THE ROLE OF PERSONALITY FACTORS IN THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND PSYCHOLOGICAL WELL-BEING

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THE ROLE OF PERSONALITY FACTORS IN THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND PSYCHOLOGICAL WELL-BEING

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Mini-dissertation (article format) submitted in partial fulfillment of the requirements for the degree MSocSc in Clinical Psychology at the North-West University (Mafikeng Campus)

Supervisor: Prof. Q. M. Temane
Co-supervisor: Mr. N. Nursoo

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ACKNOWLEDGEMENTS

- To my Heavenly Father, the Creator and Giver of all things that exist, indeed without you I am nothing. I am abundantly grateful for the opportunities and talents that you endowed upon me.
- A special thank you to Prof. Q.M. Temane for your tremendous patience, support, guidance and knowledge. May our Almighty bless you abundantly, without your input and guidance with regard to statistical analysis, this would not have been possible.
- My Co-supervisor Mr. N. Nursoo for your contribution in making the completion of this study possible. I am thankful.
- I thank my Mother for her unconditional love, support, endurance and words of wisdom over the years.
- To all that I hold dear, you have contributed in this dissertation in many ways you can think of. I am forever thankful.

SUMMARY

THE ROLE OF PERSONALITY FACTORS IN THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND PSYCHOLOGICAL WELL-BEING

Keywords: Emotional Intelligence; Personality factors; Agreeableness; Extraversion; Psychological well-being.

The aim of this study was to investigate the role played by personality factors in the relationship between emotional intelligence and psychological well-being. A secondary data analysis of the Fort project undertaken by Wissing et al. (1999) was used, which aimed at clarifying and advancing the study of psychological well-being, whereby a purposive sampling of 128 participants was selected in North West University (Mafikeng campus).The sample comprised of both male (n= 51) and Female (n= 77) participants who were undergraduate students at the time of survey. The Emotional quotient (EQ) Inventory, two personality factors (Agreeableness (A) and Extraversion (E)) from the Revised NEO Personality Inventory, Satisfaction With Life Scale and Affectometer 2, were used as measuring instruments in this study.

The literature shows that both personality and emotional intelligence predict psychological well-being (Premuzic, Bennet & Furnham, 2007; Van der Berg & Pitauriu, 2005; DeNeve & Cooper, 1998; Vitterso, 2001). However, few if any studies have used both emotional intelligence and personality factors to predict psychological well-being. This study tests whether combining the use use of both emotional intelligence and personality factors in one model improves the prediction of psychological well-being.

The four subscales of EQ (Interpersonal Relationship (IR), Social Responsibility (SR), Empathy (EM) and Self –Actualization (SA)), two personality factors (Agreeableness (A) and Extraversion (E)), and three facets of psychological well-being (Positive Affect (PA), Negative Affect (NA) and Satisfaction With Life(SWL)) were used in this study. The results of this study indicate that there is an increase in the amount of variance explained. When personality factors (A and E) are added with EQ (IR, SR, EM, and SA) subscales they better predict facets of psychological well-being as indicated by positive affect, negative affect and satisfaction with life. It was concluded that the two human strengths combined that act as buffers against challenges to mental health, which are personality factors and emotional intelligence, they constitute better predictors of psychological well-being. Recommendations made by the studies are that these psychological strengths should be considered important elements in programmes aimed at enhancing optimal psychological well-being. Future studies should include full scales to give findings that are more comprehensive.

PREFACE

Article format

For the purpose of this mini-dissertation, which is part of the requirements for a professional master's degree, the article format as described by General Regulation A.7.5.1.b of the North- West University was chosen.

Selected journal

The target journal for submission of the current manuscript is the *South African Journal of Psychology* (*SAJP*). For the purpose of examination tables will be included in the text.

Letter of consent

The letter of consent from the co-authors, in which they grant permission that the manuscript "The role of Personality factors in the relationship between Emotional Intelligence and Psychological Well-being" may be submitted for purposes of mini-dissertation, is attached.

