

Mapping The Evolution of Big Five Personality Research: A Comprehensive Literature Review

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ABSTRACT

In recent decades, research on big five personality traits has been the focus of many published articles. Despite extensive research on the Big Five personality traits, a comprehensive assessment of the field's progress and direction remains absent. This study addresses this gap by conducting a systematic evaluation of 739 peer-reviewed articles published in 160 Scopus-indexed journals between 2004 and 2024, following the Scientific Procedures and Rationales for Systematic Literature Reviews (SPAR-4-SLR) protocol for systematic literature reviews. Data visualization and analysis were performed using VOSviewer and Biblioshiny. The analysis revealed a significant increase in the volume of scholarly studies on Big Five personality research over the past two decades. Key findings reveal that the United States is the most prolific contributor, Lounsbury, J.W. stands out as the leading author, University College London as the foremost institution, and 'personality' as the most frequent keyword. The review provides a detailed conceptual overview of how Big Five personality research has evolved, highlighting significant thematic trends and offering insights into potential future research directions for scholars, practitioners, and policymakers interested in this discipline. The discussion and Conclusion part represent the overall developments and diversification in the area. Bibliometric techniques have proven to be an effective tool in providing an overview of the big five personality traits.

Keywords:

Personality, Bibliometric review, Big Five personality traits, Personality traits, VOSviewer, SPAR-4-SLR

INTRODUCTION:

Personality has long been a central construct in both psychology and organizational behavior, with scholars engaging in its exploration for over a century. Over the years, the Big Five Personality model (or Five-Factor Model) – has emerged as the leading framework in personality research (Barrick & Mount, 1991; John, Naumann, & Soto, 2008). According to McCrae & John, 1992, the model organizes personality into five broad dimensions: Openness to Experience, Conscientiousness, Extraversion, Agreeableness, and Neuroticism by offering a robust and cross-culturally relevant structure. The BFP framework has functioned as a cohesive perspective for comprehending individual characteristics across various life and job settings. Despite extensive empirical validation, particularly in the 1990s and early 2000s, the 21st century has experienced an expansion of personality research that transcends the limitations of the Big Five model (Schneider & Smith, 2003).

The BFP traits, commonly recalled by the abbreviation OCEAN, each represent unique psychological dispositions. Openness to Experience is associated with imagination, creativity, curiosity, and an appreciation for art and novel experiences. Individuals high in openness tend to be intellectually curious and open to unconventional ideas (Lika, 2024). Conscientiousness, on the other hand, reflects a disposition toward organization, responsibility, and goal-directed behavior. Such individuals prefer structure and show perseverance in the face of challenges.

Extraversion encompasses sociability, assertiveness, and a preference for external stimulation (Aluja, García, & García, 2003). Extraverts are typically energized by social interaction, whereas introverts prefer solitude and introspective engagement (Howard & Howard, 2001). Agreeableness reflects interpersonal tendencies such as kindness, cooperation, and empathy. Highly agreeable individuals are often service-oriented and value social harmony, while those low on this trait may be more competitive and self-focused (Williams, 2014). Neuroticism, often conceptualized as emotional instability, includes tendencies toward anxiety, mood swings, and heightened stress reactivity (Barlow et al., 2021). Those high in neuroticism are more prone to perceiving situations as threatening and report greater discomfort in everyday life (Schneider, 2004).

In contemporary scholarship, there is growing recognition that personality traits extend beyond mere behavioral descriptors. Scholars argue that traits form the foundation for individual strengths—deep-seated capacities that shape performance, well-being, and

personal development (Simonton, 2008). Strengths are increasingly understood as the product of both innate predispositions and intentional development efforts (Clifton & Harter, 2003), suggesting a dynamic interplay between personality and potential.

Despite the maturity of BFP research, the field lacks a comprehensive, longitudinal synthesis of trends, themes, and scholarly contributions over the past two decades. Since the year 2000, the literature has become more interdisciplinary and expansive, reflecting the growing interest in individual differences across contexts. Nevertheless, this intellectual dispersion poses a difficulty, making it progressively challenging for researchers to identify core topics, significant contributors, and emerging research agendas.

To bridge this gap, this study conducted a systematic literature review of 739 peer-reviewed research articles on the Big 5 personality traits that were published between 2004 and 2024 in 160 Scopus-indexed journals. According to Paul et al., 2021, the current review integrates bibliometric tools like VOSviewer and Biblioshiny to visualize the development of BFP research using the SPAR-4-SLR protocol. The current investigation aims at identifying the most significant research and organizations, we are pursuing to shed light on emerging trends and comparatively lesser-known concepts that could lead personality studies in novel directions.

The current article provides a theoretical framework that can contribute in future research, which would demonstrate how much the Big Five model continues to influence theory and practice, especially in areas like talent development, human capability, and workplace behaviour. The findings are anticipated to deepen our understanding of how personality traits can serve as pathways for both personal growth and professional advancement in today's era. Table 1 highlights the Big Five Personality Traits, illustrating their definitions, key characteristics, and practical applications.

