

Personality Super Traits as Correlates of Job Satisfaction among Lecturers in Tertiary Institutions in Rivers State

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Abstract: The study investigated the personality super traits as correlates of job satisfaction among lecturers in tertiary institutions in Rivers State. The study was guided by five research questions and five null hypotheses tested at 0.05% level of significance. The study adopted the correlation and design. A sample of 305 lecturers was drawn from a population of 2, 400 lecturers in tertiary institutions in Rivers State through multistage sampling techniques. The instruments for data collection were personality trait scale (PTS) and job satisfaction scale (JSS) whose construct validity were tested using principal component analysis. The reliability coefficient was obtained through Cronbach alpha. The data collected were analyzed using descriptive statistics correlation and regression analysis. Pearson product moment correlation statistic was used to answer the research questions and independent t-test was used to test the null hypotheses 1-5. From the findings, it was discovered that the personality traits of extraversion and conscientiousness of lecturers were found to correlate negatively with their job satisfaction, while the personality traits of neuroticism, openness to experience and agreeableness of lecturers were found to be positively related to lecturers' job satisfaction in the tertiary institutions in Rivers State. Based on the findings, recommendations were made.

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1. Introduction

The relationship between personality traits and job satisfaction has received comparatively little attention by researchers especially in Nigeria. A major part of man's life is spent at work. Work is a social reality and social expectation to which men seem to confirm. It not only provides status to the individual but also binds him to the society.

Therefore, an employee who is satisfied with his/her job would perform his duties well and be committed to his job, and subsequently to his/her organization. Thus, it is of utmost importance for employers to know the factors that affect their employee's job satisfaction level since it would affect the performance of the organization as well. The tertiary institutions are large organizations that comprise of academic staff, non Academic staff and students. They are citadel of learning where students are trained with adequate skills for man-power development and self—reliance.

So there is needed to give adequate attention that would enhance their workers' level of job satisfaction and also put into cognizance the employees' personality traits during recruitment into work place. Lecturers in every higher institution of learning are sensitive to the treatment by the management on issues of salary and non salary conditions of service. Cases of lateness to duty, absenteeism, extortion, sexual

harassment, victimization, aggressive and hostile relationship towards students and even among lecturers existing in tertiary institutions in Rivers State, could be associated with lack of satisfaction.

Based on the above reports and personal experience the researcher holds the conviction that apart from salary and non salary conditions of service as factors related to Job satisfaction, the personality traits may play major role in lecturers relations to their job satisfaction. Armstrong (2006) defined job satisfaction as feelings or emotion derived from the job an individual is doing.

It also denotes the level of contentment of a worker for his or her job. Job satisfaction is the positive orientation of an individual towards the role which he/she is presently occupying. It is also the degree to which employee is satisfied and happy with his job (Kamfer, 2001). All jobs stimulate certain level of feelings in the worker based on the extent they satisfy or fail to satisfy the values and expectations of the worker.

Coleman (2003) defined personality as the sum total of the behavioural and mental characteristics that is distinctive of an individual. Ukwuije (2007) defined personality as the unique pattern of behavior of an individual which is made up of problem solving, mental abilities, cognitive interest, attitudes,

temperaments, thoughts, feeling, value, behaviours, and moral interpersonal relationship affective.

Thus, personality is defined as a person's unique characteristics such as behavior, thinking pattern, emotions and physical appearance which enable an individual to interact with others and survive in his environment. Traits are distinguishing qualities or characteristics of a person, a relatively enduring way in which one individual differs from another. According to Ramalingam (2006) personality traits are stable features of the behavior of an individual recurring in different situations. These traits are always marked by the varying degree of prominence in different people across various situations. The personality trait to be investigated in this study in relation to job satisfaction focused on the "big five" personality structure of McCrae and Costa (2006) which are neuroticism, extraversion, openness to experience, agreeableness and conscientiousness (NEOAC).

The reason for using the personality structure in relation to lecturer of satisfaction is according to Santrock (2008). A number of research studies point towards these factors as important dimensions of personality. McCrae and Costa found that all the personality traits used to describe people can be divided into five groups which they called the five factors model of personality.

The dimension comprising the five factor model are detailed as follows: neuroticism represents the tendency to exhibit poor emotional adjustment and experience negative effect such as anxiety, insecurity and hostility; extraversion represents the tendency to be sociable, assertive and experience positive effect such as energy, zeal and excitement; openness to experiences, to be imaginative, unconventional and autonomous.