Page numbering

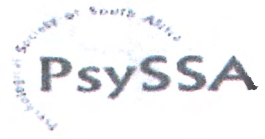
In the mini-dissertation page numbering will be from the first page to the last. For submission to the above-mentioned journal, the manuscript will be numbered according to the requirements of the *SAJP*. Thus numbering will start on the title page of the manuscript

Letter of consent

I, the undersigned, hereby give consent that Masego Elsheba Mokhoane may submit the manuscript entitled "The role of personality factors in the relationship between emotional intelligence and psychological well-being" for the purpose of a mini-dissertation in partial fulfillment for a master's degree.

Prof. Q. M. Temane
Supervisor

Instructions to authors: South African Journal of Psychology



South African Journal of Psychology

Instructions to authors

Submitting a manuscript

SAJP is a peer-reviewed journal publishing empirical, theoretical and review articles on all aspects of psychology. Articles may focus on South African, African or international issues. Manuscripts to be considered for publication should be e-mailed to sajp@unisa.ac.za. Include a covering letter with your postal address, email address, and phone number. The covering letter should indicate that the manuscript has not been published elsewhere and is not under consideration for publication in another journal. An acknowledgement of receipt will be e-mailed to the author within a few days and the manuscript will be sent for review by three independent reviewers. Incorrectly structured or formatted manuscripts will not be accepted into the review process.

Manuscript structure

- The manuscript should be no longer than 30 pages and no shorter than 10 pages.
- **First page:** The full title of the manuscript, the name(s) of the author(s) together with their affiliations, and the name, address, and e-mail address of the author to whom correspondence should be sent.
- **Second page:** The abstract, formatted as a single paragraph, and no longer than 300 words. A list of at least six key words should be provided below the abstract, with semi-colons between words.
- **Subsequent pages:** The text of the article. The introduction to the article does not require a heading.
- **Concluding pages:** A reference list, followed by tables and figures (if any). Each table or figure should be on a separate page. Tables and figures should be numbered consecutively and their appropriate positions in the text indicated. Each table or figure should be provided with a title (e.g., Figure 1. Frequency distribution of critical incidents). The title should be placed at the top for tables and at the bottom for figures.

Manuscript format

- The manuscript should be an MS Word document in 12-point Times Roman font with 1.5 line spacing. There should be no font changes, margin changes, hanging indents, or other unnecessarily complex formatting codes.
- American Psychological Association (APA) style guidelines and referencing format should be adhered to.
- Headings should start at the left margin, and should not be numbered. All headings should be in **bold**. Main headings should be in **CAPITAL LETTERS**.
- A line should be left open between paragraphs. The first line of a paragraph should not be indented.
- Use indents only for block quotes.
- In the reference list, a line should be left open above each reference. Do not use indents or hanging indents in the reference list.

Language and punctuation

Manuscripts should be written in English. As the SAJP does not employ a full-time or dedicated language editor, authors are requested to send their manuscripts to an external language specialist for language editing before submission.

MANUSCRIPT

THE ROLE OF PERSONALITY FACTORS IN THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND PSYCHOLOGICAL WELL-BEING

THE ROLE OF PERSONALITY FACTORS IN THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND PSYCHOLOGICAL WELL-BEING

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ABSTRACT

The purpose of this study was to establish the role of personality factors in the relationship between emotional intelligence and psychological well-being. This is a secondary data analysis of the Fort project, which was a trans-university research programme aimed at clarifying and advancing the study of psychological well-being in South Africa. This study is exclusively based on the Mafikeng Leg of the project. A cross-sectional survey design was implemented to achieve the aims of the project. An availability sample of 128 participants was used in this study, the sample comprised of both male (n=51) and female (n=77) who were mainly undergraduate students at the time of survey. Multiple regression analyses were used to explore the viability of the relationship among personality factors, emotional intelligence and psychological well-being. The results showed that when personality factors and emotional intelligence are added in one model there is an increase as well as a corresponding improvement in the prediction of psychological well-being. The results also showed that personality factors moderate the relationship between emotional intelligence and psychological well-being. It was concluded that personality factors and emotional intelligence could significantly improve the prediction of levels of psychological well-being when synthesised into one model.