Trait	Definition	Key Characteristics	Application in Education	Application in Career Counseling
Openness to Experience	Reflects imagination, creativity, and openness to new experiences	Curious, imaginative, open to new ideas, artistic	Encourages creative thinking, openness to diverse perspectives	Ideal for careers in arts, research, innovation, or travel-based roles
Conscientiousness	Degree of organization, dependability, and goal-directed behavior	Disciplined, responsible, detail-oriented, organized	Predicts academic success, supports time management and goal setting	Suitable for structured professions like accounting, law, engineering
Extraversion	Involves sociability, assertiveness, and enthusiasm	Outgoing, energetic, talkative, assertive	Benefits group work, classroom engagement, and peer collaboration	Fits well in sales, marketing, leadership, or social work roles
Agreeableness	Reflects interpersonal behavior and cooperation	Kind, empathetic, cooperative, trusting	Promotes a positive classroom environment and teamwork	Ideal for healthcare, counseling, education, and customer service
Neuroticism (Low Emotional Stability)	Tendency to experience negative emotions	Anxious, moody, emotionally unstable	May need emotional support and coping strategies	High scores may guide toward low-stress environments and roles with support systems

Table 1: Big Five Personality Traits - Summary Table
Source: Authors

LITERATURE BACKGROUND AND THEORETICAL RELEVANCE

Through the literature review, it has been observed that over the past hundred years, research on personality has gained significant academic interest, as it plays a pivotal role in explaining human behavior across diverse areas of life. Among various personality models, the Five-Factor Model has become one of the most influential and long-lasting frameworks for understanding personality. This is because it is based on strong empirical evidence and is suitable to various domains of psychological research. Recent studies by Bhattacharjee and Ramkumar (2025) and Otero-López et al. (2025) acknowledge the continued significance of the Big Five personality traits, particularly in academic and organizational contexts, where personality helps predict individuals' behaviour, performance, and well-being.

According to Bhattacharjee and Ramkumar, 2025, Stable personality traits correlate with contextual factors to dynamically shape academic outcomes. For example- individuals with high level of conscientiousness and openness mostly demonstrate stronger academic engagement and achievement. Similarly, empirical researches in organizational contexts indicate that the Big 5 personality traits acts as reliable predictor of job satisfaction, burnout, and broader aspects of employee well-being (Strohmaier et al., 2024). This can be noted that these findings are consistent with earlier evidence highlighting the enduring stability and reliability of personality traits over the period of time. (Sutin et al., 2020; Wilt & Revelle, 2017).

In the early 2000s, researchers offered robust theoretical and empirical evidence supporting the Five-Factor Model. Costa and McCrae (2003), McCrae and Allik (2002), and John et al. (2008) performed a crucial role in reinforcing the model's structural relevance, and practical applications in fields such as human resource management and psychological assessment (Roberts and Bogg, 2004; Roberts et al., 2007, 2009). Building on this foundation, Soto and John (2016) introduced the Big Five Inventory-II, which enabled more accurate assessment of both personality domains and finer trait facets, thereby enhancing the overall precision and reliability of personality measurement.

Recent studies from the 2020s continues to affirm the FFM's global relevance. For example, studies by Sutin et al. (2020) and Smith et al. (2021) confirm the model's robust cross-cultural validity, even amid global disruptions such as the COVID-19 pandemic. Their work

demonstrates that the Big Five traits consistently predict a wide range of socioeconomic, health, and educational outcomes. At the same time, bibliometric reviews and innovations in psycholexical methods have broadened the FFM's empirical scope, enhancing its usefulness in workplace settings and learning environments (Hyatt et al., 2024; Strohmaier et al., 2024; Chen et al., 2024). Importantly, emerging evidence continues to highlight conscientiousness and neuroticism as particularly influential in shaping key life outcomes, including job performance, mental health, and overall well-being (Abdel-Khalek et al., 2023; Kang et al., 2023).

SCOPE OF THE STUDY AND RESEARCH QUESTIONS

The Big Five Personality framework—encompassing Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism—has emerged as one of the most influential models in personality psychology (McCrae & Costa, 1997; John, Naumann, & Soto, 2008). Over the last two decades, interest in the BFP has grown substantially across diverse disciplines such as psychology, human resource management, education, and organizational behavior. This surge in research has produced a vast and dispersed body of literature, making it challenging for researchers to pinpoint major developments, leading contributors, and emerging trends. Therefore, there is a clear need to systematically review, integrate, and map the progression of this research area, offering a well-structured understanding of its intellectual landscape.

The primary aim of this study is to conduct a Systematic Literature Review integrated with bibliometric method to track the evolution of Big Five Personality research from 2004 to 2024. The research aims to map key thematic focuses, prolific authors, collaborative networks, and institutional affiliations, thereby providing a panoramic view of research developments in this domain (Tranfield, Denyer, & Smart, 2003).

To fulfil this objective, the following research questions (RQs) have been formulated. These questions serve as the foundation of this review and are intended to guide a methodical inquiry into the BFP literature (Snyder, 2019):

RQ1: What patterns have been seen recently in articles on the Big Five personality traits?

This question will explore annual publication trends, journal outlets, geographical distribution, and publication types to capture the growth trajectory and scholarly engagement over time.

RQ2: Which are the main contributors and the important partners in the Big Five personality study?

By identifying highly productive authors and their co-authorship networks, this question will reveal thought leaders and major collaborations that have shaped the BFP literature.

