

# Some Personality Correlates of Happiness in Employed Adults

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## ABSTRACT

In this study, the author is willing to resolve the issues posed by the personality model: "Why are some people always happier than others?" The prior researches provide personality traits as major predictors of happiness. There are many studies being done for decades now in which mostly focus on students and adolescents. As a result, it is critical that present research look at employed adults who have the same condition. However personality is widely researched topic even in the Indian context. But Scholarly publications offered prior research articles that were rarely used in the context of Indian employed adults. The main objective for the study is the predicting the effect of personality correlates that is extraversion, neuroticism, openness to experience, agreeableness and conscientiousness on happiness in employed adults. By using stratified simple random sampling 100 adult employees (age range 26-60 years) were retained from capitol complex, new Raipur, Chhattisgarh, India. Data was collected by using big five personality inventory (BFPI) developed by Singh and Kumar based on McCrae and Costa NEO five personality model, and happiness scale developed by Bhardwaj and Das. Multiple regression in SPSS version 25.0 was used for prediction analyses. Pearson correlation shows a significant correlation between all personality dimensions with happiness ( $p < 0.05$ ). Regression analysis confirmed extraversion was positively associated with happiness (0.313,  $p < 0.01$ ). However, neuroticism (0.051), openness to experience (0.100), agreeableness (0.125), and conscientiousness (0.185) were found not significantly associated with happiness ( $p > 0.05$ ). Finding shows a significant relationship between happiness and personality. Extraversion found powerful predictors; however, neuroticism, agreeableness, openness to experience, and conscientiousness were not. It was concluded that unworthiness in some personality traits, certain demographic variables, and the workplace environment also contributed to the happiness of employed adults. Limitation and future directions were discussed.

**KEYWORDS:** Happiness, personality, trait, NEO5, employed, adults.

**ABBREVIATION:** Neuroticism (N), Extraversion (E), Openness to experience (O), Agreeableness (A), and Conscientiousness (C)

## INTRODUCTION

What is Happiness? Happiness is the ultimate objective of human beings, according to 'Ahmed (2005)' and everyone strives and wishes to be happy. Happiness, like the tools and methods for reaching it, has various meanings for different people. As a result, human happiness cannot be guaranteed because individuals make their own decisions, which differ from one another. While 'Bekhet et al. (2008)' stated happiness is defined as a feeling of permanent, total, and justified contentment with one's existence as a whole. The word happiness is commonly used interchangeably with phrases such as subjective well-being '(Levett, 2010)', quality of life '(Veenhoven, 2005)', and according to 'Bekhet et al. (2008)' life satisfaction, peak experiences, and crucial in preserving health in terms of concept.

The importance and worth of happiness is enormous not just in our individual lives but also in our global society. Fulfillment, achievement, success, excellent health, and a long life are all outcomes of happiness. '(Dhammananda, 2011)' Happiness helps to turn people into more energetic, caring, creative, and successful people. Extraversion was found to be a major predictor of happiness in all three nations based on correlation analysis. According to 'Steel and Ones (2002),' the strength of the data indicates that personality could have more powerful associations at the national level of study than at the individual level. National personality features appear to be unwisely overlooked, despite their significant but mainly intentional explanatory value. Happiness is particularly vital for maintaining a healthy body because "good feelings modify the chemical makeup of our bodies, producing substances that promote immunity and cell repair" (Bekhet et al., 2008).

***Happiness and personality are operationally defined in this study as:*** According to 'Bhardwaj and Das (2017)' Happiness is a necessity in everyone's life that is produced via one's thoughts, intentions, and deeds, usually from within the individual in the correct state of mind and lighting up with acclaim or admiration from others. Being happy is a style of life that ensures life quality through coping with life problems successfully, appreciating the emotion, and recognising one's self and identity. Happiness can be measured on the basis of five qualities: relationship (to get along with others), humanity (helping others to be happy), self-help (bettering oneself), need (closeness to nature), and a continuous process of dealing with one's problems, difficulties, and overcoming the existing stress, conflicts, and frustration that one faces in satisfying one's life needs (Adjustment). The term personality refers to the dynamic structure of psychophysical characteristics that shape a person's individual adjustment and behaviour (Singh & Kumar, 2014). It could be seen that personality traits influences an individual's life in every domain '(Eswari et al., 2019)'.

