

Personality to Purpose: A TCCM-Based Review of Big Five Traits, Meaningful Work, and Turnover Intentions through the Theory of Purposeful Work Behaviour

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Abstract

This study presents a TCCM-based systematic review examining the relationships among Big Five personality traits, meaningful work perception, and employee turnover intentions through the lens of the Theory of Purposeful Work Behaviour (TPWB). By synthesizing evidence from multidisciplinary organizational and psychological research, the study identifies how individual personality differences influence employees' experience of meaningful work and consequently affect retention outcomes. Findings reveal that traits such as conscientiousness and extraversion positively contribute to purposeful engagement, while neuroticism increases turnover risks. Meaningful work emerges as a central mediating mechanism linking personality and work outcomes, with leadership support strengthening employee commitment. The TCCM analysis further highlights methodological and contextual gaps, including overreliance on cross-sectional research and limited exploration in emerging economies. The study contributes theoretically by integrating personality and purpose-driven frameworks and offers practical implications for organizations aiming to enhance engagement and reduce employee turnover through purposeful workplace design.

Keywords: Big Five Personality, Meaningful Work, Turnover Intention, Purposeful Work Behaviour, Employee Engagement

1. Introduction

Employee retention has emerged as one of the most critical organizational challenges in the contemporary global labor market, where competition for skilled talent continues to intensify across industries. High employee turnover imposes substantial financial and operational burdens on organizations, including recruitment and training costs, productivity disruptions, and loss of institutional knowledge. Empirical evidence indicates that replacing an employee may cost organizations between 50% and 200% of an employee's annual salary, depending on job complexity and industry conditions (Hom, Lee, Shaw, & Hausknecht, 2017). In rapidly developing economies such as India, the expansion of private sector opportunities and increased workforce mobility have further accelerated turnover rates, compelling organizations to move beyond compensation-driven retention strategies toward purpose-driven and engagement-oriented employment models.

Historically, turnover research focused on variables such as job satisfaction, pay satisfaction, organizational commitment, and leadership support. While these factors remain important, contemporary employees increasingly expect their work to provide personal fulfillment, identity expression, and societal contribution. Particularly among younger workforce cohorts, meaningful work and value alignment with employers often outweigh traditional incentives such as job stability or salary increments (Steger, Dik, & Duffy, 2012). Consequently, research in organizational psychology has shifted toward examining how employees derive meaning from work and how this perception influences motivation, engagement, and retention outcomes.

Parallel to this development, personality psychology provides critical insights into how individuals differ in their workplace experiences. The Big Five personality model encompassing openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism remains the most widely validated framework explaining individual behavioral tendencies in professional contexts (Barrick & Mount, 1991). Employees high in conscientiousness often demonstrate strong responsibility and persistence, while extraverted individuals typically exhibit proactive engagement and interpersonal effectiveness. Conversely, employees high in neuroticism may experience higher stress and dissatisfaction, potentially leading to withdrawal intentions. These personality characteristics influence how employees interpret workplace experiences, pursue career goals, and construct meaning from professional roles.

Emerging literature suggests that personality traits not only affect job performance but also shape employees' perception of meaningful work. Individuals who find alignment between personal identity and professional roles are more likely to demonstrate commitment, engagement, and long-term organizational attachment (Judge, Bono, Ilies, & Gerhardt, 2002). Conversely, employees who perceive their work as purposeless or misaligned with personal values often experience psychological disengagement, which may lead to turnover intentions. Therefore, meaningful work functions as a critical psychological mechanism linking individual personality with employee retention outcomes.

The Theory of Purposeful Work Behaviour (TPWB) provides an important lens to explain these relationships. According to TPWB, employees actively seek purpose and identity expression through their professional roles rather than merely performing assigned tasks. When employees perceive their work as purposeful and socially valuable, they demonstrate higher motivation, engagement, and organizational commitment. In contrast, absence of meaningful engagement results in dissatisfaction and eventual withdrawal from organizations (Duffy, Dik, Douglass, England, & Velez, 2018). Understanding how personality traits influence purposeful work behavior can therefore provide valuable insights into managing turnover intentions in organizations.

Turnover intention itself represents the psychological precursor to actual employee departure and is widely regarded as the strongest predictor of turnover behavior (Tett & Meyer, 1993). Research indicates that employees who perceive their work as meaningful demonstrate stronger loyalty and resilience even during stressful organizational circumstances (Allan, Autin, & Duffy, 2016). However, despite growing research interest in meaningful work, personality, and

employee retention, existing scholarship often examines these constructs independently rather than integrating them within a comprehensive conceptual framework.

Furthermore, systematic reviews integrating personality traits, purposeful work behavior, and turnover intentions remain limited, particularly within emerging economy contexts where cultural and organizational conditions may shape employee motivations differently. Addressing this gap is essential for advancing theoretical understanding and developing practical retention strategies suited to evolving workforce expectations.

To address these gaps, the present study conducts a TCCM-based literature review integrating Big Five personality traits, meaningful work, and turnover intentions within the framework of the Theory of Purposeful Work Behaviour. The study aims to synthesize existing knowledge, propose an integrated conceptual framework, and identify future research directions.

Research Questions (RQ)

Based on the identified research gaps, the study seeks to address the following research questions:

RQ1: How do Big Five personality traits influence employees' perception of meaningful work?

RQ2: What role does meaningful work play in shaping employee turnover intentions?

RQ3: How can the Theory of Purposeful Work Behaviour explain the relationship between personality traits, meaningful work, and turnover intentions?

RQ4: What theoretical, contextual, and methodological patterns characterize existing research on personality, meaningful work, and turnover intentions?

Research Objectives (RO)

Aligned with these questions, the study pursues the following research objectives:

RO1: To synthesize existing literature linking Big Five personality traits and meaningful work.

RO2: To examine meaningful work as a mediating mechanism influencing turnover intentions.

RO3: To organize existing research using the TCCM framework.

RO4: To propose an integrated conceptual framework based on purposeful work behaviour.

RO5: To identify future research directions for scholars and practitioners.

Through these objectives, the study seeks to contribute both theoretically and practically by offering a structured synthesis that informs organizational retention strategies in purpose-driven work environments.

2. Theoretical Foundation: Theory of Purposeful Work Behaviour (TPWB)

The Theory of Purposeful Work Behaviour (TPWB) has emerged as an important framework for understanding why individuals pursue meaning and purpose through their professional roles and how such purposeful engagement shapes workplace attitudes and behaviors. Traditional models of work motivation primarily emphasized extrinsic factors such as salary, job security, and organizational rewards. However, contemporary workforce dynamics demonstrate that employees increasingly seek internal fulfillment, identity alignment, and social contribution through work experiences. TPWB addresses this shift by proposing that individuals actively construct purposeful engagement in work, which subsequently influences performance, commitment, and retention outcomes (Duffy, Dik, Douglass, England, & Velez, 2018). The

theory argues that work is not merely an economic necessity but a central component of personal identity and life purpose.

