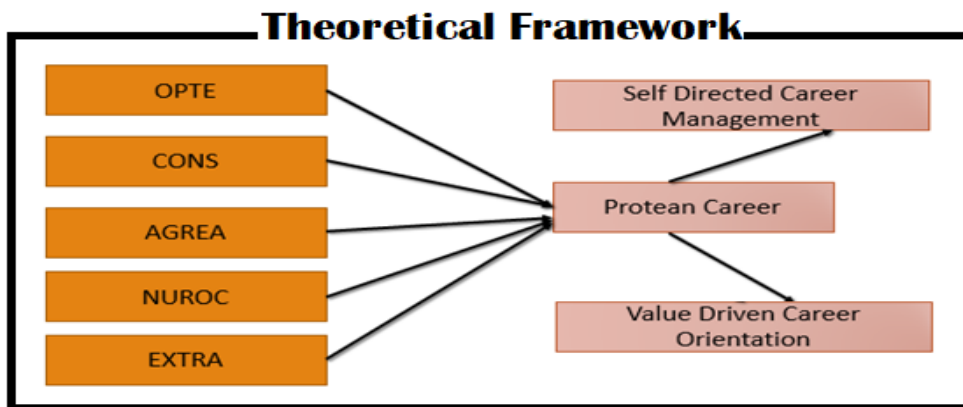
### Big Five Personality Traits Measure

The 44 illustrations in the big five inventory by (John & Srivastava 1999) was used for highlighting. Big five personality traits some sample illustrations are I am ready forever, for conscientiousness. For the extraversion; I am sociable. For agreeableness; I provide assistance to others that provide significant support. For neuroticism; “I often express negative feelings. For openness to experience; I like fresh ideas”.

### Data Collection & Analysis Tools

There are number of methods for data collection and analysis. In the current study response was get through questionnaires on the basis of Likert scale and it was than analyzed through frequency distribution. Finally, the researcher has applied Correlation analysis for results to realize desired outcomes of research.

Figure 1 Theoretical Framework



## RESULT & DISCUSSION

Table 2 Response about Developmental Opportunities

	Response		
	Frequency	Percentage	
“When development opportunities have not been offered by my company, I’ve sought them out on my own”	20	25	SA
	20	25	A
	10	12.5	N
	30	37.5	DA
	0	0	SDA
Total	80	100	

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Table 3.1 that 25% personals strongly agree with statement. 25% individuals agree to statement. 12.5 % and 37.5% employees neither agree nor disagree with the statement respectively. No one strongly disagree with the statement that provide significant information in measuring the desired statement for required outcomes.

Table 3 Response about One's Success and Failure in His/her Career.

	Response		
	Frequency	Percentage	
"I am responsible for my success or failure in my career".	30	37.5	SA
	20	25	A
	10	12.5	N
	15	18.75	DA
	5	6.25	SDA
Total	80	100	

Table 3 indicates that 37.5% personals strongly agree with the statement. 25% individuals agree to the statement. 12.5 % and 18.75% employees are neither agree and disagree with the statement respectively. 6.25% personals strongly disagree with the statement that provide significant information in measuring the desired statement for required outcomes.

Table 4 Response about Self-Directed Career

	Response		
	Frequency	Percentage	
"Overall, I have a very independent, self-directed career".	20	25	SA
	20	25	A
	20	25	N
	20	25	DA
	0	0	SDA
Total	80	100	

The table 4 indicates that 25% personals strongly agree with statement. 25% individuals agree to the statement. Both agree and disagree employees are 25% with the statement respectively. No one strongly disagree with statement that provide significant information in measuring the desired statement for required outcomes.

Table 5 Response about Selecting Career Path by One's Own Will.

	Response		
	Frequency	Percentage	
"Freedom to choose my own career path is one of my most important values".	35	43.75	SA
	20	25	A
	5	6.25	N
	15	18.75	DA
	5	6.25	SDA
Total	80	100	

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Table 5 indicates that 43.75% personals strongly agree with the statement. 25% individuals agree to the statement. 6.25% and 18.75% employees are neither agree and disagree with the statement. 6.25% personals strongly disagree with statement that offer significant information in measuring the desired statement for required outcomes.

Table 6 Response about Control of One's Career.