Agreeableness comprises two related facets – achievement and dependability and has been found to be the major component of integrity (Kamfer, 2001). The specific problem of the study is to ascertain the extent to which lecturers personality traits are associated with their level of job satisfaction. The following research questions and null hypotheses were formulated.

1. What is the relationship between lecturers' neuroticism trait and their level of job satisfaction?
2. What is the relationship between lecturers' extraversion trait and job satisfaction?
3. How does lecturers' openness to experience trait relate to their job satisfaction?
4. How does lecturers' agreeableness trait relate to their level of job satisfaction?
5. What is the relationship between lecturers' conscientiousness trait and their level of job satisfaction?

The following null hypotheses tested were at 0.5% level of significance, guided the study.

1. There is no significant relationship between lecturers' neuroticism traits and job satisfaction.
2. There is no significant relationship between extraversion trait and lecturers job satisfaction.
3. There is no significant relationship between openness to experience trait and lecturers' job satisfaction.
4. There is no significant relationship between agreeable trait and lecturers' level of job satisfaction.
5. There is no significant relationship between lecturers' conscientiousness traits and job satisfaction.

2. Methods

The design was co relational. A sample of 305 lecturers was drawn from the populations of lecturer in tertiary institutions in Rivers State through multistage sampling technique. Two instruments respectively named "Big five personality Assessment scale (BFPAS) was adapted and job satisfaction scale (JSS) was developed by the researchers and used for the study. The BFPAS consists of twenty-eight (28) items while the JSS consist of nine (9) items. The instruments were validated based on face, content and construct validity by experts in Measurement and Evaluation. The reliabilities of the instruments, BPFAS AND JSS were subjected to Cronbach alpha technique respectively.

The reliability coefficients of BFPAS were neuroticism, .47, extraversion, .48, openness to experience, .45, agreeableness, .74, conscientiousness, .51, while that of job satisfaction, was .53. Simple Pearson product moment correlation coefficient regression was used to answer research questions while ANOVA and t-test associated with the regression were used to test the hypotheses.

Rq 1: What is the relationship between lecturers' trait of neuroticism and their level of job satisfaction?

Table 1 showed that the relationship between the personality trait neuroticism and lecturer's job satisfaction is $R = .280$. This implies that there is significant positive relationship between the personality trait of neuroticism and job satisfaction among lecturers in tertiary institutions in Rivers State.

The null hypothesis 1 which states that there is no significant relationship between neuroticism trait of lecturers and their job satisfaction was rejected. There is therefore a significant relationship between neuroticism trait of lecturers and job satisfaction.

Table 1: Regression Analysis of the Relationship between Neuroticism Trait of Lecturers' and Job Satisfaction

Source	SS	Df	MS	F	R	R ²	R ² adj	Sig
Regression	383.384	1	384.384	25.762	.280	.078	.075	.000
Residual	4509.219	303	14.882					
Total	4892.603	304						

N=305, df=(1,304), $p \leq 0.5$ level of significance

Rq 2: What is the relationship between lecturer trait of extraversion their level of job satisfaction?

Table 2 indicated that the relationship between extraversion trait and job satisfaction of lecturer is -.021. This implies that the relationship is negative. There is no significant relationship between lecturers' extraversion trait and job satisfaction because the null

hypothesis 2 which state that there is no significant relationship between extraversion trait and job satisfaction among lecturers, was retained.

The hypotheses 2 was tested on a computed r value -.021, was subjected to an f-test statistic of calculated ff.136, df (1,304), $P > .05$ level of significance.

Table 2: Regression Analysis of the Relationship between the personality trait of extraversion and Lecturers Job satisfaction in tertiary institutions in Rivers State

Source	SS	df	MS	F	R	R ²	R ² adj	Sig
Regression	2.200	1	2.200	.136	-.021	.000	-.300	.712
Residual	4890.403	303	16.140					
Total	4892.603	304						

N=303, df (1,304), $P > .05$ level of significance.

Rq 3: What is the relationship between lecturers' trait of openness to experiences and their level of job satisfaction?

The result on Table 3 showed significant positive relationship between the personality trait of openness

of experiences and job satisfaction among lecturers' in tertiary institutions in Rivers State. Therefore, the hypothesis 3 which state there is no significant relationship between openness to experiences and lecturers' job satisfaction was rejected.

Table 3: Regression Analysis of the Relationship between openness to experiences trait and lecturers' Job satisfaction

Source	SS	Df	MS	F	R	R ²	R ²	Sig.
Regression	179.948	1	179.948	11.540	.192	.037	.034	.001
Residual	4712.655	303	15.553					
Total	4892.603	304						

N = 305, df = (1,304), $p \leq .05$ level of significance.