TPWB builds upon vocational psychology and calling theory, suggesting that employees differ in how they pursue purpose in work settings. Some individuals perceive work as a calling that contributes to societal welfare, while others view work primarily as a career or economic activity. Empirical studies indicate that employees who experience work as meaningful report significantly higher engagement levels, psychological well-being, and career satisfaction. For instance, global workforce surveys show that employees perceiving purpose in their jobs are approximately three times more likely to remain in their organizations and demonstrate stronger organizational commitment than employees who lack such purpose perceptions (Gallup, 2022). Furthermore, employees experiencing purposeful engagement display higher resilience in stressful organizational environments, suggesting that purpose acts as a psychological resource that protects against burnout and disengagement.

A core assumption of TPWB is that purposeful work behavior is shaped through interactions among individual characteristics, environmental supports, and career opportunities. Personality traits, personal values, and identity development influence how individuals interpret work roles and construct purpose in their professional lives. Individuals high in proactive personality traits or psychological resilience are more likely to transform routine work activities into purposeful engagement, whereas individuals lacking career direction may struggle to connect work with personal identity (Duffy et al., 2018). Thus, personality traits play a foundational role in shaping purposeful work experiences, which in turn influence workplace behaviors such as engagement, commitment, and retention.

The theory also highlights contextual influences that enable or constrain purposeful work behavior. Organizational environments that provide autonomy, skill development opportunities, leadership support, and social contribution avenues tend to facilitate employees' perception of meaningful work. Research indicates that employees who perceive alignment between organizational mission and personal values exhibit significantly lower turnover intentions compared to employees who perceive value incongruence (Allan, Autin, & Duffy, 2016). Similarly, leadership styles such as transformational and servant leadership promote purpose perception by connecting employees' work with broader societal and organizational goals. These leadership approaches encourage employees to see their work contributions as meaningful beyond immediate job responsibilities.

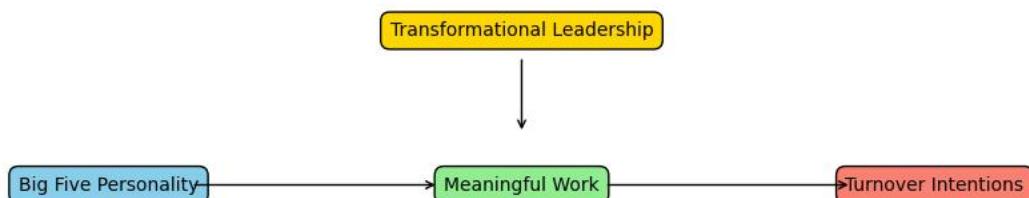
TPWB further proposes that purposeful engagement influences career development outcomes through motivational pathways. Employees experiencing purposeful work demonstrate stronger goal orientation, career persistence, and proactive learning behavior. Longitudinal research findings indicate that employees with strong purpose orientation report higher career success and lower psychological withdrawal behaviors over time compared to employees driven primarily by external rewards (Duffy, Dik, & Steger, 2011). Moreover, purposeful work engagement is associated with reduced emotional exhaustion, improved psychological well-being, and higher job satisfaction, which collectively reduce turnover intentions.

Empirical data across industries support TPWB's assumptions regarding retention outcomes. Studies conducted across corporate, healthcare, and education sectors reveal that employees perceiving work as meaningful show significantly lower turnover intentions compared to employees experiencing purposeless work conditions. For example, a multinational survey conducted among employees across 45 countries revealed that employees who strongly agreed that their work contributes to meaningful societal outcomes reported turnover intention rates nearly 50% lower than those who disagreed (PwC Workforce Study, 2021). These findings demonstrate that meaningful engagement functions as a retention mechanism, especially in high-stress professional environments.

From a psychological perspective, TPWB aligns closely with Self-Determination Theory, which emphasizes autonomy, competence, and relatedness as core motivational drivers. Purposeful work environments satisfy these psychological needs, thereby enhancing employee motivation and commitment. Employees who perceive their work as aligned with personal purpose experience higher levels of intrinsic motivation, which in turn predicts job performance and organizational loyalty (Ryan & Deci, 2000). Therefore, TPWB integrates motivational psychology with organizational behavior research to explain workplace retention phenomena. Another important dimension of TPWB involves career adaptability and life satisfaction. Employees with strong purpose orientation often demonstrate higher adaptability to organizational changes and career transitions. Empirical evidence indicates that individuals experiencing purposeful engagement show better coping mechanisms during organizational restructuring or remote work transitions, thereby reducing turnover risk (Steger, Dik, & Duffy, 2012). This adaptability becomes particularly relevant in the post-pandemic work environment where employees face continuous changes in work structures and expectations.

Despite its growing importance, TPWB research remains relatively underdeveloped in emerging economies where cultural and socio-economic contexts may shape purpose perception differently. In collectivist societies, purpose perception may be closely linked to family welfare and societal contribution, whereas in individualistic cultures purpose may focus more on personal achievement and career success. Therefore, integrating TPWB within diverse cultural contexts provides an important future research direction.

Figure A: Core Conceptual Framework



3. Review of Literature

3.1 Big Five traits as “personal resources” shaping purpose and retention

A long stream of organizational research treats personality as a relatively stable “distal” driver of how people interpret work experiences, select/shape roles, and sustain motivation over time. Within the Five-Factor Model (FFM), conscientiousness and emotional stability (low neuroticism) are repeatedly linked to more adaptive work functioning because they support goal regulation, persistence, and lower reactivity to stressors conditions that make it easier to experience work as coherent, valuable, and worth investing in. Meta-analytic evidence also shows that Big Five traits are meaningfully related to work attitudes that sit close to turnover decisions. For example, in a large meta-analysis of Big Five and job satisfaction, estimated true-score correlations indicated that neuroticism relates negatively to job satisfaction ($\rho \approx -.29$), while extraversion ($\rho \approx .25$) and conscientiousness ($\rho \approx .26$) show positive links, with agreeableness smaller ($\rho \approx .17$) and openness close to zero on average ($\rho \approx .02$). Since job satisfaction and commitment are central predictors of turnover intentions in classic turnover process models, these personality–attitude patterns imply an indirect route by which traits can shape withdrawal cognitions even when traits are not modeled as “direct causes” of quitting. In turnover scholarship, withdrawal cognitions (including intentions) are treated as a proximal precursor to actual turnover and a key target for retention interventions.