***The Big Five Personality factors:*** In order to more clearly explain personality, McCrae and Costa (1987) devised a theory that defines personality as a mixture of five primary dimensions, a viewpoint known as the Big Five components model. Arun kumar singh and Ashok kumar (2014) explained the same five characteristics based on this approach. Wherein: N identifies persons prone to psychological distress, unrealistic ideas, maladaptive coping strategies and excessive cravings. It assesses adjournment versus emotional stability. High scorers are characterized by being nervous, 'secure, emotional, hypo chondriacal and inadequate. Low scorers are characterized by being relaxed, calm, hardy, unemotional, self-satisfied and secure. E identifies the quantity and intensity of interpersonal interaction, activity level, need for stimulation and capacity to enjoy. High scorers on this dimension are characterized by being active, social, talkative, optimistic affectionate and fun-loving. Low scorers on this dimension are characterized by being aloof, reserved, task-oriented, quiet, sober and retiring. O means an individual's receptiveness to new ideas, approaches and experiences. This dimension assesses proactive seeking and appreciation of experience for its own sake as well as toleration for and exploration of the unfamiliar. High scorers are characterized by being curious, creative, original, imaginative and untraditional. Low scorers are characterized by being conventional, un artistic, un analytical and showing narrow interest. A refers to the tendency to agree with others and assesses the quality of one's interpersonal orientation along a continuum ranging from compassion to antagonism in thoughts, feelings and actions. High scorers on this dimension are characterized by being helpful, good nature, forgiving, soft-hearted, gullible and compassionate. Low scorers on this dimension are characterized by being rude, cynical, unhelpful and ruthless, irritable, vengeful and manipulative. Finally C refers to the person's degree of organization, persistence and motivation in goal-directed behavior. High scorers are characterized by being organized, hardworking, self-disciplined, punctual, ambitious and persevering. Low scorers are characterized by being unreliable, aimless, careless, negligent, weak-willed and hedonistic.

## LITERATURE REVIEW

In this study author is willing to resolve the issues posed by the personality model: "Why are some people always happier than others?" as previously stated, some personality traits which have been identified to be relatively constant with time and cross-cultural observation '(Lu & Shih, 1997)'. It has been found that many factor affects happiness i.e. self-esteem, humor style, locus of control, and optimism '(Ford et al., 2016)', age '(Pillai, 2018)', gender, and socio-economic status '(Jena et al., 2018)', health '(Chopik and O'Brien 2017)', occupation '(Qian and Qian, 2015)', marital satisfaction '(Hoppmann et al., 2011)', religiosity '(Francis et al., 2014)', friendship quality '(Demir and Weitekamp, 2007)', mental control '(Tkach and Lyubomirsky, 2006)', emotional intelligence '(Furnham and Christoforou, 2007)', and life events '(Kumar, 2013)'.

‘Wilson (1967)’ explored some demographic characteristics of happiness i.e. youthful, vigorous, knowledgeable, productive, extroverted, hopeful and religious. While ‘Diener et al. (1999)’ found in comparison to demographic characteristics, individual differences in happiness up to 40–50% of the variance personality traits account for.

Given that a number of characteristics have been linked to one's happy experience, it is probable that personality plays a role in happiness as well. Researchers assessed the extent to which the big five model's factors might be associated to happiness. ‘Gleckel (2015)’ supporting the idea those personality traits are hereditary and permanent elements that can be used to predict overall happiness. ‘Rothmann and Coetzer (2003)’ and ‘Okwaraji (2017)’ respectively in employees and adolescents found by trait theorists using factor analysis identified big five personality traits have been linked with happiness. Some studies proved a strong association of E, C and N with happiness in the sample of adults and adolescents ‘(Soto, 2015)’, in youth and adult employees ‘(Grant et al., 2009)’, in students ‘(Bahiraei et al., 2012; Kirkpatrick, 2015)’. N was found to be negative relation with happiness every time. ‘Kumari and Sharma (2016)’ concluded that extrovert individuals and individuals having openness to experience would have a good score on mental well-being scale. The individuals having high score on neuroticism would score low on mental well-being scale.

E followed by N, the two factors that have demonstrated the strongest relations with happiness. In this order, according to ‘Brebner et al. (1995)’, E and N were jointly 42% accounted for variation in prediction of happiness. Similarly E and N found respectively, strongly positive and negative direct association with happiness ‘(Francis et al., 2014; Furnham and Christoforou, 2007; Nooshin et al., 2011)’. ‘Cheng and Furnham (2003)’ discovered a robust link between happiness and E, E is a direct predictive factor of happiness. E, C, and A, in student and non-student participants ‘(Chamorro et al., 2007)’, in employed adults ‘(Gupta and Kumar, 2010)’ were positively correlated, while along with N, O impacts negative on happiness ‘(Momeni et al., 2010)’. Findings of the study done by ‘Shireen, et al. (2021)’ shows that personality does not provide any context in which happiness operates.

