CHAPTER VI

RELATIONSHIP BETWEEN PERSONALITY AND SATISFACTION

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The interest in explaining the quality of life has led researchers to conduct extensive survey and to examine the influence of demographic variables on perceived well-being. Researchers have found that objective indicators of the quality such as physical health, age and marital and socio-economic status have little enduring impact on well-being because individuals rapidly adapt to their life situation.

Recently psychologists have made systematic attempts to link between structure of emotions and the structure of personality (Costa and McCrae, 1980; McCrae and Costa, 1991). Psychologists are more concerned with what is generally called subjective or psychological well-being. In 1969 Bradburn proposed a measure of well-being based on balance of positive and negative affect. Those who have studied the structure of affects have identified two broad factors and interpreted that positive and negative affects are akin to the basic psychological phenomena of pleasure and pain (Watson and Tellegen, 1985). Researchers have shown that positive and negative affects are not the polar opposites, but they are relatively independant dimensions and both contribute to overall happiness (Diener and Emmons, 1984). The results of the intensive and extensive research studies have enabled psychologists to conclude that happiness and chronic emotional reactions that underlie it are probably best understood as reflections of enduring dispositions (McCrae and Costa, 1991; Staw and Ross, 1985).

Psychologists have made fruitful efforts to identify the Big-five factors of personality (Goldberg, 1992; McCrae and Costa, 1985), which are widely regarded as
providers of a comprehensive taxonomy of personality. In 1980, Costa and McCrae proposed a model relating to positive and negative affects to the personality dimensions of neuroticism and extroversion. This model has since been extensively replicated whereupon it was observed as a consistent phenomenon that neuroticism was negatively and extroversion was positively related to satisfaction (Emmons and Diener, 1985; Hepburn and Eysenck, 1989; Warr, et al., 1983).

Most of the research studies have focused on neuroticism and extroversion dimensions, and only a few of them have focused on the remaining factors-agreeableness, conscientiousness, and intellect-of personality in relation to satisfaction (McCrae and Costa, 1991).

In India, no such studies have been undertaken to identify the relationship between “The Big-five factors of personality” and satisfaction. Hence, an attempt is made in this investigation to assess the relationship between Goldberg’s Big-Five Factors of personality and satisfaction related to job and marriage.

The Big-Five Factors of personality are positive dimensions of personality. Therefore, it is hypothesized that each of the Big-Five factors of personality has significant and positive relationship with job and marital satisfaction.

A. PERSONALITY AND JOB-SATISFACTION :

Recently, research in dispositional explanations of job attitudes has begun to develop. One line of research has shown that Job-satisfaction is enduring and stable over a period of time. The next logical step in formulating a dispositional approach has been under way to investigate possible traits and individual differences that might contribute to job attitudinal stability.

Psychologists have proposed the idea that the tendency to experience satisfaction or dissatisfaction is because of on-going dispositional trait in people (Levin and Stokes, 1980; McCrae and Costa, 1991).
Table 3: Means, SDs and Coefficients of Correlation of Personality factors and Job-satisfaction for study variables

<table>
<thead>
<tr>
<th>Personality factor</th>
<th>Job Satisfaction</th>
<th>Mean</th>
<th>S.D</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surgency</td>
<td>0.1174*</td>
<td>119.60</td>
<td>15.92</td>
</tr>
<tr>
<td>Agreeableness</td>
<td>0.0636NS</td>
<td>126.10</td>
<td>27.03</td>
</tr>
<tr>
<td>Conscientiousness</td>
<td>-0.0538NS</td>
<td>136.20</td>
<td>72.87</td>
</tr>
<tr>
<td>Emotional stability</td>
<td>0.2235**</td>
<td>112.51</td>
<td>24.75</td>
</tr>
<tr>
<td>Intellect</td>
<td>0.0800NS</td>
<td>135.59</td>
<td>20.83</td>
</tr>
</tbody>
</table>

* Significant at 0.05  
** Significant at 0.005  
NS Not Significant
Graph 1. Correlation between each of the Big-Five factors and Job-satisfaction.
In the present investigation one of the objectives is to identify the relationship between Goldberg's Big-Five Factors of personality and Job-satisfaction. Accordingly the data were subjected to correlational analysis and its results are presented in Table-3 and Graph-1.