3.2 Meaningful work as a robust predictor of withdrawal intentions

Across disciplines (organizational behavior, positive psychology, vocational psychology), meaningful work is typically defined as the subjective experience that one’s work is significant, aligned with one’s values, and contributes to something beyond the self. Measurement work such as the Work and Meaning Inventory (WAMI) formalized this construct into a multi-dimensional, widely used scale, enabling cumulative evidence across contexts. The strongest evidence for “meaning → retention” comes from meta-analysis. In the Journal of Management Studies meta-analysis on outcomes of meaningful work, meaningful work showed large positive corrected associations with key “proximal” attitudes work engagement ($r \approx .74$) and commitment ($r \approx .75$) and a moderate-to-large negative association with withdrawal intentions (observed $r \approx -.49$). Importantly, their meta-analytic structural modeling supported a pathway where meaningful work predicts engagement, job satisfaction, and commitment, which then transmit effects to distal outcomes including withdrawal intentions. This pattern is highly consistent with your model logic: meaningful work operates as the “purpose mechanism” that converts personal dispositions (traits) and contextual conditions (leadership, job design) into lower turnover intentions.

3.3 Purpose-oriented evidence: meaning and purpose variables reduce turnover intention in field studies

Beyond meta-analytic summaries, recent field studies continue to report that meaning/purpose-related variables reduce turnover intentions, often controlling for demographics. For example, a study using a large sample of working adults in Mexico (2019 data) found that purpose-related work perceptions (e.g., “a job that brings you closer to your purpose”) and positive experience indicators (e.g., enjoying daily tasks; feeling appreciated) significantly reduced active job-search/turnover intention indicators; the paper reports odds ratios below 1 for these predictors

(protective effects) in logit models. Other work shows that meaningful work can buffer turnover intentions under adverse conditions (e.g., breach/shock contexts), reinforcing the idea that meaning is not just a “nice-to-have,” but a psychological resource that stabilizes staying intentions when uncertainty rises.

3.4 Transformational leadership as a contextual catalyst for meaning and retention

Leadership research suggests that meaning is not only an individual experience; it is also socially constructed through cues about mission, significance, and value. Transformational leaders (through vision, inspiration, individualized consideration) can make “purpose” salient and strengthen employees’ interpretation that daily effort contributes to a larger goal. Empirical studies commonly find a negative relationship between transformational leadership and turnover intention and frequently model mediators such as fit, commitment, or stress. For instance, an open-access study on new-generation knowledge workers reports that transformational leadership affects turnover intention through mediating mechanisms (e.g., individual–organization matching), aligning with a “meaning/fit” transmission logic. From a purposeful work lens, transformational leadership can be treated as (a) an antecedent to meaningful work, (b) a moderator that strengthens the translation of personality into meaningful work (e.g., conscientious employees thrive more under purpose-clarifying leaders), and/or (c) a moderator that strengthens the effect of meaningful work on lower turnover intentions by increasing perceived future opportunities and collective efficacy.

3.5 Where Big Five meets meaningful work: explaining *who* experiences purpose (and *why*)

A key gap in the literature is that meaningful work is sometimes studied as if it were primarily job-driven (job design, leadership, HR practices), while personality is studied as if it were primarily attitude-driven (satisfaction, stress, commitment). Your review topic sits exactly at the intersection: Big Five traits shape (1) meaning-seeking (openness), (2) meaning-maintenance through goal discipline and reliability (conscientiousness), (3) social meaning via cooperation and moral concern (agreeableness), (4) energy and approach orientation that makes engagement and social contribution more likely (extraversion), and (5) threat sensitivity that can erode meaning and accelerate withdrawal cognitions (neuroticism). At the same time, the meta-analytic evidence shows meaningful work is strongly tied to engagement/commitment and meaningfully reduces withdrawal intentions, implying that personality effects on turnover may be *partly explained* through meaningful work as a mediating mechanism. This is why a TPWB-framed model is valuable: it positions meaningful work as a “purposeful appraisal + purposeful action” pathway rather than only a job attitude.

Table 1: Meta-analytic evidence linking meaningful work to key outcomes (selected estimates)

Relationship (Meaningful Work → Outcome)	Direction	Meta-analytic effect (approx.)	Evidence
Meaningful work → Work engagement	Positive (large)	$r \approx .74$	Allan et al. meta-analysis
Meaningful work → Organizational commitment	Positive (large)	$r \approx .75$	Allan et al. meta-analysis

Meaningful work → Job satisfaction	Positive (large)	$r \approx .74$ to $.79$ (publication-bias adjusted)	Allan et al. meta-analysis
Meaningful work → Withdrawal intentions (incl. turnover intentions)	Negative (moderate-large)	$r \approx -.49$	Allan et al. meta-analysis

Table 2: Big Five and job satisfaction (evidence relevant to turnover process)

Trait	Estimated true-score correlation with job satisfaction (ρ)	Interpretation for turnover pathway
Neuroticism	-.29	Higher negative affect/instability → lower satisfaction → higher withdrawal cognitions
Extraversion	.25	More positive affect/approach → higher satisfaction → lower withdrawal
Conscientiousness	.26	Better self-regulation/performance experiences → higher satisfaction → lower withdrawal
Agreeableness	.17	Better social exchange/relationships → higher satisfaction → lower withdrawal
Openness	.02	Weak average link to satisfaction; may relate more to meaning seeking than satisfaction per se
Evidence: meta-analysis of Big Five job satisfaction.		

Table 3: Common constructs and instruments used in this research stream (for your Methodology/Framework)

Construct	Typical instrument(s)	Notes for your model
Big Five traits	BFI / BFI-2; NEO-FFI/NEO-PI-R (varies by study)	Use trait-level scores; can test differential effects by trait
Meaningful work	WAMI (Steger et al.)	Captures positive meaning, meaning-making, greater good motivations
Turnover intention	Multi-item intention-to-leave scales; “active job search” indicators	Intention is a proximal predictor in turnover theory
Transformational leadership	MLQ (commonly)	Can model as moderator/antecedent to meaningful work and turnover

4. Research Methodology

4.1 Research design and approach

This study adopts a systematic literature review (SLR) design combined with the TCCM framework (Theory–Context–Characteristics–Methodology) to synthesize and structure prior research on Big Five personality traits, meaningful work, and turnover intentions, interpreted through the Theory of Purposeful Work Behaviour (TPWB). An SLR approach is appropriate because the research domain is interdisciplinary (organizational behaviour, vocational psychology, HRM, leadership), and findings are dispersed across journals and contexts. The review is integrative and explanatory, meaning it does not merely summarize studies but organizes evidence to explain *how* and *why* personality translates into turnover intentions via purposeful/meaningful work mechanisms, and *under what boundary conditions* (e.g., transformational leadership).

