

Personality Traits and Life Satisfaction among Working Men and Women

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Abstract

The present research investigated personality traits and life satisfaction among working men and women. Main hypothesis was that there would be significant relation of personality trait with life satisfaction among working men and working women. Second assumption was that there will significant gender differences on life satisfaction. It was a co-relational study in which cross-sectional research design was used. Sample was drawn from the different colleges. Purposive sampling technique was used in this study. The total participants was hundred teachers which including fifty male teachers while fifty female teachers. Neo five factor inventory (Costa and McCrae 1992) and Satisfaction with life scale (Diener, 1985) were used to measure personality trait and life satisfaction respectively. Reliability analysis was run which shows significant enough to carry on further analysis. Sample characteristics were determined through descriptive statistics. Correlation analysis was used to find relation between variables of interests. Result of correlation showed that life satisfaction is significantly positive correlated with the extraversion, agreeableness and conscientiousness in men in the same way that life satisfaction is significantly positive related with the extraversion and openness to experience personality traits in women. Further, for gender wise comparison on life satisfaction Independent sample t-test was used. The result showed that there was non-significant gender difference exist on life satisfaction.

Keywords: Personality Trait, Extraversion, Agreeableness, conscientiousness, Openness to experience, Life Satisfaction

1.0 Introduction

Personality trait is reflecting overall characteristics of an individual. It is unique pattern of personal abilities and feature that remain almost same through the life. Life satisfaction is an ultimate goal of every individual. The purpose of everyone life is to get life satisfaction or happiness in his or her life. Life satisfaction is closely associated with personality type. It was noticed that some people are relatively more content in comparison to others. Similarly there is also gender difference exist on life satisfaction. Life satisfaction may also be different across different culture. This study also examined to seek differences of gender on life satisfaction.

Personality is systematic, arranged and core set of behavior that is articulated by individual in day to day life. It involves different factors such as motivation, sentiments, cognition, and self-worth. Funder (2004) stated personality as the innate trait of human thinking pattern, feelings, emotions, and different psychological responses to self and the outer world. Research has widely studied life satisfaction of old people as it is specifically linked with working class. Researchers have investigated the phenomenon the effect of life satisfaction on social and financial status along with health (Strack, Argyle, & Schwarz, 1991). Satisfaction is peace of mind and an assessment of life as a whole. It is viewed as being satiated or contented. It evolves cognitive and emotional evaluations. Life satisfaction is general tendency how confidently an individual assesses his life. It can be temporary or permanent. Life satisfaction can be replaced by subjective wellness or well-being (Myers, 1992).

The literature review showed that the personality traits are significantly correlated with life satisfaction. According to the literature three personality profile named extraversion, agreeableness and openness to experiences are significantly positive correlated with life satisfaction. In the same way the other two personality traits named as conscientiousness and neuroticism are negatively correlated with life satisfaction. The literature also showed that there is significant gender difference exist on life satisfaction among males and females. It was showed that the level of life satisfaction is higher in women as compared to men (Proto & Rustichini, 2012; Schimmack et al, 2009; Esmaeili, Hosseini, Sadeghi, Pour, Rostami & Far 2013 & Bader, Rogers, & Barusch, 2002).

1.1 Hypotheses

- There is likely to be significant positive relation on conscientiousness, agreeableness and extraversion with life satisfaction in men.
- There is likely to be significant relation on openness to experience and neuroticism with life satisfaction in men.
- There is likely to be significant positive relation between openness to experience and life satisfaction in women.
- There is likely to be significant negative relation on conscientiousness and neuroticism with life satisfaction

in women.

- There is likely to be significant relation on agreeableness and extraversion with life satisfaction in women.
- There is likely to be significant gender difference on life satisfaction.

1.2 METHOD

1.2.1 Research Design

This is a co-relational study in which cross-sectional research design is used.

1.2.2 Sampling

Purposive sampling technique was used in this study which is a technique of non-probability sampling. Sample size was hundred (N=100) in the current study which comprises on fifty males (n=50) and fifty females (n=50).

1.2.3 Tool for Data Collection

Followings are the instruments that were used in the present study.