RQ3: Whose research do they contribute the most to in regard to Big Five personality research?

This question focuses on citation analysis to identify influential works and citation flows that have significantly impacted the intellectual development of the field (van Eck & Waltman, 2010).

RQ4: Which are the most influential academic institutions with regard to the literature on the Big Five personality traits?

This will involve mapping the institutional affiliations of prolific authors and determining which organizations are at the forefront of BFP research.

RQ5: Which themes tend to arise most often among researchers who operate within Big Five personality traits?

Thematic analysis and keyword co-occurrence mapping will be used to identify dominant topics, theoretical advancements, and emerging research trends (Donthu et al., 2021).

By addressing these questions, this study aims to contribute a structured and evidence-based synthesis of the BFP literature. The findings will serve as a valuable resource for scholars seeking to understand historical patterns, identify underexplored areas, and establish future research agendas in personality psychology.

METHODOLOGY OF REVIEW

To systematically map the intellectual evolution of research on Big Five Personality (BFP) traits, this study first established clear parameters for literature identification and analysis. A comprehensive search was conducted spanning a 20-year period, from 2004 to 2024, to ensure a holistic capture of both foundational studies and emerging trends within the BFP research landscape.

The decision to adopt a bibliometric approach stems from its capacity to provide objective, quantitative insights into patterns of scholarly communication, authorship, collaboration, and thematic developments (Donthu et al., 2021). This method allowed us to trace the trajectory of research output, citation networks, and institutional contributions in an unbiased and replicable manner.

In shaping our bibliometric strategy, we drew methodological inspiration from Linnenluecke et al. (2020), whose work outlines a structured approach for conducting bibliometric analyses in management and social sciences. Their framework emphasizes the use of co-authorship, co-citation, and keyword co-occurrence analyses to detect underlying intellectual structures and thematic evolutions. This approach proved particularly relevant for our inquiry, as it aligns with the goals of visualizing and interpreting the multidimensional nature of BFP research over time.

To enhance the methodological transparency, rigor, and reproducibility of this review, we anchored our study within the SPAR-4-SLR framework (Paul, Lim, & O'Connell, 2021; Paul, Horton, Khodarahmi, & Sanders, 2021). This widely accepted protocol offers a robust and sequential guideline for executing systematic literature reviews in the domain of business and management research. SPAR-4-SLR is organized around three critical phases: Assemble, Arrange, and Assess—each designed to ensure methodological clarity, consistency, and completeness. (refer to below Fig. 2).

Assembling	Identification Review Domain: Big five personality traits Research Question: Recent Trends in BFP Research, Major Contributors, Prominent Countries Engaged in BFP Research and most prevalent themes among researchers Source Type : Journals Source Quality : Scopus
	Acquisition Search Period : 2004 to 2024 Search Keywords : "Big Five" OR "Five-factor model" OR "Five-factor theory" OR "Big 5" AND "Personality traits" Total Number of Articles Returned from Search : 8220 articles
	Organization Organization Codes: Article title, author keywords and number of citations Organization Framework: Not applicable
Arranging	Purification Article type excluded : Non relevant articles, Non-English articles Article type included : $n = 739$
Assessing	Evaluation Analysis method : Bibliometric and content analysis Agenda proposal method : Research themes and future research directions
	Reporting Reporting Convention : Figures, tables, words Limitation : Article collection from single database Sources of Support : No funding received. The authors are thankful to the editor and anonymous reviewers.

Source: Adapted from Paul et al., 2021

Figure 2: Research Methodology SPAR-4-SLR

Phase 1: Assembling the Dataset

The initial phase focused on clearly defining the search strategy and inclusion criteria to identify relevant academic literature. Given the exponential rise in BFP-related studies across disciplines, we focused on a 20-year timeframe (2004–2024) to examine both historical developments and contemporary advancements.

To guide our search and ensure methodological precision, we adopted the bibliometric framework suggested by Linnenluecke et al. (2019), which emphasizes capturing patterns, scholarly collaboration, and thematic structures with minimal bias. Additionally, we adhered to the SPAR-4-SLR protocol (Paul, Lim, & O'Connor, 2021; Paul, Horton, Khodarahmi, & Sanders, 2021), a widely recognized and reproducible framework that supports scientific rigor in literature reviews through its three-step process: *Assemble, Arrange, and Assess*.

The Scopus database was selected as the primary source due to its comprehensive coverage of peer-reviewed academic publications and strong reputation for multidisciplinary indexing (Cobo et al., 2011). With over 69 million records spanning health sciences, social sciences, life sciences, and physical sciences, Scopus was deemed an ideal platform for the breadth and depth required in this study (Niñerola et al., 2019).

The search query was developed using multiple keywords and synonymous phrases to encompass the conceptual variations of the Big Five model, including: “Big Five,” “Five-Factor Model,” “Five-Factor Theory,” “Big 5,” and “Personality Traits.” To maintain coherence with the research context, the search was narrowed to articles published within the Business, Management, and Accounting subject areas. Only peer-reviewed journal articles written in English were included to ensure quality and consistency. This search initially retrieved 8,220 records. After applying domain-specific filters and removing duplicates or irrelevant publications, 739 articles from 160 journals were retained for further analysis.