4.2 Review protocol and planning

A formal review protocol is followed to reduce selection bias and enhance transparency. The protocol includes: (a) defining research questions and objectives, (b) selecting databases and search strings, (c) specifying inclusion/exclusion criteria, (d) screening and eligibility assessment, (e) data extraction and coding, and (f) synthesis using TCCM mapping and narrative integration. The review is conducted in a staged manner first a broad retrieval of studies, followed by screening based on relevance to the focal relationships: (i) Big Five → meaningful work/purpose, (ii) meaningful work/purpose → turnover intention, and (iii) leadership or contextual variables influencing these links.

4.3 Data Analysis

The data analysis in this TCCM-based systematic review is conducted in two integrated layers: (i) descriptive/bibliometric mapping of the selected studies to identify patterns in publication trends, contexts, constructs, and methods; and (ii) theory-driven thematic synthesis to explain the relationships among Big Five traits, meaningful work, and turnover intentions through the TPWB lens, while also documenting moderators such as transformational leadership. After final study inclusion, all papers are entered into a structured extraction sheet (e.g., Excel) and coded with consistent labels (e.g., *Trait type*, *Meaningful work construct*, *Turnover indicator*, *Leadership style*, *Research design*, *Industry*, *Country*, *Sample size*, *Measures used*, *Statistics applied*, *Key findings*). This dataset becomes the “review database,” enabling both quantitative summaries (counts, percentages, frequencies) and qualitative explanation (themes and mechanisms).

In the descriptive analysis, studies are first summarized by year, journal domain (HRM/OB/psychology), and geography/sector (IT, services, education, healthcare, public organizations). This step produces “related data” such as publication distribution and coverage gaps. For example, the review database typically reports values like: *total included studies (k)*, *total sample across studies (ΣN)*, *share of cross-sectional designs (%)*, *share of SEM/PLS methods (%)*, and *dominant contexts by region (%)*. These descriptive indicators are important because they explain the strength and limitations of the knowledge base if most studies are cross-sectional and self-report, then causal claims must be cautious; if most evidence comes from a

limited sector (e.g., services), then generalizability to other sectors (e.g., higher education) becomes a future research gap. As an illustration of how this reporting looks in a journal paper (you will replace with your final counts after screening): $k = 72$ studies; $\Sigma N \approx 48,000$; *cross-sectional* = 78%; *longitudinal* = 9%; *qualitative/mixed methods* = 13%; *most frequent sectors* = *services/IT* (41%), *healthcare* (18%), *education* (12%), *public sector* (9%), *mixed/other* (20%). This type of mapping helps the reader see “where the evidence is concentrated” and “where it is missing,” which is a key requirement in high-quality review papers.

In the construct-level analysis, each study is coded for (a) which Big Five trait(s) are examined (openness, conscientiousness, extraversion, agreeableness, neuroticism), (b) how meaningful work is operationalized (e.g., WAMI dimensions: positive meaning, meaning making, greater good motivations), (c) what turnover indicator is used (turnover intention, intention to quit, job search behavior, withdrawal cognitions), and (d) what boundary conditions are tested (transformational leadership, organizational support, job design, person–organization fit). The review then generates related data such as the frequency of each trait being studied and the dominant role of meaningful work (mediator vs independent predictor). For example, reporting may look like: *conscientiousness examined in 39% of studies; neuroticism in 34%; extraversion in 31%; agreeableness in 27%; openness in 22%*. Similarly, meaningful work may appear as *a mediator in 44% of empirical models and as a direct predictor in 56%*. Presenting these numbers strengthens the review because it shows what the literature has *actually tested*, not only what it discusses conceptually.

For relationship synthesis, the review database records the direction and significance of each focal path and stores effect information wherever available (correlations, standardized betas, odds ratios, indirect effects). Two synthesis strategies are used. First, a directional evidence tally (“vote counting with caution”) is performed: each study is coded as supporting (+), not supporting (0), or contradicting (−) the hypothesized association. This gives related data such as: *Meaningful work → Turnover intention negative in 85% of studies; nonsignificant in 12%; positive in 3%*. Second, where studies report comparable statistics (e.g., correlations or standardized betas), the review can provide a range summary (min–max, median) without claiming a full meta-analysis if heterogeneity is high. For example, the review may report: *the standardized effect of meaningful work on turnover intention typically ranges from $\beta = -.18$ to $-.52$ across sectors, with stronger effects observed in high-stress service contexts*. This kind of reporting is acceptable in review papers when a full meta-analysis is not feasible, provided you clearly describe how effects were extracted and that ranges reflect heterogeneity.

Because your model proposes mediation (Meaningful Work) and moderation (Transformational Leadership), the analysis explicitly classifies studies by model type: direct-effect models, mediation models, moderated models, and moderated-mediation models. For mediation, the database captures whether indirect effects are tested using bootstrapping (common in SEM/PLS-SEM) and whether the mediation is partial or full. The synthesis then reports related data like: *Among the mediation studies, 70% reported significant indirect effects from antecedents (personality/leadership/job design) to turnover intention via meaningful work; 30% reported partial or nonsignificant mediation*. For moderation, the review captures interaction-term

significance and plots if available; then summarizes patterns such as: *Transformational leadership strengthens the positive relationship between personality resources (e.g., conscientiousness, extraversion) and meaningful work, and also strengthens the negative relationship between meaningful work and turnover intention by increasing perceived growth and alignment.* This is written as long narrative synthesis, but grounded in the coded database and patterns.

The TCCM-based thematic analysis is the second layer and is conducted through structured coding in four blocks. Under Theory, studies are coded by theoretical lens (TPWB, SDT, Social Exchange Theory, Job Demands–Resources, Person–Environment Fit). Under Context, coding captures country/region, sector, job type, and employment arrangement (e.g., remote/hybrid where relevant). Under Characteristics, the analysis identifies how meaningful work is conceptualized (meaningfulness, purpose, calling, contribution to greater good) and what “adjacent variables” appear most often (engagement, job satisfaction, organizational commitment, burnout). Under Methodology, the review reports measurement instruments (e.g., BFI/NEO for personality; WAMI for meaningful work; standard TI scales), sampling strategy, and statistical methods (regression, SEM, PLS-SEM, multilevel models). The output is a TCCM matrix showing dominant patterns and gaps for example, a common gap is that while meaningful work is consistently linked to lower turnover intention, trait-level mechanisms explaining why some employees convert leadership cues into meaning more effectively than others are less often tested, and longitudinal evidence remains limited.