The literature review for this study purposeful on the concept of happiness and aspects associated to happiness that has an impact on people's lives. It was concluded that abovementioned personality traits are major predictors of mental well-being ‘(Kumari and Sharma, 2016)’. There are many studies being done for decades now in which mostly focus on students and adolescents ‘(Dweck, 2008)’. As a result, it is critical that future research look at adults who have the same condition. However personality is widely researched topic even in the Indian context. But Scholarly publications offered prior research articles that were rarely used in the context of Indian employed adults. Furthermore there is no study that have studied using Big Five Personality Inventory and also it is not extensively studied in relation to happiness among employed adults, The current research is an attempt to increase the existing fund of knowledge on the relationship between happiness and personality traits among employed adults, and provide a useful data for future studies in India.

## OBJECTIVE OF THE STUDY

The main objective of the study is finding relationship and predicting effect of personality correlates that is N, E, O, A, and C on happiness in employed adults.

## METHOD AND MATERIAL

Initially, a large number of employees employed in Capitol complex in New Raipur, Chhattisgarh, India were selected by using stratified simple random probability sampling as subjects for the present study out of which 100 employed adults (age range 26-60 years) were retained as the final sample. The employee who is not willing to participate in this study and their age is below 26 years and above 60 years. A specially challenged employee was not selected as a sample. This work is a survey type research. A co-relational design was used for the present study. By using happiness scale developed by ‘Bhardwaj and Das (2017)’. This scale consists of 28 items. The scale is believed to be uni-dimensional. The scoring of scale is very easy the quantitative analysis is based on the credit score given to each item on the basis likert scale. It has 0.71 to 0.94 reliability and 0.84 to 0.88 validity. Secondly, Big Five Personality Inventory (BFPI) developed by ‘Singh and Kumar (2014)’. This inventory consists of 180 items divided into five dimensions viz, neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness. It has 0.83 to 0.94 reliability and 0.65 to 0.78 validity. This

inventory is based on NEO five personality inventory originally developed by 'McCrae and Costa (1987)'. Multiple regression used for Statistical analysis of the data. SPSS version 25.0 was used for prediction analyses.

## RESULT

Statistical analyses procedure done as, all 100 cases were included for data calculation. variable entered methods-criteria: Probability-of-F-to-enter  $\leq .050$ , Probability-of-F-to-remove  $\geq .100$ . On the basis of Pearson correlation *Table 1* shows that the significant correlation between all personality dimensions with happiness at 0.05 significance level ( $p < 0.05$ ). Among personality dimensions, E (0.380) and C (0.364) have the strongest relationship with happiness, followed by O (0.282), and A (0.273), while N (-0.180) correlated in a negative direction. On checking inter correlation among personality dimensions; all dimensions found significantly correlated to each other at 0.05 significance level ( $p < 0.05$ ), except O (0.133), and A (0.062) with E was found not significant at 0.05 significance level ( $p > 0.05$ ).

*Table 1*  
Pearson Correlation coefficient

	Happiness	N	E	O	A	C
Happiness	1					
N	-0.180**	1				
E	0.380*	-0.178**	1			
O	0.282**	-0.497*	0.133	1		
A	0.273**	-0.339*	0.062	0.584*	1	
C	0.364*	-0.445*	0.295*	0.497*	0.468*	1

\*  $p < 0.01$ , \*\*  $p < 0.05$

An ANOVA table is built to examine the probability of a linear relationship between happiness and personality traits. *Table 2* shows that the significance is less than 1% ( $p < 0.01$ ). As a consequence, the linear relationship between personality traits and happiness was confirmed. It illustrates that the regression model was capable of detecting changes in variables related to happiness.

*Table 2*

model	sum of squares	mean square	F	sig.
regression	3314.498	662.900	5.921	.000*
residual	10524.742	111.965		
Total	13839.240			

\*  $p < 0.01$

*Table 3* indicated that E was significantly predicting happiness at 0.01 significance level (0.313,  $p < 0.01$ ). However, N (0.051) was found not significantly predicting happiness at 0.05 significance level ( $p > 0.05$ ), O (0.100) was found not significantly predicting happiness at 0.05 significance level ( $p > 0.05$ ), A (0.125) was found not significantly predicting happiness at 0.05 significance level ( $p > 0.05$ ), and C (0.185) was found not significantly predicting happiness at 0.05 significance level ( $p > 0.05$ ).