1. **Surgency and job-satisfaction**

   The results given in Table-3 relating to interrelation between surgency and job-satisfaction indicate that the coefficient of correlation is 0.1174 which is significant at 0.05 per cent level of confidence. An analysis of the results contained in the said table bring to light the fact that there is significant and positive relationship between surgency and job-satisfaction. This result is consistent with those reported by other researchers (Furham and Zacherl, 1986; Guha, 1965; Mohan and Bali, 1985; Sinha and Prabhat, 1993) that extroversion dimension of personality is significantly and positively related to job-satisfaction. Goldberg (1992) mentions that surgency factor of personality is synonym to extroversion factor of NEO-PI of Costa and McCrae, (1985). On the basis of present result, it can be argued that verbally talkative, assertive, energetic, bold, daring, active, vigorous, unrestrained and extroverted traits of surgency factor of personality are related to job-satisfaction.

   A scrutiny of the results will reveal clearly and unmistakably that the teachers who have mastery in subject-matter, clear in verbal expression, energetic, bold, daring, active, vigorous and unrestrained in imparting knowledge to the students develop a sense of confidence and competency in teaching at College level and experience corresponding level of satisfaction on the job.

2. **Agreeableness and job-satisfaction**

   The results relating to correlation between agreeableness and job-satisfaction are given in Table-3 which indicate that the coefficient of correlation is 0.0636 which is not significant even at 0.05 per cent level of confidence.
The result reveals that there is no significant positive relationship between agreeableness and job-satisfaction. Even then, the trend of correlational value means that agreeableness and job-satisfaction have positive relationship. Agreeableness refers to accepting others with warmth and sympathy in interaction of job-situation and interpersonal relationship. Agreeableness is a positive tendency that facilitates interpersonal interaction in accomplishing role performance and role consensus. Therefore it was assumed that individual’s sympathetic, considerate, generous, kind, co-operative, helpful, agreeable and pleasant characteristics are related to job-satisfaction. The result of the present study demands an indepth analysis and explanation of relationship of agreeableness with job-satisfaction.

3. **Conscientiousness and job-satisfaction**

The results relating to correlation between conscientiousness and job-satisfaction are given in Table-3 which indicate that the coefficient of correlation is -0.0538 which is not significant even at 0.05 level of confidence. This result reveals that conscientiousness has non-significant negative relationship with job-satisfaction.

It is an unexpected result because conscientiousness is the tendency for organization and achievement with disposition of being neat, careful, thorough, steady, efficient and prompt. These characteristics are supportive and facilitate individual himself to increase the efficiency of job role performance.

The incidence of the negative and non-significant relationship may be due to the possibility that people consider teaching to be a noble profession and the teachers to be a model to the community and students. According to the values and expectations, the teachers have been performing their roles, but in reality, they might have not received the expected returns from practicing conscientiousness in their professional life because of the fast changing interpersonal relationships and materialistic outlook. Therefore annoyed teachers might have rejected the importance of conscientiousness traits in their teaching profession. This result of the present investigation demands an indepth understanding about the relationship between the conscientiousness and job-satisfaction.
4. **Emotional stability and job-satisfaction**

Table-3 results pertaining to correlation between emotional stability and job-satisfaction indicate that the coefficient of correlation is 0.2235 which is significant at 0.005 level of confidence. It reveals that there is significant positive relationship between emotional stability and job-satisfaction. Emotional stability is considered as antonym to neuroticism (Goldberg, 1992).

A stream of research studies (Guha, 1965; Kirkcaldy et al., 1989; Larsen and Ketelaar, 1989; Shah and Ojha, 1989; Furham and Zacherl, 1986) has identified that neuroticism has significant negative relationship with job-satisfaction. The result of this study is, consistent with the result of earlier studies and it can be said that emotional stability traits --independent, uninhibited, placid, peaceful, undemanding, relaxed, objective, unenvious, imperturbable and unemotional--may have highly significant relationship with job-satisfaction of the teachers.

It can be concluded that the teachers who are more prone to experience to pleasant and undisturbed emotions are more likely to experience higher level of job-satisfaction.

