



# **To investigate the affects of Big Five Personality Traits on Organizational Commitment of Teachers of a Private School**

A Thesis submitted to Department of Management Sciences in  
partial fulfillment of the requirement for the MBA degree

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**JULY, 2014**

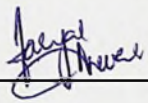
**Bahria University, Karachi Campus**

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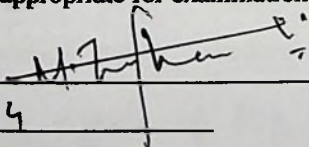
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To investigate the effects of Big Five Personality Traits on  
Organizational Commitment of Private School Teachers  
in the management science department as part of fulfillment of the  
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I M. Zushan Ali being the Supervisor of the above student, certify that the research work of the student has been completed to my satisfaction and that the thesis is in a format recognized by the department and is in accordance with the rules of the University. The thesis is appropriate for examination.

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**Abstract:**

Organizational commitment has started to become a myth these days employees are switching their jobs and look for better prospect. However, some employees stick to one organization throughout their career and will be highly committed to their organization. The research was conducted to identify that whether it is the personality that compels the employees to stick and remain into one organization or there might be other factors involved too. The purpose of the research to analyze the relationship that exists between personality and job and organizational commitment of private school teachers. This area was chosen for research as some school teachers spend decades in one single school while others switch their jobs rather quickly. A sample size of seventy teachers was chosen from a private school to research whether personality is the only determinant of organizational and job commitment. Chi-squared test was used to identify the dependence of the variables of personality based on the Big Five (Openness to Experience, Conscientiousness, Extraversion, Agreeableness and Neuroticism) on Organizational Commitment (Affective, Continuance and Normative Commitment). The test results did not signify any strong relationship of personality with commitment however, only Conscientiousness, Agreeableness and Emotional Stability was positively related with Affective Commitment, and the rest did not show any relationship significant enough.

However, certain factors such as location of school near to residence, deteriorating condition of the city and fee evasion of children and subject expertise in the same environment has made teachers more committed to their organization rather than just personality.

Key words: *personality, organizational commitment, Big Five*

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