*Table 3*

Multiple regression models for Predicting effect of personality correlates on happiness

Predictors	B	Std. Error	$\beta$	Sig.
N	0.111	0.236	0.051	0.639
E	<b>1.131</b>	<b>0.342</b>	<b>0.313*</b>	<b>0.001</b>
O	0.238	0.292	0.100	0.417
A	0.382	0.352	0.125	0.280
C	0.445	0.275	0.185	0.109
<b>R</b>			<b>0.489*</b>	

	<b>R<sup>2</sup></b>	<b>0.240*</b>	
	<b>F (5, 94)</b>	<b>5.921*</b>	

*\*p<0.01*

Furthermore, Table 3 shows that, predictors explained 24 % of the total variances ( $R^2 = 0.240$ ,  $F_{(5, 94)} = 5.921$ ,  $p < 0.01$ ) and remained 76% might be affected by factor such as health, gender, age, occupation, socio-economic status, marital satisfaction, life events, religiosity, and other factors which have been discussed in the literature review.

## DISCUSSION

The present study aimed to the investigating links between N, E, O, A, and C with happiness in employed adults. The Pearson correlation analysis indicates that all personality dimensions, namely N, E, O, A, and C, have a significant relationship with happiness. These findings support the result proposed by 'Gleckel, (2015)', and 'Rothmann and Coetzer (2003)'. According to the correlation model, it is evident that more extraversion implies more happiness. On O, A, and C, the results are similar: higher levels of agreeableness, openness, and conscientiousness lead to higher levels of happiness, or in other words, such people are happier. More neuroticism relates to a lower level of happiness '(Lu & Shih, 1997)'.

While finding predicting the effect of personality dimensions on happiness, regression analysis confirmed E is a powerful predictor of happiness; these findings are consistent with past findings '(Cheng and Furnham, 2003; Brebner et al. 1995; Furnham and Christoforou, 2007; Francis et al., 2014; Nooshin et al., 2011)'. Meanwhile, E has the highest impact, according to the findings. Extrovert people are active, social, talkative, optimistic affectionate, and fun-loving. All of these factors might be seen as sources of happiness for extroverts '(Hills and Argyle, 2001)'.

However, the regression analysis confirmed N, O, A, and C were not found significantly predicting happiness. This result is similar to prior research 'Shireen, et al. (2021)', and contradictory in nature with prior researches '(Okwaraji, 2017; Soto, 2015; Chamorro et al., 2007; Gupta and Kumar, 2010; Grant et al., 2009; Bahiraei et al., 2012; Kirkpatrick, 2015)'. Due to discrepancies between the findings of this study and prior studies, the authors conducted interviews with some respondents. The findings of interview revealed some demographic, psychological, and workplace environment influence. Demographic variables have been discussed in the result section.

Under psychological influence it has been noted that they failed to controlling and perceiving positively their personality traits that is N, O, A, and C. During the review of the literature, it was discussed that N is characterized by being nervous, insecure, emotional, O refers to being curious, creative, original, imaginative, and untraditional, A identity by being forgiving, helpful, soft-hearted, good nature, and compassionate, and C shows by being organized, hardworking, self-disciplined, punctual, ambitious and persevering '(Singh and Kumar, 2014)'. The employed adults have not been met positively in these personality traits. This might be the reason why all these personality traits fail to predict their happiness. Under workplace environment influence those who are conscientious seek discipline and timeliness, and those who are open seek new experiences and put their ideas to the test using modern tools and techniques, however, the office lacks both of these. Employees reported low job satisfaction, salary disparities, and, in the majority of cases failure to get allowances on time. However, dominated situations at the capitol complex workplace are not as they think, and such circumstances are preventative rather than motivating.

Although the extent of happiness prediction between N, O, A, and C is low in the current study, one may assume that low levels of happiness among adult employees are owing to a demographic variables, personality trait, and gap between their expectations and available facilities in their working atmosphere.

## CONCLUSION

In this study for individual differences in happiness, as a result of the findings, we may conclude that there is a significant relationship of happiness with all five dimensions of personality. E was found a powerful predictor, this shows that increasing levels of E of the employees reported higher levels of happiness, but the dimensions of their personality such as N, O, A, and C were not found strongly in predicting happiness in employed adults. The reason for this contradictory result was that unworthiness in some personality traits, certain demographic variables, and the workplace environment was not as per their wish.

## LIMITATIONS AND FUTURE DIRECTIONS

This study has several limitations, because this was a correlation study in nature, no definite causal inferences should be formed. Small sample size is also a limitation. Limitations such as the sample group's convenience, which consisted only of employed adults from new Raipur's capitol complex. As a result, the information gathered may not be able to generalize, and larger samples from various offices will need to be chosen in future investigations. Furthermore, future study should also validate and broaden this finding.

## IMPLICATIONS

Despite these limitations, As a result, this study may be considered to have added to our understanding of the factors that influence employed adults' happiness. These findings suggest to the authority of offices for improving their working system and facilities. Results, therefore, indicate the importance of adult employees' happiness in their workplace.

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