Rq 4: What is the relationship between lecturers' trait of agreeableness and their level of job satisfaction?

Table 4 indicated that there is no significant relationship between conscientiousness trait and lecturers' job satisfaction. The hypothesis was tested

on a computed r value of -.17, that were subjected to an F-test statistic. The null hypothesis 5 which states that there is no significant relationship between conscientiousness trait and lecturers' job satisfaction was retained.

Table 4: Regression Analysis of the Relationship between Agreeable Trait and job Satisfaction among Lecturers' in Tertiary Institutions in Rivers State

Source	SS	Df	MS	F	R	R ²	R ²	Sig.
Regression	1.372	1	1.372	0.85	-.017	.000	-.003	.771
Residual	4891.231	303	16.143					
Total	4892.603	304						

N = 305, df (1,304), $P \geq .05$ level of significance.

3. Discussion

The finding of the study revealed that there was a significant relationship between the personality trait of neuroticism and job satisfaction among lecturers. The finding agrees with Berg & Feiji (2003) report of his study which showed that there was a positive relationship between the trait of neuroticism and job satisfaction among workers in higher institutions in London.

In contrast, the study disagrees with Clarke and Robenson (2005) reports of their study, that a neurotic employee probably does not have positive attitude towards work and may lack confidence and optimism, which should result in less ambition and less focus on career goals. Therefore, a negative relationship likely exists between neuroticism and goal direction, such that low goal trends should be due to low job satisfaction.

The finding on the trait of extraversion and job satisfaction showed that there is no significant relationship between the personality trait of extraversion and job satisfaction among lecturers in tertiary institutions in Rivers State. The result of the study disagrees with the report of Smithikrai (2007) that stated that there is a significant positive relationship between extraversion and job success, especially in jobs that require interpersonal contacts.

Kinanee (2006) asserted that an extraverted personality is someone who likes to be social and whose interests mostly lie with things beyond, such as other people and the physical environment. The finding on the relationship between openness to experience trait and job satisfaction showed that there is a significant relationship between the trait of openness to experience and lecturers' job satisfaction in tertiary institutions in Rivers state.

This study was in consonance with the study of Berg and Feiji (2003) who found that openness to experience was significantly related to job satisfaction in their study. They suggested that people who are open to experience are intellectually curious, appreciative of art, and sensitive to beauty. The feelings indicated that there was a significant positive relationship between agreeableness and lecturers' job satisfaction. In line with and Feiji (2003) who found that agreeableness was significantly related to job satisfaction.

They reported that the agreeableness personality dimension suggest courteous, flexible, trusting, good-nurtured, cooperative, forgiving, soft-hearted, tolerant persons. Finally they said agreeable employees consider personal interactions carefully, such that they offer more constructive responses to individuals and to their work.

The finding between the traits of conscientiousness and job finding by among lecturers showed that there is no significant relationship between the trait and lecturers' Job satisfaction. This study agrees with finding by Burch and Anderson (2004) who found that there was no significant relationship between conscientiousness and job performance.

The finding of Smithikrai (2007) disagrees with the above study. He pointed out that conscientiousness people tend to work toward their goals in an industrious manner. Those conscientious employees are more likely to believe that their work has special meaning and attachment to their jobs and also regulate their work behavior more effectively.

4. Conclusion

Based on the findings of this study of the following conclusions were drawn positively or negatively

1. The personality trait of neuroticism of lecturers positively influences job satisfaction in the tertiary institutions in Rivers State.

2. The personality trait of extraversion does not influence job satisfaction among lecturers in Tertiary institutions in Rivers State because the result was negative.

3. Openness to experience trait positively influences job satisfaction among lecturers in tertiary institution Rivers State.

4. Agreeableness personality trait positively influences job satisfaction lecturers in tertiary institutions.

5. The personality trait of conscientiousness negatively influences job satisfaction among lecturers in tertiary institutions in Rivers State.

5. Recommendations

Based on the findings and conclusions reached in the study, the following recommendations are made.

1. Employers of labour should know the factors that can affect their employees' job satisfaction level since it would affect their performance of the organization as well.

2. Managers and administrators of tertiary institutions should give adequate attention to employees' demands and benefit in order to boost their workers' level of job satisfaction.

3. The employers should put into cognizance the employees' personality traits during recruitment into work place.

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