Key words: Emotional Intelligence; Personality factors; Agreeableness; Extraversion; Psychological well-being.

INTRODUCTION AND PROBLEM STATEMENT

Recently the perspective on the strengths of people and their optimal functioning has been emphasized in psychological research rather than the weaknesses or pathology in individuals in the field of positive psychology (Seligman & Csikzentmihalyi, 2000; Wissing & van Eeden, 2002). This perspective is known as positive psychology (Seligman & Csikzentmihalyi, 2000) or Psychofortology (Wissing & van Eeden, 2002). This perspective contains many of the elements embraced by the humanistic perspective to psychology. The humanistic perspective rests on the assumption that humans are able to get most out of their lives, and that with their personal resources they are able to reach personal growth and optimal functioning key to personal fulfillment. This present study is anchored on the positive side of psychology that rest on the assumption that there are human strengths that act as a buffer against mental illness and human suffering.

Constructs indicating this emphasis in positive psychology, such as emotional Intelligence and psychological well-being have been common in empirical research indicating these strengths. The present study considers the role of personality factors and emotional intelligence in psychological well-being as conceptualized by Wissing and van Eeden (2002) as including among others satisfaction with life, positive affect and negative affect. The present study is important because it attempts to look at the influence of personality factors on psychological well-being as an outcome and how it may influence the relationship between emotional intelligence and psychological well-being. There are few if any studies in South Africa that have considered these relationships in one coherent empirical model.

Previous studies have indicated correlations between extraversion as personality factor and subjective well-being (e.g. Vitterso, 2001; Sprangler & Palrecha, 2004) and some between agreeableness and psychological well-being (Diener, 1996). Other studies have also indicated that emotional intelligence and personality factors predict psychological well-being (Slaski & Cartwright, 2003). Albeit few if any previous studies have shown this type of relationship in one model (Van der Berg & Pitariu, 2005), this study reveals that few if any studies have previously attempted to show the incremental value of personality factors on emotional Intelligence and psychological well-being. This study will attempt to show the role played by personality factors in emotional intelligence and psychological well-being.

Emotional Intelligence (EI): Emotional intelligence (EI) is a concept that emphasizes the emotional, personal and social contribution to intelligence (Dawda & Hart, 2000). The study of Emotional Intelligence was made prominent by Daniel Goleman (Dawda & Hart, 2000). The concept emotional intelligence emerged because of the inability of the traditional intelligence tests, to predict psychological well-being and day to day functioning, because one does not need traditional intelligence only to function optimally in life. The concept gives the field a chance into understanding and predicting behavior and an optimistic future for securing psychological-well being and functioning. According to Lane and Schwarts as cited by Lopez and Snyder (2003) emotional intelligence is the ability to perceive and identify emotions in oneself and others and to appreciate the emotional dimension of other stimuli. When focused on oneself, the dimension of emotional intelligence is related to emotional awareness; when focused on others the dimension encompasses affect sensitivity, non-verbal sensitivity and empathy (Lopez & Snyder, 2003).

Researchers have developed various self-report measures to assess emotional intelligence. One of the researchers that put much work on the concept

of emotional intelligence (EI) is Dr Reuven Bar-On. Bar-On (1997) conceptualized EI to be an array of non-cognitive abilities, capabilities, and skills that influence one's ability to succeed in coping with environmental demands and pressure. In general the Emotion Quotient Inventory is positively correlated with measures of emotional stability and negatively correlated with measures of neuroticism and psychopathology (Dawda & Hart, 2000). In this study EI is conceptualized in line with the EQ model by Bar-on (1997) as "an array of emotional, personal, and social abilities that enable an individual to cope with environmental demands". It comprises of 5 composite scales, namely Intrapersonal EQ, Interpersonal EQ, Adaptability EQ, Stress management EQ and General mood EQ. Only few subscales of emotional quotient will be used in this study, as the reliability of the last scales were excluded. The link between emotional intelligence and personality is based on their prediction of psychological well-being.