Phase 2: Arranging and Data Curation

In line with the *Arrange* phase of SPAR-4-SLR, the retained dataset underwent meticulous data cleaning and organization. Articles were screened based on relevance to the BFP framework. Publications that did not directly address personality traits or were outside the intended disciplinary scope were excluded. Bibliographic metadata such as article titles, keywords, authorship, and citation counts were extracted for further processing.

This stage ensured that the data pool represented a refined, thematically coherent body of literature, suitable for deep bibliometric analysis and thematic exploration.

Phase 3: Assessing and Analysis Execution

The final phase focused on evaluating the intellectual structure of BFP research through both quantitative and qualitative techniques. We utilized VOSviewer, a robust bibliometric visualization software, to perform co-citation analysis, bibliographic coupling, and keyword co-occurrence mapping. This enabled the identification of influential authors, collaborative research clusters, and frequently occurring thematic patterns (Frederico, 2021; Kumar & Mishra, 2022; Sweileh, 2018; Kumar et al., 2023; Saxena & Prakash, 2024; Javed et al., 2024).

In addition to network analysis, thematic content analysis was conducted to delve deeper into conceptual trends and emerging research avenues. This dual approach provided an integrated view of how the BFP literature has evolved over time and revealed both foundational themes and underexplored areas that warrant future investigation.

By following a transparent, replicable, and scientifically rigorous process, this study not only offers a structured overview of BFP research but also serves as a reliable reference point for future researchers and practitioners seeking to build upon this body of work.

RESULTS AND FINDINGS:

Year wise publication

Figure 3 is based on a year-by-year study of articles on the Big Five personality traits published from 2004 to 2024; it shows significant patterns in publication volume. The field published very few scholarly works between 2004 and 2008, with only a handful of articles appearing. However, since 2009, the number of publications reached such a level and at an accelerating pace that scholar interest in the Big Five personality paradigm clearly increased. This is because the Big Five model's acceptance as a useful instrument for exploring personality has increased and there has been much research and investigation. The steady increase in publications in the past shows that the Big Five personality research has become more and more relevant and popular in the academic community, which encourages more and more academicians to invest in this research. This trend indicates a mighty interest, which is already very strong and growing, and which promises better and better future development and progress for research in personality psychology.

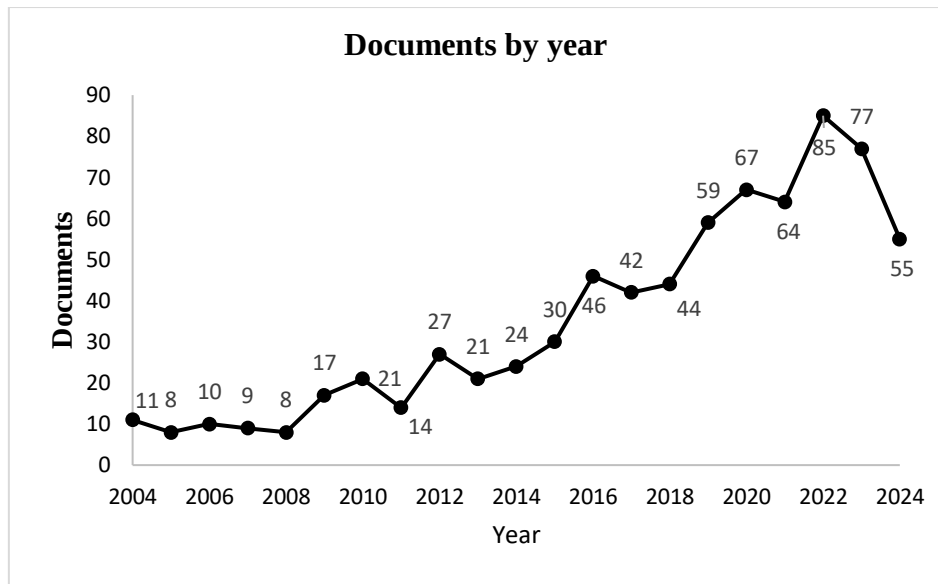


Figure 3: Year-wise trend

Most prominent authors

According to the analysis, the most well-known author in Big Five personality research is Lounsbury, J.W., as shown in Figure 4. Lounsbury is regarded as a notable scholar on this topic because of his ten publications, which show his substantial influence in the field. His research covers a range of Big Five framework dimensions, demonstrating consistency and depth in the examination of personality traits. This large body of work indicates that Lounsbury's contributions have significantly influenced how people currently interpret personality theory and its applications, positioning him as a key player in current and upcoming studies in this field.