	Response		
	Frequency	Percentage	
"I am in charge of my own career".	30	37.5	SA
	30	37.5	A
	10	12.5	N
	10	12.5	DA
	0	0	SDA
Total	80	100	

Table 6 indicates that 37.5% personals strongly agree with statement. 37.5% individuals agree to the statement. Both agree and disagree employees are 12.5% with the statement respectively. No one strongly disagree with statement that provide significant information in measuring the desired statement for required outcomes.

Table 7 Response about one's Self Struggle in Moving Career Ahead.

	Response		
	Frequency	Percentage	
"Ultimately, I depend upon myself to move my career forward".	20	25	SA
	20	25	A
	30	37.5	N
	10	12.5	DA
	0	0	SDA
Total	80	100	

Table 7 indicates that 25% personals strongly agree with statement. 25% individuals agree to the statement. 37.5% and 12.5% employees both agree and disagree with the statement respectively. No one strongly disagree with statement that provide significant information in measuring desired statement for required outcomes.

Table 8 Response about one's perceived role in his own career.

	Response		
	Frequency	Percentage	
"Where my career is concerned, I am very much "my own person."	20	25	SA
	20	25	A
	10	12.5	N
	20	25	DA
	10	12.5	SDA
Total	80	100	

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Table 8 indicates that 25% personals strongly agree with statement. 25% individuals agree to the statement. 12.5% and 25% employees both agree and disagree with statement respectively. 12.5% personals strongly disagree with statement that provide information in measuring desired statement for required outcomes.

Table 9 Response about one's past experience in managing his/her career.

	Response.		
	Frequency	Percentage	
"In the past I have relied more on myself than others to find a new job when necessary".	30	37.5	SA
	20	25	A
	15	18.75	N
	5	6.25	DA
	10	12.5	SDA
Total	80	100	

Table 9 indicates that 37.5% personals strongly agree with statement. 25% individuals agree to statement. 18.75% and 6.25% employees both agree and disagree with statement respectively. 12.5% personals strongly disagree with statement that provide information in measuring desired statement for required outcomes.

Table 10 Response about I Navigate My Own Career.

	Response		
	Frequency	Percentage	
"I navigate my own career, based on my personal priorities, as opposed to my employer's priorities".	35	43.75	SA
	25	31.25	A
	5	6.25	N
	10	12.5	DA
	5	6.25	SDA
Total	80	100	

Table 10 indicates that 43.75% personals strongly agree with the statement. 31.25% individuals agree to the statement. 6.25% and 12.5% employees both agree and disagree with the statement respectively. 6.25% personals strongly disagree with the statement that provide information in measuring the desired statement for required outcomes.

Table 11 Response about how other People Evaluate One's Career Choices

	Response		
	Frequency	Percentage	
"It doesn't matter much to me how other people evaluate the choices I make in my career".	40	50	SA
	20	25	A
	10	12.5	N
	10	12.5	DA
	0	0	SDA
Total	80	100	



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Table 11 that 50% personals strongly agree with statement. 25% individuals agree to statement. Both agree and disagree employees are 12.5% with the statement respectively. No one strongly disagree with statement that provide significant information in measuring the desired statement for required outcomes.

Table 12 Response about self- evaluation of own career.

	Response		
	Frequency	Percentage	
"What's most important to me is how I feel about my career success, not how other people feel about it".	30	37.5	SA
	30	37.5	A
	10	12.5	N
	10	12.5	DA
	0	0	SDA
Total	80	100%	

Table 12 indicates that 37.5% personals strongly agree with statement. 37.5% individuals agree to the statement. Both agree and disagree employees are 12.5% with the statement respectively. No one strongly disagree with the statement that provide significant information in measuring the desired statement for required outcomes.

Table 13 Response about individual's value-driven career attitude

	Response		
	Frequency	Percentage	
"I'll follow my own conscience if my company asks me to do something that goes against my values."	20	25	SA
	30	37.5	A
	10	12.5	N
	10	12.5	DA
	10	12.5	SDA
Total	80	100	

The table 3.12 indicates that 25% personals strongly agree with the statement. 37.5% individuals agree to statement. Both agree and disagree employees are 12.5% with statement. 12.5% personals strongly disagree with the statement that provide significant information in measuring the desired statement for required outcomes.