- Neo five factor inventory (Costa and McCrae 1992)
- Satisfaction with life scale (Diener, 1985)

1.2.3.1 Neo Five Factor Inventory

The Big Five are usually measured through self-report based on the NEO Five-Factor Inventory is used to measure personality trait. This questionnaire measured five personality factors as defined in big five theory; neuroticism, extraversion, openness to experience, agreeableness and conscientiousness. It has 60 items (12 for every dimension).

1.2.3.2 Satisfaction with Life Scale

Life satisfaction was evaluated with the Satisfaction With Life Scale (SWLS; Diener, Emmons, Larsen, & Griffin, 1985). The SWLS is a 5-thing scale with great psychometric properties. The things are (a) "In many ways my life is near perfect," (b) "The states of my life are phenomenal," (c) "I am fulfilled by my life," (d) "So far I have gotten the critical things I need in my life," and (e) "In the event that I could carry on with my life over, I would change just about nothing." Responses were made on a 7-point Likert-sort scale extending from 1 (emphatically dissent) to 7 (strongly concur).

1.2.4 Procedure

First of all the topic of the research and methodology was finalized with the supervisor. Secondly, an official letters were obtained from the supervisor for data collection. Thirdly, Formal permissions were sought from the relevant authorities for the conducting the research. The potential participants were contacted and explained the complete nature of research, purpose and duration of study. Informed consent was taken from the potential participants. Then, a set of questionnaires consisted of demographic information sheet, Neo five factor inventory (Costa & McCrae 1992) and Satisfaction with life scale (Diener, 1985) were given to them and filled from them. At the end the participants were thanked for their cooperation & contribution.

1.2.5 Statistical Analysis

Data analyzed by using SPSS-20. Initially the reliability was determined. Secondly the sample characteristics were determined through descriptive statistics. Then, the hypotheses of the study were investigated by using Pearson Product Moment Correlation and Independent Sample t-test.

1.3 Results

The present research was conducted to explore the relationship between personality traits and life satisfaction in married men and women. The data analysis strategy involved performing: (i) reliability analysis for all the scales; (ii) descriptive analysis for all the demographic variables, (iii) Pearson product moment correlation analysis assessing the relationship between extraversion, agreeableness, conscientiousness, neuroticism, openness to experience and life satisfaction; (iv) Moreover independent sample t-test was applied to find out the difference in life satisfaction between males and females.

It was hypothesized that personality traits (extraversion, agreeableness, conscientiousness, neuroticism, openness to experience) is likely to be significantly correlated with life satisfaction in men. Pearson Product Moment Correlation was used to test these relationships that are given below in table 3.2.

Table 1.3.1

Summary of Inter correlations, Means, and Standard Deviations for Personality traits (Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Openness to Experience), and Satisfaction with life scale in men.

Variables	1	2	3	4	5	6	M	SD
1. Life Satisfaction	-	.336**	.222*	.213*	-.455**	.060	23.36	4.74
2. Extraversion	-		.138	.364**	-.375**	.292**	28.40	3.32
3. Agreeableness	-		-	.407**	-.167	.398**	31.90	3.45
4. Conscientiousness	-		-	-	-.333**	.295**	30.46	3.09
5. Neuroticism	-		-	-	-	.051	26.00	3.45
6. Openness to experience	-		-	-	-	-	38.88	5.67

* $p < .05$, ** $p < .01$,

Results of Pearson product moment correlation analysis revealed that life satisfaction is significantly positive correlated with the extraversion, agreeableness, conscientiousness. While the analysis revealed that life satisfaction is significantly negative correlated with neuroticism. Further, life satisfaction is non-significantly correlated with openness to experience.

It was hypothesized that personality traits (extraversion, agreeableness, conscientiousness, neuroticism, openness to experience) is likely to be significantly correlated with life satisfaction in women. Pearson Product Moment Correlation was used to test these relationships that are given below in table 1.3.2.

Table 1.3.2

Summary of Inter correlations, Means, and Standard Deviations for Personality traits (Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Openness to Experience), and Satisfaction with life scale in women.