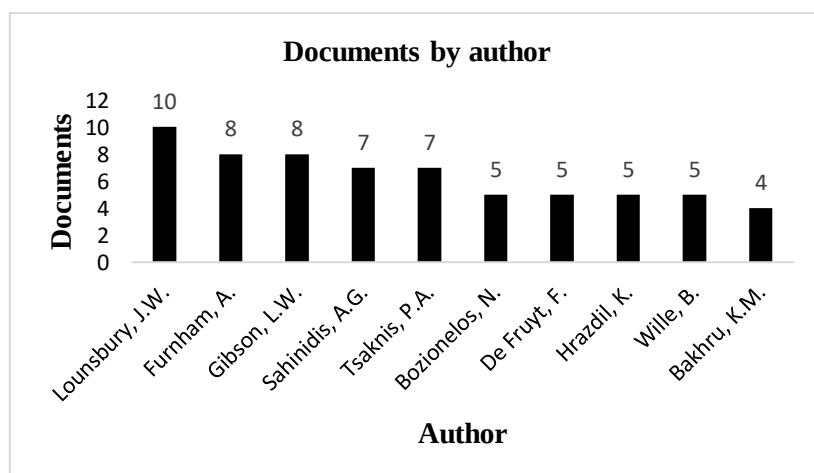


Figure 4: Top authors of big five personality research

Local impact of Author by H-index

According to Hirsch 2005, the H-index is a matrix at the author level that assesses a publication's productivity as well as its citation impact. The H-index can be considered as an excellent tool for measuring the author's relative work impact by examining the author's cited publications. Lounsbury, J.W. holds an H-index of 9.0 according to the calculation methodologies employed.

Country-wise publication on Big Five personality

Because of its long-standing focus on personality psychology and related disciplines, the United States is the country that contributes the most to the analysis of research publications on the Big 5 personality traits, with 206 research papers. With 66 articles, India comes in second, indicating that Indian researchers are becoming more interested in the Big Five framework. Nonetheless, this notable disparity in publication counts indicates a great deal of room for additional research and contributions from Indian writers. Expanding research efforts in this area could boost worldwide understanding of personality traits, particularly within the context of different cultural and demographic settings, and position India as a significant player in the field's continuous evolution.

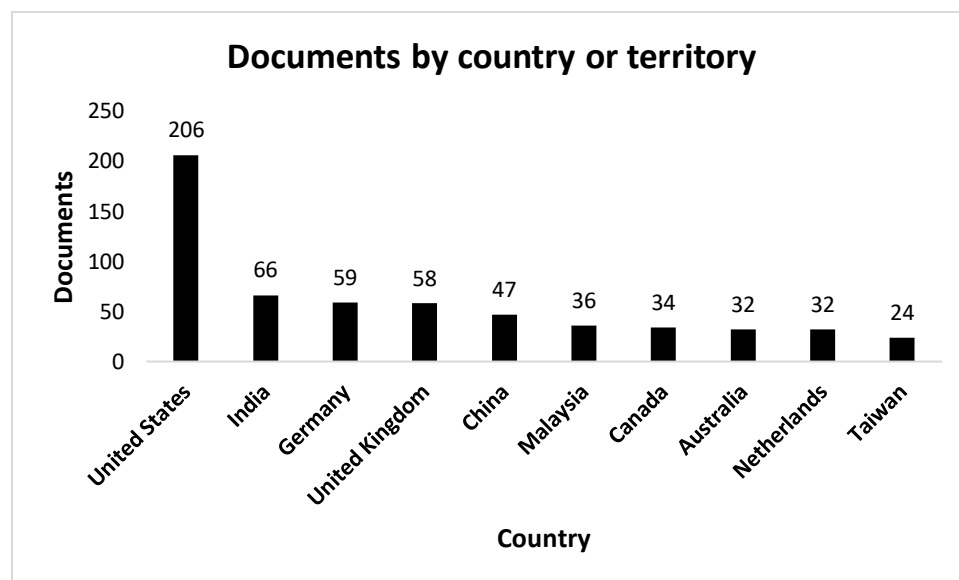


Figure 5: Publications according to country

Institution-wise Publication on Big Five Personality

The analysis of institution-wise publications on Big Five personality traits, as illustrated in Figure 6, reveals the leading academic and research institutions contributing to this field. Only institutions with six or more publications have been included to ensure a focus on the most impactful contributors. University College London (UCL) stands out as the foremost institution in Big Five personality research, with a total of 10 publications. This prominent position of UCL indicates a concentrated effort within the institution to advance understanding and innovation in personality psychology. Significant contributions from other institutions are also highlighted, highlighting a network of research centers actively investigating the dynamics and uses of the Big Five personality model. The analysis's conclusions highlight how crucial institutional emphasis and support are to advancing the field's research output and influence.