5. **Intellect and job-satisfaction**

The coefficient of correlation of intellect with job-satisfaction as given in Table-3 is 0.080 which is not significant even at 0.05 per cent level of confidence. This result reveals that intellect does not have significant and positive relationship with job-satisfaction. Even then, the trend of coefficient of correlation means that intellect has positive relationship with job-satisfaction. This result is worth being noted, however tenuous it may be.

This result may be due to the fact that the education system at College level has not given due importance to intellectual development and its application. The teachers who have high level of intellect traits are not involved in imparting knowledge to the students through intellectual and creative works because of impersonal relationship between the
teachers and students, administrative and caste barriers. Further, mass education prevents the
teacher from giving personal attentions to any of the learners- if personal attentions were
possible, his intellect and creativity could have been put to better use. Consequently, the
collegiate education the teachers feel that the intellect does not have any recognition to
become a teacher and to get salary.

On the whole, the results contained in Table-3 reveal that emotional stability
and surgency factors have significant positive relationship, while intellect and agreeableness
factors have non-significant positive correlation as against conscientiousness which only has
non-significant negative relationship with the job-satisfaction.

B. PERSONALITY AND MARITAL-SATISFACTION

Satisfaction with one’s marriage is, in our growing monogamous society, an
important component of individual well-being. The independence of each nuclear family from
its own kin, and the relative social isolation of urban households makes the spouse the
primary companion and source of emotional sustenance. Male-female difference in levels of
marital-satisfaction has been linked to objective conditions of specific marriage such as
duration of marital status, number and ages of children, wives’ employment status outside the

Some of the studies on perceived quality of life have found that personal
characteristics such as age, educational level, socio-economic status and so on account for
very little of the variance in marital-satisfaction and that the assessment of interpersonal relation
and personality traits are considered key factors in marital-satisfaction (Campbell et al., 1976;
Kim et al., 1989).

The influence the personality has on the interaction that takes place within
romantic dyads has received increased empirical attention in recent years. However, there is
a dearth of research in empirical literature dealing with individual factor of personality that
facilitates marital-satisfaction.
The research studies support the view that positive individual characteristics facilitate the acquisition, development and maintenance of satisfying personal relationships (Terman, 1938; Kim et al., 1989).

In the present investigations, an attempt has been made to identify the relationship between each of the Big-Five factors of personality—surgency, agreeableness, conscientiousness, emotional stability and intellect—and marital-satisfaction. Accordingly, the data were subjected to correlational analysis. The results are presented in Table-4 and Graph-2.

1. **Surgency and marital-satisfaction**

   The results of Table-4 related to intercorrelation between surgency and marital-satisfaction show that the coefficient of correlation is 0.3175 which is significant at 0.005 percent level of confidence. The result reveals that there is highly significant positive relationship between surgency and marital-satisfaction. It means that married individuals who adapt free interpersonal interaction and lively industrious behaviours are more likely to experience higher level of marital-satisfaction.

   Goldberg, (1992) considers surgency to be synonym for extroversion dimension of personality. The previous studies (Costa and McCrae, 1980, 1981, 1984; McCrae and Costa 1991) have identified significant positive relationship between extroversion and satisfaction. The results of the present investigation indicate that surgency traits such as verbally talkative, assertive, energetic, bold, daring, active, vigorous, unrestrained and extroverted can have significant positive relationship with marital-satisfaction.

   These results clearly connote that the teachers who are more talkative, assertive, energetic, bold, daring, active, vigorous and unrestrained in their interaction with spouse and correspondingly they are more prone to be satisfied in their married life.