Table 14 Response about what is right and wrong in one's career

	Response		
	Frequency	Percentage	
"What I think about what is right in my career is more important to me than what my company thinks".	30	37.5	SA
	30	37.5	A
	10	12.5	N
	10	12.5	DA
	0	0	SDA
Total	80	100	

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Table 14 indicates that 37.5% personals strongly agree with statement. 37.5% individuals agree to the statement. Both agree and disagree employees are 12.5% with the statement respectively. No one strongly disagree with the statement that provide significant information in measuring the desired statement for required outcomes.

Table 15 Response about employees past experiences.

	Response		
	Frequency	Percentage	
In the past I have sided with my own values when the company has asked me to do something I don't agree with	30	37.5	SA
	20	25	A
	20	25	N
	10	12.5	DA
	0	0	SDA
Total	80	100	

Table 15 indicates the statement that 37.5% personals strongly agree with the statement. 25% individuals agree to the statement. 25% and 12.5% employees both agree and disagree with the statement. No one strongly disagree with statement that provide information in measuring desired statement for required outcomes.

Table 16 Mean, Standard Deviation, Correlation, Co Efficient of Variables

SN	Variables	Mean (S.D)	1	2	3	4	5	6	7	8
1	Self-Directed	3.22 (0.67)	-							
2	Value Driven	3.13(0.66)	0.53**	-						
3	Boundary less Mind Set	3.04(0.72)	0.43**	0.62*	-					
4	Organization Mobility	3.55(0.32)	0.33**	0.41	0.52	-				
5	Conscientiousness	3.17(0.66)	0.32	0.44	-0.29	-0.09	-			
6	Agreeableness	3.33(0.67)	-0.38*	-0.51*	-0.12	0.32	0.44	-		
7	Neuroticism	3.44(0.78)	0.07	0.19	0.18	0.32*	0.47*	0.43	-	
8	Openness to Experience	3.12(0.82)	0.24*	0.36*	0.55*	0.21*	0.91	0.37	0.48	-
9	Extraversion	3.52(0.18)	0.39*	0.41*	0.29*	0.19*	0.19	0.23	0.16	0.22

## CONCLUSION

The outcomes of this study will enhance the understanding of various individuals about the new career approaches. They will also become aware about the connection of personality traits with protean and boundary less career. Everyone in this world have different personality traits. The outcomes of this study show that these personality traits have the relation with the protean and boundary less career attitudes. People who have the personality trait of "Agreeableness" have less concern with protean career perspective. Whereas, those people who have the personality traits of "Extraversion and openness to Experience" have high concern with the protean and boundary less career. The results of this study are also helpful to human resources management functions. HRM department of an organization is related with the recruitment and selection of employees. Thus, the HRM personals can recruit those individuals who have less concern with the organization mobility preference. Consequently, there will be no difficulty for them to select the committed personals for their organization.

The HR personals will recruit those individuals who have the personality traits of "Agreeableness" for such situation; as compare to those who have "the Extraversion and openness to Experience" personality traits. While, in other situation where the HR' personals require those individuals who have the attitude of "the Organizational Mobility Preference". Then, they can easily select such individuals by studding the results of this study. Further, HR personals should also keep in view the controversies among various employees towards their career management. The "Extroverted and openness to the experience" individuals have less tendency to their career management by the organization. Thus, the suitable option for employee's career management is to consider their values. Organization should maximize their task, duties and responsibilities for effectively handling and managing such individuals.

### Recommendations

1. HR departmental head must design their strategies to overview different dimensions of human personality in advance during recruitment and selection stage as it will be beneficial for them to select right person for the right job.
2. HR mobility is very basic nature of human behavior. So, in order to retain affective HR organization top crest may provide various nature of movement through job enrichment. It will create feeling of belongs among employ for their organization.
3. In order to remove or minimize the mobility feeling among employees, organization must provide effective and appropriate opportunities through intrinsic % extrinsic motivational tools. In order to sustain protean career feeling, employees must become the active reagent of communication process.
4. Banking sector of Pakistan is rapidly growing day to day. At the same time employees of banking sector is also offered a lot of opportunities by their competitors (in banking). So only those organization can survive, that have stronger relationship between employees and employer.
5. The relationship between personality types and protean career can be under in better manner if we study the various attributes related to the individual (efficacy, commitment, involvement) organizational (cultural, cynicism, collective efficiency) and environmental factor as mediators.

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