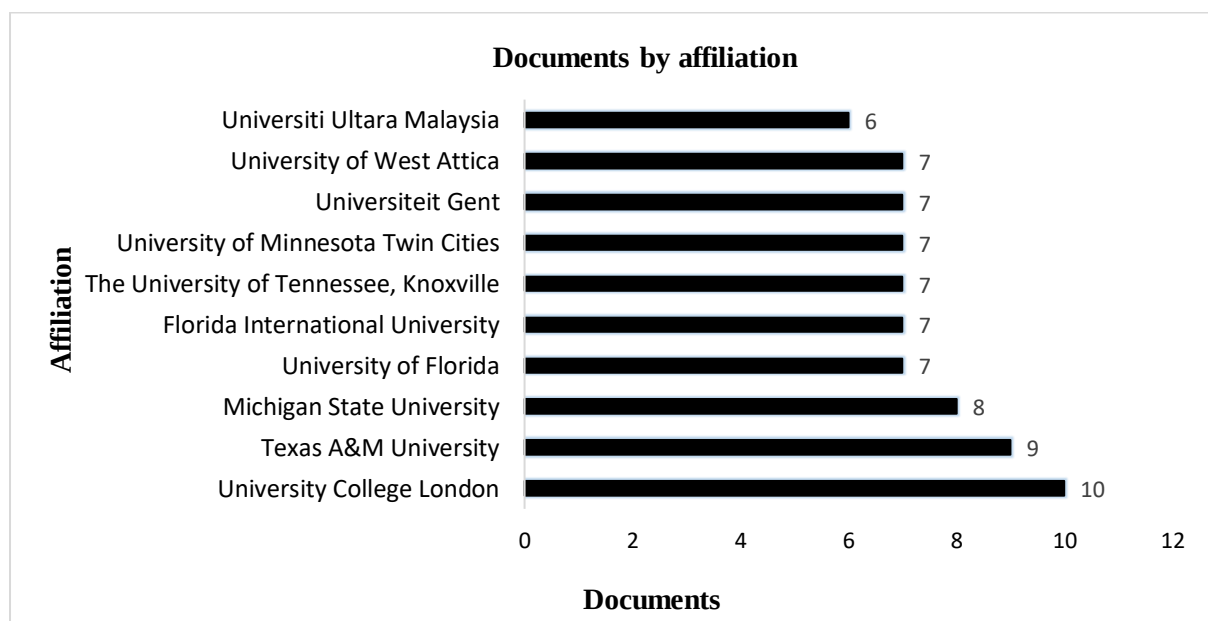


Figure 6: Most productive institutes with maximum published papers

Co-occurrence network of keywords

The purpose of the keyword co-occurrence network analysis was to determine what the most discussed Big Five personality study themes were. Out of the 2059 keywords considered, seventy-three keywords that meet the five occurrence criteria were determined to be important in the literature. Important patterns in the field's research focus emerged from the results.

The most used word was "personality" since it has been the research of the Big 5 personality traits. Other words often used included 'job satisfaction,' 'personality traits', 'the Big Five personality traits', and 'the five-factor model.' These words suggest that the fundamentality of personality and how its used in different positions like the workplace are emphasized a lot. Furthermore, the Big Five traits "conscientiousness" and "job performance" were stressed, suggesting that Big Five traits have usefulness on both the individual and organizational levels. The same people are interested in the Big Five personality in general and agreeableness in particular, which extends the scope of the study far and wide.

The results present a conceptual map of the most studied subjects in Big Five personality research and indicate how basic traits relate to each other and how basic traits are used in job satisfaction and performance. Co-occurrence analysis serves as a useful tool for research priorities and new fields in the discipline.

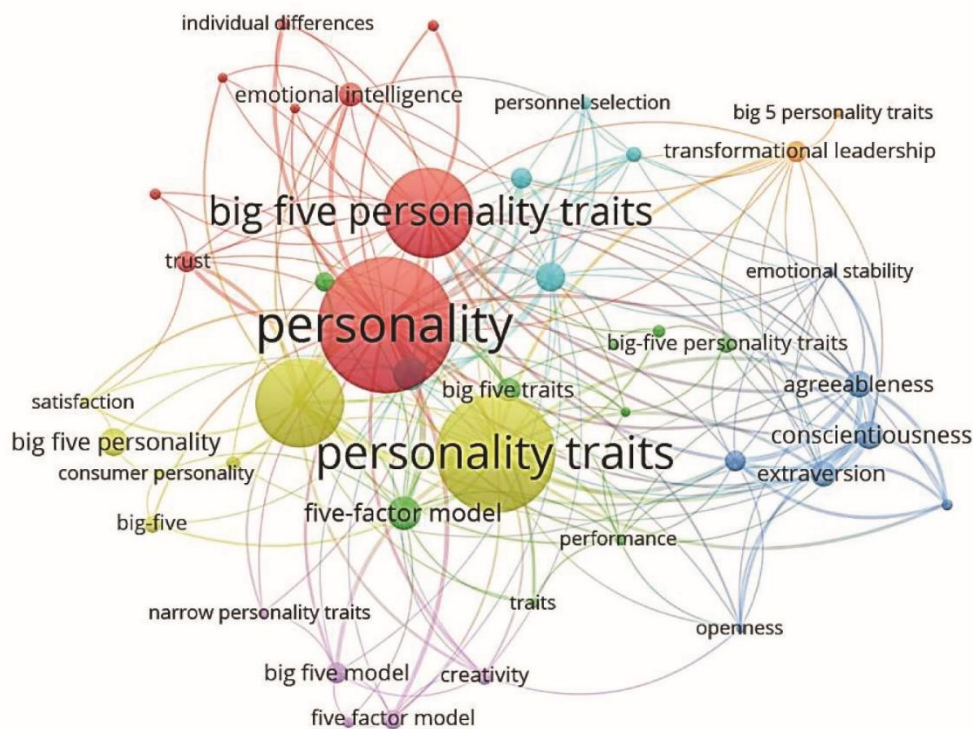


Figure 7: Bibliometric Map of Co-occurrence of Keywords

Keyword	Occurrence
Personality	177
Personality traits	148
Big five personality traits	100
Big five	99
Job satisfaction	26
Five-factor model	26
Job performance	21
Conscientious	20
Big five personality	20
Agreeableness	18