Personality: Personality is constituted by "enduring characteristics of an individual that contribute consistency in their thoughts, feelings and behavior" (Weiss, Bates & Luciano, 2008). It has been said that personality prompt people to various emotional reaction. Weiss et al. (2008) assert that personality may create an affective reserve which might be called upon in times of stress and recovery. Events pleasant or unpleasant can affect people's stability of subjective well-being, but personality as a stable factor has more influential value.

Personality has also been linked with Emotional Intelligence on the one hand and psychological well-being on the other. Personality is one of the most influential predictors of subjective well-being. A number of studies show the relationship between personality and subjective well-being (Grossath & Eysenck, 1990; DeNeve & Cooper, 1998; Guitérrez et al. 2005). Extraversion has been found to influence positive affect and Neuroticism influences negative affect (Guitérrez et al. 2005). Personality is also been implicated by trait theorists using

trait perspective to be significant for subjective well-being (DeNeve & Cooper, 1998).

The two factors of personality that this study is focusing on are extraversion and agreeableness. The two personality factors Agreeableness and Extraversion are the most widely studied aspects of personality; the body of research has regarded extraversion and agreeableness as the strongest predictors of psychological-wellbeing (DeNeve & Cooper, 1998; Diener, 1996; Diener, Suh, Lucas & Smith, 1999; Temane & Wissing, 2008; etc).

Extraversion as a factor in the Big Five of the personality dimension focuses first and foremost on the quantity and intensity of relationships. Agreeableness as a factor focuses on specific behaviors during interpersonal relationship (DeNeve & Cooper, 1998). Extraversion as conceptualized by Costa and McCrae (1992) and Temane and Wissing (2008) refers to the sociability, warmth, preference for large group, assertiveness, talkativeness, high activity and excitement seeking. Agreeableness refers to interpersonal tendencies such as altruism, sincerity, trust, modesty, compliance, cooperativeness, forgiveness, helpfulness and tender mindedness.

Psychological well-being: The scientific study of psychological well-being developed in part as a reaction to the overwhelming emphasis in psychology on pathology (DeNeve & Cooper, 1998). There is a great difference in the number of studies of positive psychology and of pathology. According to DeNeve and Cooper (1998) subjective well-being is a broad category of phenomena that includes people's emotional responses, domain satisfaction and a global judgment of life satisfaction. Kahneman, Diener, and Schwarz (1999) conceptualize and explain psychological well-being as two elements namely, Eudaimonic and Hedonic well-being. The first addresses ideas of self-development, personal growth and purposeful engagement, while the second is concerned with positive feelings such as happiness and contentment (Ryff, Singer, Love, & Essex, 1998).

There are many broad conceptualizations of psychological well-being (e.g. Diener et al, 1999; DeNeve & Cooper, 1998; Kahneman et al. 1999). However in this study, the conceptualization used by Wissing and van Eeden (2002) in the South African context will be used. Wissing & van Eeden study's aim was to achieve a greater empirical clarification of the nature of psychological well-being. The sample in the study consisted of the microcosm of the greater South Africa which included several organizations, residences for the aged, and students from the Mafikeng university campuse. A conceptualization that is relevant to the South-African community is very imperative as it compared results across culture, race, ethnicity and developmental periods in order to better understand the nature of psychological well-being in South Africa. Therefore a South-African conceptualization of Psychological well-being will be used in this study as it is relevant for the context.

The definition of psychological well-being offered by Wissing and van Eeden (2002) is based on both hedonic and eudaimonic perspectives. Hedonic well-being is based on the degree of satisfaction with life and affects balance. Eudaimonic well-being is based on the degree of sense of coherence and satisfaction with life. Despite widespread of studies in psychological well-being, no study addresses both traits agreeableness and extraversion as personality factors, factoring in the trait emotional intelligence simultaneously as predictor of well-being. A study of this nature will possibly help to support and inform both clinical and government interventions aimed at improving the quality of life of South African citizens.