Variables	1	2	3	4	5	6	M	SD
1. Life Satisfaction	-	.403**	.255	.068	-.132	.317*	24.20	5.01
2. Extraversion	-		.475**	.530**	.167	.573**	28.14	3.57
3. Agreeableness	-		-	.205	.241	.421**	31.26	3.71
4. Conscientiousness	-		-	-	-.046	.388**	30.22	3.65
5. Neuroticism	-		-	-	-	-.046	26.14	3.85
6. Openness to experience	-		-	-	-	-	38.94	5.02

* $p < .05$, ** $p < .01$,

Results of Pearson product moment correlation analysis revealed that life satisfaction is significantly positive correlated with the extraversion and openness to experience. Further, life satisfaction is non-significantly correlated with agreeableness, neuroticism and openness to experience.

It was hypothesized that there is significant gender difference exist on life satisfaction. Independent Sample t-test was used to test this relationship that is given below in table 1.3.3.

Table 1.3.3

Independent Sample T-Test between Men and Women on Life satisfaction (df=98).

Variable	Men (n=50)		Women (n=50)		t	P	95% CI		Cohen's d
	M	SD	M	SD			LL	UL	
Life satisfaction	23.36	4.741	24.20	4.916	-.870	.387	-2.757	1.077	-0.17

Note. CI= confidence interval; LL: lower limit; M = mean; SD = standard deviation.

Table 3.4 indicates that there was non-significant gender difference in life satisfaction ($t = -.870$, $p > .387$).

1.4 Discussion

The present study was conducted to explore the relationship on personality profile and life satisfaction among working men and women. Two standard measures named as Neo five factor inventory (Costa and McCrae 1992) and Satisfaction with life scale (Diener, 1985) were used to measure personality dimension and life satisfaction in selected sample. In this section the results of stated hypotheses as well as the relation of demographic variables on life satisfaction are discussed in the light of previous international and indigenous researches. Moreover, implications, limitations of the current research project are given in this chapter.

The hypothesis of the current research is that there is significant positive relation on conscientiousness, agreeableness and extraversion with life satisfaction in men. The first finding of the present research is that life

satisfaction is significantly positive correlated with the extraversion, agreeableness, conscientiousness personality type in men. The result of the present research is consistent with those of Schimmack et al, (2009) that concluded that life satisfaction is positively correlated with extraversion, agreeableness and conscientiousness. According to Boyce, Wood and Powdthavee (2008) life satisfaction is positively associated with extraversion and agreeableness personality traits. Similarly Bader, Rogers, and Barusch (2002) produced the same result that extraversion personality trait is positively correlated with life satisfaction. Thus it supports the hypothesis that there is positive relationship between extraversion, agreeableness and conscientiousness personality trait with life satisfaction. It means that men with extraversion, agreeableness and conscientiousness personality traits are satisfied with their lives. On the other hand there are many researches that hold that there is significant negative relation between conscientiousness personality type and life satisfaction in men. This result supported by Adeeb (2012), Wertag and Hanzec (2010), and Johnson and Sustain (2011).

The final hypothesis of the current research is that there is likely to be significant gender difference on life satisfaction. The finding of the present research revealed that there was non-significant gender difference in life satisfaction. The result of the present research is consistent with those of Schimmack et al, (2009) that holds that there was not significant gender difference exist on life satisfaction. Barusch (2002) concluded the same result that men and women are same on life satisfaction. Thus it does not support the hypothesis that there is significant gender difference on life satisfaction. It means that women and men are same on life satisfaction. On the other hand there are many researches that hold that there is significant gender difference on life satisfaction. This result supported by Adeeb (2012), Wertag and Hanzec (2010), and Munwar (2012).

1.4.1 Limitations

1. The study population only consisted of regular teachers (N=100) and is therefore not representative of other populations in education sector.
2. This study investigated a specific group of employees. Thus, it means that finding of the study may not be readily generalized to other occupational groups like banks, social workers, health and other public sector workers.
3. A large proportion of the participants felt that the questionnaire were too time consuming. The negative attitude towards the questionnaires may affect participant's responses.

1.4.2 Suggestions for Future Researches

1. This study measures the personality dimensions. So it would be a better understanding for the future researchers to measure these dimensions of personality in other fields.
2. The sample should be larger in future researches,
3. The time frame should be large for research.
4. Qualitative data should also be included in future researches.
5. The measures should be small in future studies like Ten Item Personality Inventory (TIPI) should be used to measure personality.

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