Table 2: Top Keywords by the frequency of occurrence

Co-authorship collaborative network

Co-authorship analysis on the Big Five Personality (BFP) dataset consisting of publications from 40 countries groups the authors into six unique collaborative clusters based on author partnerships. According to Cisneros et al. (2018), academic collaboration is the most organised type of scholarly interaction in scientific research. The analysis aimed to identify which countries had the most collaborative relationships with authors from other nations. The findings are as follows:

- Cluster 1: This cluster includes countries such as Belgium, Egypt, India, Malaysia, Oman, Romania, Saudi Arabia, South Africa, and the United Arab Emirates. These nations showed notable collaboration within this group and with authors from other countries.
- Cluster 2: Comprising Canada, Czech Republic, Hong Kong, Indonesia, New Zealand, Taiwan, Thailand, and Vietnam, this group exhibited strong regional collaboration and was connected to authors in several other countries.
- Cluster 3: France, Greece, Iran, Portugal, Spain, Turkey, and the United Kingdom form this cluster. These countries demonstrated frequent collaborative efforts both within the group and with external nations.

- Cluster 4: This cluster is made up of Australia, China, Italy, Jordan, Pakistan, South Korea, and the United States. Interestingly, the US in particular became a major hub, working with a diverse group of authors from other nations.
- Cluster 5: This cluster is made up of Austria, Germany, Israel, the Netherlands, Sweden, and Switzerland. These states showed strong cooperation with a range of countries, enhancing their international network.
- Cluster 6: This last cluster is made up of Denmark, Norway, and Poland. A small but connected group who work closely together.

With authors from multiple clusters, the US is a leading player in international cooperation in conducting BFP research, the report indicates. Further, the data shows the large spread of geographic research efforts, which includes markedly significant contributions from countries in the Middle East, Asia, Europe, and North America. The participation in these networks of collaboration testify to the international scale of Big Five Personality study: cross-national and interdisciplinary collaborations drive forward the field.

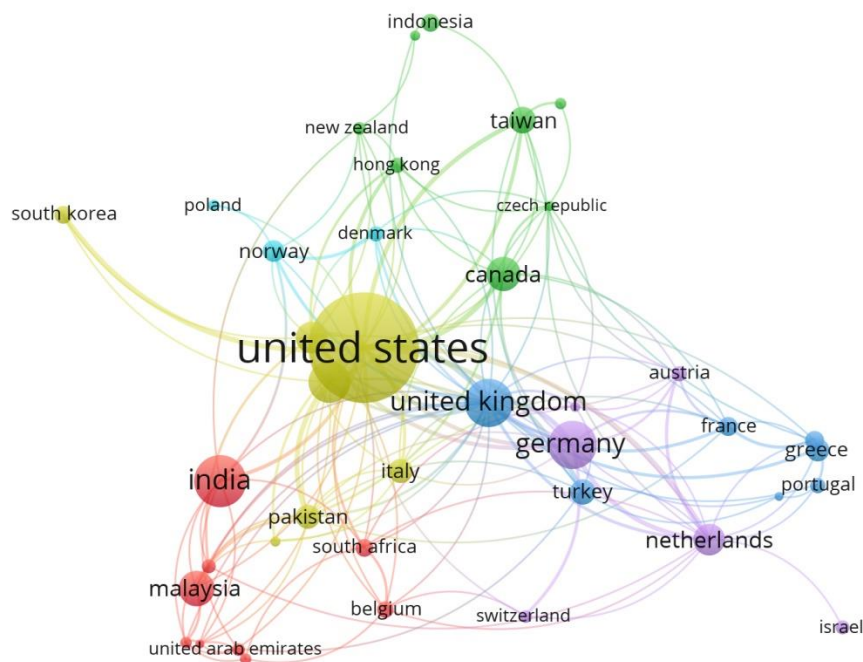


Figure 8: Countries Co-authorship Based on Documents Weights

DISCUSSION

The study concludes with a comprehensive overview of the current state of Big Five Personality (BFP) research, encompassing an analysis of authorship patterns, progressive trends, institutional affiliations, research themes, and the extent of collaborative efforts within the field. The surge in publications over the past nine years indicates a growing scholarly interest in applying the Big Five Personality theory to the domains of organizational behavior and workplace productivity. This development shows a wider knowledge of the value of BFP in understanding individual and group dynamics, necessary factors for the improvement of employee performance, satisfaction and all other aspects of organizational outcomes.

The identification of notable individuals, such as Lounsbury, J.W., emphasizes the critical role that individual researchers play in shaping the industry of qualification. Furthermore, their contributions have implications for the theoretical foundations of the Big Five personality study as well as for empirical research concerning the usefulness of personality traits across different settings. Similarly, the prominence of institutions such as University College London illustrates the capacity of leading academic establishments to foster high-quality research and serve as hubs for impactful scholarly contributions.

Although the United States continues to lead in the volume of publications on the Big Five Personality (BFP), it is not the sole contributor to this body of research. Prominence is due to its well-developed academic infrastructure, good financial prospects, and strong institutional commitment to organizational and psychological research. However, the study finds that many other nations, such as India, have huge potential to expand their share of the sector. Although India produces a comparatively lesser output of 66 publications, it provides an unrealized potential for the expansion of a worldwide variety of BFP research, mainly in the context of workplace dynamics in emerging nations.

