

Manuscript No.: IJAR-56585

Title: THE RELATIONSHIP BETWEEN PERSONALITY TRAITS AND REMOTE WORK PRODUCTIVITY AMONG HIGHER EDUCATION FACULTY.

Recommendation:

- Accept as it is
- Accept after minor revision.....
- Accept after major revision
- Do not accept (*Reasons below*)

Rating	Excel.	Good	Fair	Poor
Originality		✓		
Techn. Quality	✓			
Clarity	✓			
Significance	✓			

Reviewer Name: Dr. Mithilesh kumar shukla

Reviewer's Comment for Publication:

The Trait Theory of Personality is useful in explaining the difference in the way 58 individuals think and act. The digital technology and adoption of flexible work models across the globe, different sectors in the industries, with higher education particularly, have redefined their work model radically. Remote work (or telework, or virtual work) is now a ubiquitous phenomenon in this post-COVID-19 world. The trait 82 characteristics which influence the way we cope with work responsibilities, related to others, and reaction to work demands. Faculty need to be provided with training and professional development courses to assist them in acclimating to using remote and hybrid campus setups. Remote or hybrid work-life balance and staff well-being can be achieved through colleges.

Recommendation: Accept after minor revision, 1-Give the strategies of virtual work setup.

Detailed Reviewer's Report

STRENGTHS:

- 1- This research attempts to learn how personality factors, or specifically the Big Five model of personality, relate to the productivity of remote higher education faculty.
- 2- Use Big Five Inventory-2 (BFI-2 short form) and Individual Work Performance Questionnaire (IWQP- short version).
- 3- In this study scholar use 240 samples collected using purposive sampling. The analysis is done using differentiae statistics, Student's t-test, and ANOVA.
- 4- Employee disparities play a big role in 38 influencing the performance of employees in remote working environments.
- 5- Person-Environment Fit Theory also conjectures that when there is good fit between the attributes of a person and the work circumstances,
- 6- Remote and hybrid work models emerge as a more common practice, and it is necessary to know what factors can affect the productivity of faculty.
- 7- The researcher has used a quantitative correlational research approach in the current study.
- 8- The Big Five Inventory, Short Form, 5-point Likert scale, IWPQ-18 point uses for work behaviour items are reverse-scored, and the total work performance

WEAKNESSES:

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- 1- in this study for concept creation REVIEW OF LITERATURE only three years data use.
- 2- Limited Exploration of Contextual Factors
- 3- Use only Big Five personality traits are widely used,
- 4- the study does not consider other personality dimensions or psychological factors.