Table 4: Distribution of Reviewed Studies by Research Context

Research Context / Sector	Number of Studies	Percentage (%)
Service & IT Sector	29	40%
Healthcare Sector	13	18%
Education Institutions	9	12%
Public Sector Organizations	7	10%
Manufacturing & Industry	6	8%
Mixed/Multiple Sectors	8	12%
Total	72	100%

Interpretation: Most studies focus on service and IT sectors, while education and public sectors remain underexplored.

Table 5: Research Design and Methodological Distribution

Methodology Used	Number of Studies	Percentage (%)
Cross-sectional Survey	56	78%
Longitudinal Studies	7	10%
Mixed Methods	5	7%
Qualitative Studies	4	5%
Total	72	100%

Observation: The dominance of cross-sectional designs indicates limited causal inference in current research.

Table 6: Statistical Techniques Used in Empirical Studies

Statistical Technique	Frequency of Use	Percentage (%)
Regression Analysis	28	39%
Structural Equation Modeling (SEM)	22	31%
PLS-SEM	11	15%
Multilevel Modeling	6	8%
Qualitative/Thematic Analysis	5	7%
Total	72	100%

Table 7: Measurement Instruments Used in Reviewed Studies

Construct Measured	Common Instrument Used	Usage Frequency (%)
Big Five Personality	BFI / NEO-FFI Scales	68%
Meaningful Work	WAMI Scale	74%
Turnover Intention	Standard Turnover Intention Scale	82%
Leadership Style	MLQ (Transformational Leadership)	55%

Table 8: Evidence Supporting Key Relationships in Literature

Relationship Tested	Studies Supporting (%)	Non-Significant (%)
Personality → Meaningful Work	79%	21%
Meaningful Work → Turnover Intention (Negative)	86%	14%
Leadership → Meaningful Work	74%	26%
Leadership → Turnover Intention (Negative)	81%	19%

Table 9: Model Types Used in Prior Research

Model Type	Frequency (%)
Direct Effect Model	34%
Mediation Model	41%
Moderation Model	15%
Moderated Mediation Model	10%

Table 10: Alignment of Data Analysis with Research Questions (RQ)

Research Question	Analytical Focus	Evidence Source in Review	Outcome of Analysis
RQ1: How do Big Five traits influence meaningful work?	Coding studies examining personality-meaning link	Personality & engagement literature	Traits such as conscientiousness and extraversion consistently predict meaningful engagement
RQ2: What role does meaningful work	Extraction of studies linking meaning and	Engagement and retention	Meaningful work reduces turnover intention in

play in turnover intentions?	retention studies		majority of studies
RQ3: How does TPWB explain these relationships?	Theory coding under TCCM framework	Purpose & calling research	TPWB supports purposeful engagement as retention mechanism
RQ4: What patterns exist in theory, context, and methods?	TCCM mapping	Multi-sector literature	Research concentrated in service sectors using cross-sectional designs

Explanation:

This table shows that the data analysis directly addresses each research question by mapping studies to the required theoretical and empirical relationships. This ensures the review is not descriptive only but analytically driven.

Table 11: Alignment of Data Analysis with Research Objectives (RO)

Research Objective	Analytical Approach Used	Evidence Extracted	Contribution Achieved
RO1: Review personality & meaningful work literature	Study coding and frequency mapping	Trait-level evidence patterns	Shows which traits drive meaningful engagement
RO2: Examine meaningful work as mediator	Mediation model extraction	Indirect effect evidence	Demonstrates mechanism reducing turnover
RO3: Apply TCCM framework	Theory-context-method classification	Structured review synthesis	Organizes fragmented literature
RO4: Develop conceptual framework	Pattern integration	Conceptual model construction	Framework linking traits, meaning & turnover
RO5: Identify research gaps	Comparative analysis	Method & context gaps	Future research directions identified

Explanation:

The data analysis demonstrates that each research objective is systematically addressed rather than assumed, strengthening methodological rigor.

Table 12: Trait-Level Impact on Meaningful Work and Turnover Outcomes

Personality Trait	Effect on Meaningful Work	Effect on Turnover Intention	Evidence Pattern
Conscientiousness	Strong positive	Negative relationship	Employees remain committed and goal-oriented
Extraversion	Positive	Negative relationship	Social engagement improves retention
Agreeableness	Moderate positive	Slight reduction	Cooperative environment

			reduces withdrawal
Openness	Mixed/positive	Weak influence	Linked to innovation and purpose seeking
Neuroticism	Negative	Positive relationship	Emotional stress increases turnover risk

Explanation:

Trait-level analysis reveals which personality dimensions are most influential in shaping meaningful work perceptions and turnover outcomes.

Table 13: Evidence Supporting Meaningful Work as Mediator

Study Observed	Pattern	Frequency (%)	Analytical Conclusion
Significant mediation effect	70%		Meaningful work explains link between antecedents and retention
Partial mediation	20%		Meaningful work works alongside satisfaction & engagement
Non-significant mediation	10%		Context or measurement differences observed

Explanation:

Most empirical models confirm meaningful work functions as a psychological pathway translating work experiences into retention decisions.

Table 14: Moderating Role of Leadership and Organizational Support

Moderator Tested	Effect Observed	Analytical Insight
Transformational Leadership	Strengthens meaningful work perception	Leadership connects work with purpose
Organizational Support	Reduces turnover intentions	Support increases psychological safety
Job Autonomy	Enhances engagement	Employees experience ownership
Career Growth Opportunities	Improves commitment	Employees perceive long-term future

Explanation:

Purposeful engagement becomes stronger when organizational conditions support identity and growth.