The keyword analysis also helps highlight key issues that remain at the core of BFP research; these include 'personality,' 'personality traits,' 'Big Five personality traits,' and 'Big Five.' These introduce these themes emphasizing that currently there is still some part of all the research horizons dedicated to the exploration of the ideas of Big Five hypothesis on the level of employee behaviour in the organisation performance and productivity. This clearly shows

that researchers are still converting and applying the restorative positive implications of BFP theory to improve business dynamics.

Collaboration network analysis further shows the global character of BFP research as researchers in different countries are grouped to produce clusters of interconnected researchers. Creating an international partnership enhances the discipline with different perspectives and methodologies to enrich its ideas from the cross-cultural and divergent approaches to the Big Five personality theory. Essentially, that dependence reinforces how essential such cooperation worldwide is to further our knowledge of BFP and its real-world applications.

CONCLUSION

This comprehensive literature review offers a detailed mapping of the scholarly evolution of Big Five Personality (BFP) research over the past two decades. A significant increase in publication activity post-2009 reflects a heightened scholarly interest in the practical relevance of personality profiling for addressing both personal and organizational challenges (John & Srivastava, 1999; McCrae & Costa, 2008). This trend suggests an expanding acknowledgment of the Big Five model's utility across disciplines, including psychology, management, and behavioral sciences.

The academic landscape of BFP research has been significantly shaped by pioneering institutions—such as University College London—and influential scholars like Lounsbury (2009), whose contributions have anchored much of the field's empirical progress. While the United States continues to lead in research output, there is growing potential in countries like India to contribute to and diversify the global research ecosystem (Salgado et al., 2003).

Furthermore, the analysis of co-authorship and institutional collaboration reveals that BFP research has become increasingly interdisciplinary and international. Such cooperation fosters a richer understanding of personality across cultural contexts and reinforces the model's applicability in areas such as organizational behavior, workplace productivity, and leadership development (Judge et al., 2002; Barrick & Mount, 1991).

By synthesizing historical developments, identifying influential research themes, and analyzing scholarly networks, this study provides a robust platform for future inquiry. It

highlights both the depth and breadth of the field while offering a roadmap for extending BFP research into underrepresented contexts and practical domains. Ultimately, these findings contribute to the evolving discourse on personality theory and offer valuable direction for scholars aiming to expand both the theoretical and applied dimensions of BFP research in a global context (Roberts et al., 2007).

LIMITATIONS AND DIRECTIONS FOR FUTURE RESEARCH:

While this review presents a comprehensive overview of Big Five Personality (BFP) research over the past two decades, several limitations must be acknowledged, each offering potential avenues for future scholarly inquiry.

First, the study's bibliometric analysis relied exclusively on the Scopus database to identify relevant literature. Although Scopus is a robust and widely accepted source for scholarly articles, this reliance may have inadvertently excluded pertinent studies indexed in other academic platforms (Zemigala, 2019). Expanding the search strategy to include additional databases such as Google Scholar, ResearchGate, and Academia.edu could enhance the coverage and diversity of the literature, potentially uncovering nuanced perspectives and underrepresented contributions in the BFP field.

Second, while the study's quantitative approach, based on bibliometric indicators, offers valuable insights into patterns of publication, authorship, and institutional productivity, it does not capture the qualitative dimensions of the research landscape. Future studies may incorporate content analysis or thematic synthesis to explore emerging theories, methodological shifts, and context-specific interpretations of BFP traits. This would help construct a richer narrative around the evolution of the field, beyond mere publication trends. Moreover, the review does not employ Centering Resonance Analysis or similar advanced semantic network tools, which could have added further depth by mapping conceptual linkages among key research constructs. The integration of such methodologies could facilitate the construction of meta-analytical models, providing a more layered understanding of how BFP constructs have evolved across different psychological subfields.

The temporal scope of the current study is another consideration. Limiting the analysis to a 20-year window, while useful for trend identification, may obscure longer-term shifts or generational changes in BFP research. Extending the study period or employing a rolling

time-window approach could help track the historical roots and transformations of core personality constructs with greater accuracy.

In addition, the exclusion of conference proceedings, book chapters, and gray literature may have led to an incomplete picture of the research ecosystem. These sources often contain cutting-edge findings or region-specific insights not yet published in indexed journals. Including them in future analyses could provide a more holistic and inclusive overview of BFP scholarship.

Lastly, future investigations could focus more directly on the contextual factors that shape the development and assessment of Big Five traits—such as cultural, socio-economic, and technological influences. Exploring the interplay between these variables and personality constructs could significantly enrich theoretical models and applications in various domains, including organizational behavior, education, and mental health.

Though this study offers a strong foundation for understanding the trajectory of BFP research up to June 2024, further methodological diversification and data triangulation would strengthen future inquiries. These suggested directions are not only remedial but generative, offering promising pathways to deepen our understanding of personality science in a complex and evolving scholarly environment.

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Abbreviation

BFP: Big Five Personality

VOS: Visualization of Similarities

SPAR4-SLR: Scientific Procedures and Rationales for Systematic Literature Reviews

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