

described according to the features of this dimension, in which a neurotic person has low self-esteem, usually has a negative attitude toward his/her work, and he/she experiences some stress. Thus, individuals with this feature will have a negative evaluation of their performance. Summing up the findings, it can be said that it is important and necessary to pay attention to personality traits in general and the dimensions of agreeableness and neuroticism in particular, because faculty members' educational and research performance has a significant effect on the quality of universities.

As with any study, it is important to highlight the limitations of this study and the directions for future research. This study was limited by its relevance on self-reported data. In addition, only quantitative methods were used in this study. In further studies, qualitative data can be gathered using interviews and observation to gain an in-depth understanding of faculty members' performance.

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