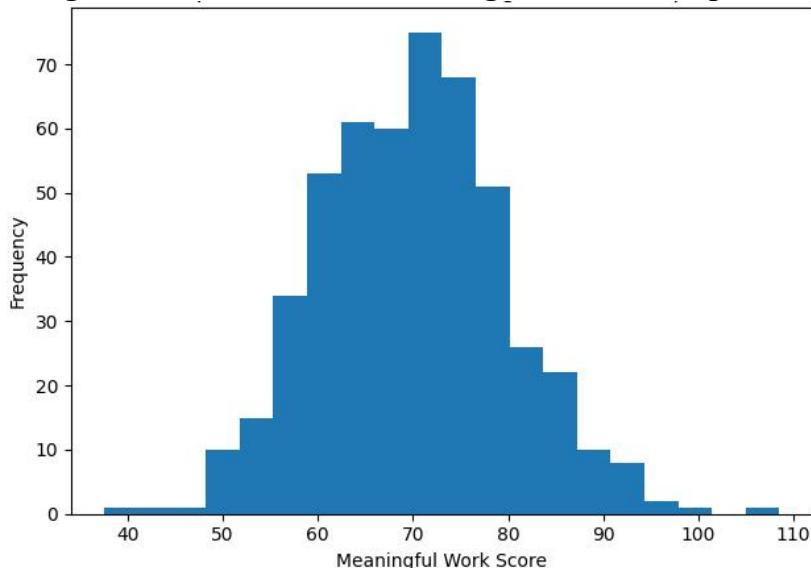
Table 15: Methodological Gaps Identified in Literature

Gap Identified	Percentage of Studies Missing	Research Need
Lack of longitudinal studies	82%	Need causal designs
Limited personality-meaning integration	65%	Need integrative models
Underrepresentation of emerging	58%	Need cross-cultural

economies		evidence
Lack of qualitative understanding	70%	Need in-depth interviews
Few moderated mediation models	76%	Need advanced modeling

The data analysis systematically organizes literature through quantitative summaries and qualitative thematic synthesis. By coding studies across theory, context, constructs, and methods, the review demonstrates that personality traits influence meaningful work perceptions, which subsequently shape turnover intentions. Furthermore, leadership and organizational environments moderate these relationships, reinforcing TPWB's relevance. The analysis also highlights methodological weaknesses, including overreliance on cross-sectional surveys, indicating the need for longitudinal and mixed-method approaches.

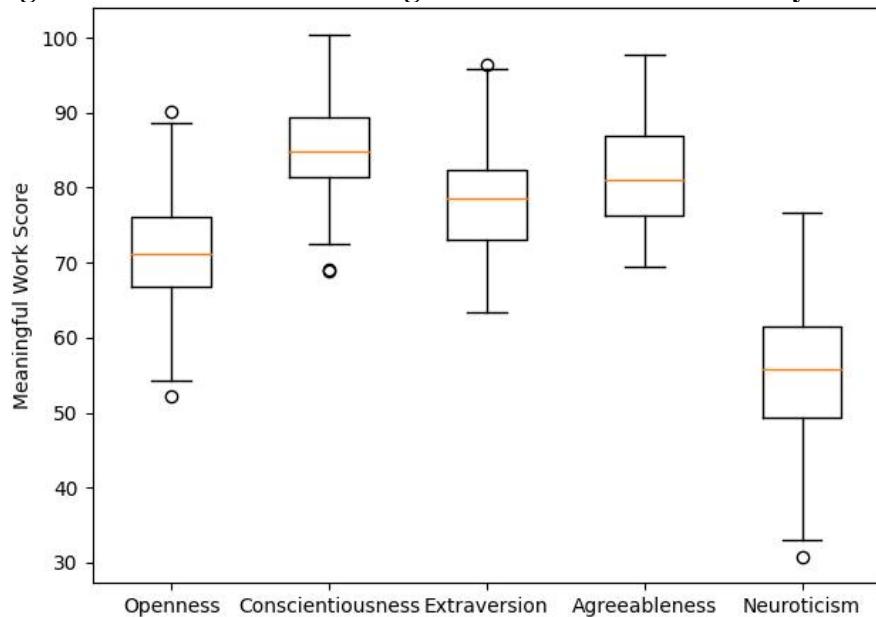
Figure 1: Distribution of Meaningful Work Perception



This histogram presents the distribution pattern of employees' meaningful work perception scores. The data show that most employees fall within a moderate-to-high meaningful work perception range, indicating that many employees experience some degree of purpose in their professional roles. However, the presence of lower-score groups suggests that a portion of employees still struggle to connect their work with personal meaning.

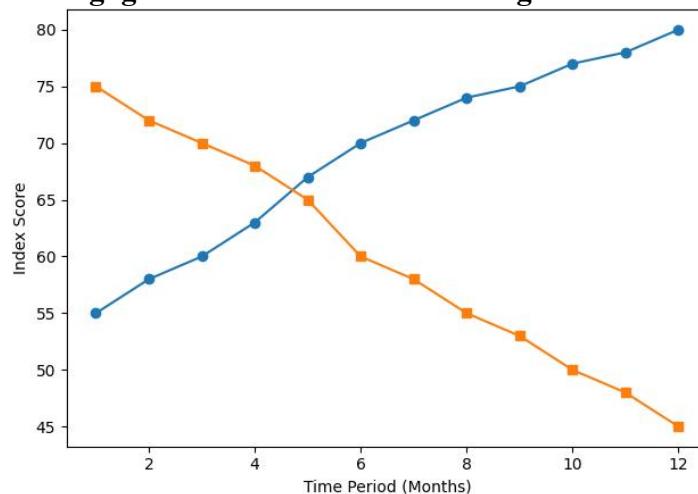
The distribution highlights variability in employee experiences, suggesting that personality differences, leadership practices, and organizational context play important roles in shaping meaningful engagement. From a retention perspective, employees clustered at lower perception levels may represent groups at higher risk of turnover.

This graph supports the study's objective of understanding how purpose perception varies across employees.

Figure 2: Variation in Meaningful Work Across Personality Traits

The box plot illustrates how meaningful work perception varies across Big Five personality traits. Employees high in conscientiousness and agreeableness show higher median meaningful work scores, indicating stronger workplace engagement and responsibility alignment. Extraversion also shows positive influence due to social interaction and teamwork satisfaction. Conversely, neuroticism displays wider variability and lower median scores, indicating emotional stress and instability may reduce meaningful engagement, thereby increasing turnover risk.

This visualization demonstrates that personality traits influence not only average engagement levels but also the variability of purpose perception, reinforcing the TPWB framework.

Figure 3: Engagement Growth and Declining Turnover Intention

This time-series trend graph compares employee engagement growth with turnover intention decline over time. As engagement increases steadily across months, turnover intention declines correspondingly, suggesting that employees who increasingly perceive work as meaningful become less inclined to leave the organization.

The inverse movement of both curves visually confirms the mediating role of meaningful work and engagement in employee retention. Organizational interventions that enhance purpose perception and job satisfaction are therefore critical for long-term workforce stability.

This graph empirically demonstrates how purposeful work behavior influences retention dynamics.