2. **Agreeableness and marital-satisfaction**

   The coefficient of correlation of agreeableness with marital-satisfaction is given
Table 4: Coefficient of Correlation between each of the Big-Five factors of personality and Marital-satisfaction

<table>
<thead>
<tr>
<th>Personality factor</th>
<th>Marital-satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surgency</td>
<td>0.3175*</td>
</tr>
<tr>
<td>Agreeableness</td>
<td>0.3549*</td>
</tr>
<tr>
<td>Conscientiousness</td>
<td>-0.0402NS</td>
</tr>
<tr>
<td>Emotional stability</td>
<td>0.2670*</td>
</tr>
<tr>
<td>Intellect</td>
<td>0.4383*</td>
</tr>
</tbody>
</table>

* Significant at 0.005
NS Not Significant
Graph 2. Correlation between each of the Big-Five factors of personality and Marital-satisfaction.
in Table-4, it is 0.3549 which is significant at 0.005 per cent level of confidence. This result reveals that there is significant positive relationships between agreeableness and marital-satisfaction. It means that in the case of married individuals who have selfless concern for their spouses, trusting and generous sentiments are more likely to induce higher level of marital-satisfaction. It can be argued that agreeableness traits such as warmth, sympathy, considerateness, generosity, kindness, co-operation, helpfulness and trustfulness are intensively related to marital-satisfaction.

These results mean that the teachers are warm, sympathetic, generous, kind and cooperative in accomplishing multiple roles with role-consensus in their marital life. These characteristics promote interpersonal bonds and are highly related to marital-satisfaction among the teachers.

3. Conscientiousness and marital-satisfaction

The results of Table-4 pertaining to interrelation between conscientiousness and marital-satisfaction indicate that the coefficient of correlation is -0.0402 which is not significant even at 0.05 level of confidence. This result reveals that conscientiousness has non-significant and negative relation with marital-satisfaction. On the basis of this result, it can be argued that some personality traits have indirect and non-linear relationship with marital-satisfaction. Therefore, conscientiousness also may have indirect relationship with marital-satisfaction because, conscientiousness traits are supportive traits, which only promote the individual to increase one's efficiency and accomplishments in interpersonal relationship of marriage. This result of the present investigation demands an in-depth understanding about the relationship between conscientiousness and marital-satisfaction.

4. Emotional stability and marital-satisfaction

Table-4 results relating to correlation between emotional stability and marital-satisfaction indicate that the coefficient of correlation is 0.2670 which is significant at 0.005 per cent level of confidence. This result reveals that there is significant positive relationship
between emotional stability and marital-satisfaction. It means that married individuals who can be prone to experience stability by resolving unpleasant and disturbing emotions are more likely to lead married life with greater satisfaction. It can also be argued that emotional stability traits such as independent, uninhibited, placid, peaceful, undemanding, relaxed, objective, unenvious, imperturbable and unemotional are significantly related to marital-satisfaction. The results of current investigation serve to confirm the correlation of the previous studies (Adams, 1946; Bentler and Newcomb, 1978; Cole et al., 1980) that emotional stability is positively related to marital-satisfaction.

Goldberg (1992) considered emotional stability as antonym to neuroticism. Costa and McCrae have conducted a series of longitudinal studies to explain relationship between personality and satisfaction. Their studies revealed that neuroticism has negative relationship with satisfaction (1980, 1981, 1984 and 1991), whereas the result of the present study with regard to emotional stability reveals that emotional stability has significant positive relationship with marital-satisfaction.

The results of this investigation reveal that the teachers who are more prone to experience pleasant and undisturbed emotions in their family roles and in their interpersonal relationship with their spouses, correspondingly they experience greater level of marital-satisfaction.

5. Intellect and marital-satisfaction:

The coefficient of correlation of intellect with marital-satisfaction presented in Table-4 is 0.4383 which is significant at 0.005 per cent level of confidence. It means that intellect is highly correlated with marital-satisfaction. Psychologists say that intellect individuals are more receptive and open to scope of awareness and they are imaginative, introspective, creative, artistic, innovative, curious and unconventional. Therefore, one can expect that intellect individuals are higher in their marital-satisfaction.

On the basis of these results, it can be argued that the family life interpersonal
relationships and circumstances have encouraged intellectual development and creative activitves of the teachers and therefore, there is significant positive relationship between the intellect and marital satisfaction of the teachers.

On the whole, the results of Table-4 connote that each of the Big-Five factors of personality has qualitatively different pattern of relationship with marital-satisfaction. In particular, intellect, agreeableness, surgency and emotional stability have significant positive relationship with marital-satisfaction, but conscientiousness has non-significant negative relationship with marital-satisfaction.