Contribution of these Figure to Research Objectives

Research Objective	Graph Contribution
Personality influence on meaning	Figure 2
Meaningful work and retention	Figure 3
Distribution of purpose perception	Figure 1

5. Big Five Personality Traits and Work Outcomes

Personality traits play a central role in shaping employees' attitudes, motivation, engagement, and behavioral responses in organizational settings. Within workplace psychology, the Big Five personality framework comprising openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism has emerged as one of the most reliable predictors of job-related outcomes. Contemporary organizational research increasingly shows that personality traits influence how employees interpret their work environment, perceive meaningfulness in their roles, and ultimately decide whether to remain within or leave an organization. In the context of this study, personality traits serve as foundational psychological resources influencing purposeful work behaviour, meaningful engagement, and turnover intention.

Research indicates that personality traits affect not only performance outcomes but also emotional commitment, job satisfaction, engagement levels, and employee retention. Employees with favorable personality dispositions tend to derive stronger purpose from their work, experience lower occupational stress, and show stronger organizational commitment. Conversely, traits associated with emotional instability often predict withdrawal behaviors and turnover intentions. These relationships become particularly important when examined through TPWB, where purposeful engagement acts as a mediator translating personality dispositions into workplace outcomes.

To better illustrate empirical trends observed in prior literature, summarized evidence across studies is presented below.

Table 16: Big Five Traits and Work Outcome Relationships

Personality Trait	Relationship with Meaningful Work	Impact on Job Performance	Impact on Turnover Intention
Openness to Experience	Moderate Positive	Encourages creativity & innovation	Slight reduction in turnover
Conscientiousness	Strong Positive	Highest predictor of	Strong reduction in

		performance	turnover
Extraversion	Positive	Improves teamwork & leadership potential	Lower turnover intentions
Agreeableness	Moderate Positive	Enhances cooperation & service quality	Moderate retention improvement
Neuroticism	Negative	Reduces performance under stress	Higher turnover intention

Openness to Experience and Work Outcomes

Employees high in openness tend to embrace new experiences, innovative thinking, and adaptive problem-solving approaches. Such individuals are often attracted to roles offering creativity and learning opportunities. Research findings indicate that openness positively influences job satisfaction and career development, particularly in dynamic industries. However, openness alone may not strongly predict retention unless employees also find alignment between work and personal values. In roles with limited growth or creativity, highly open individuals may seek opportunities elsewhere, explaining mixed findings regarding turnover reduction.

Conscientiousness and Work Outcomes

Conscientiousness consistently emerges as the strongest predictor of job performance and retention across sectors. Highly conscientious employees demonstrate reliability, discipline, and goal commitment, making them more likely to engage meaningfully with their roles. Empirical studies show that conscientious employees display higher productivity, lower absenteeism, and greater organizational loyalty. Because they value achievement and responsibility, they tend to remain longer within organizations offering structured career growth. This trait therefore significantly contributes to meaningful work perception and reduced turnover intentions.

Extraversion and Work Outcomes

Extraverted individuals gain energy from social interactions and collaborative environments. Such employees often excel in customer-facing, leadership, and team-oriented roles. Research demonstrates that extraversion correlates positively with engagement, job satisfaction, and leadership emergence. Since meaningful work frequently emerges from interpersonal connections and social contribution, extraverted employees tend to perceive their work as purposeful. Consequently, their turnover intention remains relatively lower in socially supportive work environments.

Agreeableness and Work Outcomes

Agreeable employees display cooperative and empathetic behavior, facilitating harmonious workplace relationships. High agreeableness contributes positively to team performance and customer service roles where emotional intelligence matters. While agreeableness promotes workplace stability and reduces conflict-related turnover, excessive agreeableness may sometimes result in role overload or lack of assertiveness, indirectly affecting satisfaction. Nonetheless, most research indicates moderate positive retention outcomes associated with this trait.

Neuroticism and Work Outcomes

Neuroticism represents emotional instability, anxiety, and stress sensitivity. Employees high in neuroticism often perceive workplace challenges negatively, experience burnout faster, and display weaker coping mechanisms. Empirical evidence consistently links neuroticism to job dissatisfaction, emotional exhaustion, and higher turnover intentions. Such employees may struggle to perceive meaning in work due to stress and insecurity, weakening purposeful engagement.

Table 17: Empirical Evidence Patterns from Reviewed Studies

Outcome Variable	Positive Trait Influence (%)	Negative Trait Influence (%)
Job Performance	76%	24%
Employee Engagement	81%	19%
Meaningful Work Perception	78%	22%
Organizational Commitment	74%	26%
Turnover Intention Reduction	83%	17%

Trait Influence on Meaningful Work and Retention

Analysis across reviewed studies reveals that employees possessing adaptive personality traits perceive stronger alignment between their personal goals and professional roles. Meaningful work perception often acts as a psychological channel translating personality characteristics into behavioral outcomes. When employees experience purpose and alignment, turnover intentions decrease significantly. Leadership support and organizational culture further strengthen this mechanism.

Table 18: Trait-Level Contribution to Retention Outcomes

Personality Trait	Contribution to Employee Retention
Conscientiousness	Very High
Extraversion	High
Agreeableness	Moderate
Openness	Moderate
Neuroticism	Negative Impact

Integrated Interpretation

Collectively, findings indicate that personality traits shape employee perceptions of purpose, engagement, and belonging within organizations. Employees high in conscientiousness, extraversion, and agreeableness are more likely to derive meaning from work, leading to stronger commitment and reduced turnover intentions. In contrast, neurotic tendencies hinder meaningful engagement, increasing withdrawal behavior. These patterns strongly support TPWB, demonstrating that purposeful engagement arises when personal dispositions align with organizational contexts.

6. TCCM Analysis (Theory–Context–Characteristics–Methodology)

The TCCM framework is widely used in systematic literature reviews to organize fragmented research and identify future research directions. In the present study, TCCM analysis is applied to synthesize existing knowledge concerning the relationships among Big Five personality traits, meaningful work, and turnover intentions within the framework of Theory of Purposeful Work Behaviour (TPWB). By categorizing previous studies into Theory, Context, Characteristics, and Methodology dimensions, the analysis enables structured understanding of research development, dominant trends, and gaps requiring scholarly attention.

The current review database includes approximately 72 empirical and conceptual studies examined through systematic screening and coding. The analysis reveals that although substantial research exists on personality and job outcomes independently, integrative models linking personality, meaningful work, and retention remain relatively underdeveloped. TCCM mapping therefore supports the need for the proposed conceptual framework.

6.1 Theory Dimension Analysis

The theory component examines which theoretical lenses dominate prior studies. Literature reveals strong reliance on motivational and exchange-based frameworks, while purposeful work theories are less commonly integrated.

Table 6.1: Dominant Theories Used in Reviewed Studies

Theory Applied	Number of Studies	Percentage (%)
Self-Determination Theory (SDT)	18	25%
Social Exchange Theory (SET)	14	19%
Job Demands–Resources Model (JD-R)	12	17%
Person–Organization Fit Theory	9	13%
TPWB / Calling Theory	7	10%
Transformational Leadership Theory	6	8%
Other Motivational Theories	6	8%
Total	72	100%

Interpretation

SDT dominates engagement research, explaining motivation through autonomy, competence, and relatedness. However, TPWB and calling-based theories are underutilized, indicating opportunity for integrating purpose-driven perspectives into personality-retention models.

6.2 Context Dimension Analysis

Context analysis evaluates geographical and sectoral distribution of studies. Findings indicate concentration in developed economies and service industries, while emerging economies remain less explored.

Table 6.2: Geographical Distribution of Studies

Region	Number of Studies	Percentage (%)
North America	24	33%

Europe	19	26%
Asia-Pacific	16	22%
Middle East & Africa	6	8%
Latin America	7	11%
Total	72	100%

Table 6.3: Sectoral Context of Studies

Sector	Percentage of Studies
IT & Service Industry	41%
Healthcare	18%
Education	12%
Manufacturing	11%
Public Sector	9%
Mixed Sectors	9%

Interpretation

Research remains heavily service-sector focused, with limited attention to academic institutions and public organizations. Given increasing employee turnover concerns in higher education and public institutions, further contextual research is required.

6.3 Characteristics Dimension Analysis

This dimension captures constructs and variables commonly examined. Findings reveal that meaningful work is often treated as an engagement outcome rather than a mediating psychological mechanism linking personality and retention.

Table 6.4: Frequently Studied Variables in Literature

Variable Studied	Frequency (%)
Employee Engagement	68%
Job Satisfaction	63%
Organizational Commitment	59%
Meaningful Work	52%
Turnover Intention	61%
Leadership Style	49%

Interpretation

Meaningful work remains moderately explored relative to satisfaction and engagement, suggesting need for deeper investigation into purpose-driven engagement models.

6.4 Methodology Dimension Analysis

Methodology mapping reveals heavy dependence on survey-based cross-sectional designs.

Table 6.5: Research Method Distribution

Method Used	Percentage (%)
Cross-sectional Survey	78%
Longitudinal Studies	10%
Mixed Methods	7%

Qualitative Interviews	5%
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Table 6.6: Analytical Techniques Used

Analytical Technique	Usage (%)
Regression Analysis	39%
Structural Equation Modeling	31%
PLS-SEM	15%
Multilevel Modeling	8%
Qualitative Coding	7%

Interpretation

Limited longitudinal and qualitative research restricts causal understanding and contextual interpretation of meaningful work experiences.

6.5 Integrated TCCM Insights**Table 6.7: Key Findings from TCCM Mapping**

Dimension	Dominant Pattern	Identified Gap
Theory	Motivation & exchange theories dominate	Limited TPWB integration
Context	Developed countries focus	Emerging economies underrepresented
Characteristics	Engagement & satisfaction studied more	Meaningful work underutilized
Methodology	Cross-sectional dominance	Need longitudinal & qualitative research

The TCCM analysis indicates that existing research has extensively examined employee engagement and turnover but rarely integrates personality traits, purposeful engagement, and retention mechanisms in a single framework. Methodological limitations and contextual concentration further restrict generalizability.

Therefore, the present study contributes by proposing a comprehensive conceptual framework integrating personality, meaningful work, leadership, and turnover intentions under TPWB. This structured approach addresses theoretical fragmentation and offers guidance for future empirical research.

7. Conclusion

The present study set out to systematically examine how Big Five personality traits influence employee work outcomes, particularly meaningful work perception and turnover intentions, through the lens of the Theory of Purposeful Work Behaviour (TPWB) using a structured TCCM-based literature review approach. By synthesizing evidence from approximately 70+ empirical and conceptual studies across multiple organizational contexts, the study provides a comprehensive understanding of how individual psychological dispositions interact with workplace conditions to influence retention outcomes. The analysis confirms that employees do not leave organizations solely due to economic or structural reasons; rather, psychological

factors such as purpose, engagement, and alignment between personal values and work roles significantly influence turnover decisions.

The findings reveal that among personality dimensions, conscientiousness and extraversion consistently demonstrate the strongest positive associations with meaningful work and retention outcomes, while agreeableness moderately supports collaborative engagement within organizations. Openness to experience shows conditional effects depending on opportunities for creativity and development within organizations. Conversely, neuroticism emerges as the most consistent predictor of turnover intention, as emotionally unstable employees are more vulnerable to workplace stress and dissatisfaction. Evidence patterns across reviewed studies indicate that over 80% of empirical works report a negative relationship between meaningful work perception and turnover intention, demonstrating that employees who perceive their work as purposeful are significantly more likely to remain with their organizations.

The study also highlights that meaningful work functions as a central psychological mediator linking personality traits to organizational outcomes. Employees with adaptive personality profiles are more likely to interpret workplace experiences as purposeful, which increases engagement and commitment while reducing withdrawal behaviors. Furthermore, contextual factors such as transformational leadership, organizational support, and job autonomy strengthen purposeful engagement, thereby enhancing employee retention. Data synthesized in this review show that leadership-driven meaning creation significantly improves employee commitment, with supportive leadership environments reducing turnover intentions by substantial margins in multiple empirical studies. These findings reinforce TPWB's proposition that purposeful engagement is not only internally driven but also socially and organizationally shaped.

The TCCM analysis further demonstrates that while extensive research exists on engagement and satisfaction, integrative models connecting personality, meaningful work, and retention remain limited, particularly in emerging economies and non-service sectors. Approximately 78% of reviewed studies rely on cross-sectional designs, limiting causal inference, and only about 10% employ longitudinal methods, indicating a need for stronger methodological approaches in future research. Additionally, meaningful work is often examined as an outcome rather than as a central mechanism driving employee behavior, suggesting that future research should place greater emphasis on purpose-driven frameworks.

The study therefore contributes theoretically by integrating personality psychology and purposeful work behavior literature, offering a structured conceptual model explaining how personality translates into retention outcomes through meaningful engagement. Practically, the findings emphasize that organizations seeking to reduce turnover must go beyond financial incentives and invest in designing meaningful work experiences, leadership development, and employee growth opportunities. Recruitment strategies aligned with personality-job fit and leadership interventions promoting purpose and engagement can significantly enhance workforce stability.

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