Personality, Emotional Intelligence and Psychological Well-being: Several studies have investigated the relationship between the Big Five personality dimension and well being, the trait emotional intelligence as the predictor of subjective well being (e.g. Premuzic, Bennet & Furnham, 2007; Van der Berg & Pitauriu, 2005; DeNeve & Cooper, 1998; Vitterso, 2001). Others have suggested that personality trait mainly stability, extraversion, contentiousness and

agreeableness positively predicted subjective well-being (DeNeve & Cooper, 1998; Van der Berg & Pitariu, 2005) further more the study of Premuzic et al. (2007) asserts that four (4) of the Big Five personality dimensions namely stability, extraversion, conscientiousness and agreeableness are positively correlated with happiness and trait emotional intelligence.

Both emotional intelligence and personality factors are characterized as traits (e.g. Petrides & Furnham, 2003) depending on the measuring tools. Trait emotional intelligence (EI) is operationalized by a self-report questionnaire. Traits are "enduring patterns of thoughts, feelings and actions" (Petrides & Furnham, 2003). Some authors assert that traits are organized at different hierarchical levels. Petrides and Furnham (2001) have characterized EI as a trait at a lower hierarchical level of personality. At the broader level of the hierarchy five major domains of personality are extraversion, agreeableness, neuroticism, openness and conscientiousness (Costa & McCrae, 1992).

In line with the relationship between, emotional intelligence and personality factors, it was hypothesized that personality factors will have an additive effect on emotional intelligence and thus influence its relationship with psychological well-being. In this study, two of the mostly studied aspects of personality are considered namely, extraversion and agreeableness (Temane & Wissing, 2008; Diener, 1996; DeNeve & Cooper, 1998). Although emotional intelligence and personality factors are related, the question this study is attempting to answer is: will these two traits combined have an incremental value on psychological well-being, or will it not make a difference?

Aim of the study

The aim of this study is to investigate the role played by personality factors in the relationship between emotional intelligence (EI) and psychological well-being.

Research questions

What is the role of personality factors (PF) and emotional intelligence (EI) in relation to psychological well-being (PWB) (especially as both EI and PF are

considered to be traits)? Will personality factors have an incremental effect in predicting psychological well-being when added with emotional intelligence (EI) in one coherent model? The research hypothesis in this study based on the review of literature that personality factors may alter the relationship between emotional intelligence and psychological well-being.

Hypotheses

i) Both the trait Personality factors and Emotional Intelligence combined have an incremental value on psychological well-being.

ii) Personality factors used in combination with EI will have no incremental effect on Psychological-wellbeing

METHOD

Design

This is a secondary data analysis of the Fort project undertaken by Wissing et al. (1999) which aimed at clarifying and advancing the study of psychological-well-being in South Africa. A cross-sectional survey design was implemented to achieve the aims of the project. The study is exclusively based on the Mafikeng leg of the project. The Mafikeng Leg was chosen based on the researcher's supervisor involvement with this part of data collection.

Participants

An availability sample of 128 participants of the North-West University (Mafikeng campus) took part in this study. The sample comprised of both male (n= 51) and female (n=77) participants who were undergraduates students at the time of the survey. The participants were predominantly black (114), and to a lesser extent white (8) and Indian (1) ranging in age from 18 to 25 years.

Measuring Instruments

Emotional Quotient – Inventory (EQ-i) (Bar-on, 1997)

Bar-On Emotional Quotient Inventory measures an individual's ability to deal with daily environmental demands. The measure consists of 133 items arranged on a 5-point scale. The measure yields an overall total EQ score which is composed of 5 Composites scales scores described as (1) Intrapersonal, (2) Interpersonal, (3) Adaptability, (4) Stress management and (5) General Mood. The subscales used in this study at this point are: Social Responsibility, Self-Actualization, Empathy, and Interpersonal Relationship.

Personality factors (Costa & McCrae, 1992)

Two personality factors were purposely selected in this study that are widely researched and are been proven to be the strongest predictors of psychological well-being, namely agreeableness (A) and extraversion (E) from the **Revised NEO Personality Inventory (NEO).** The inventory measures five major domains of personality functioning, namely Extraversion, Agreeableness, Neuroticism, Openness and Conscientiousness. Each domain consists of 48 items and each reflects six specific facets (Costa & McCrae, 1992).

Psychological well-being

Psychological well-being was measured in terms of three (3) scales namely, Satisfaction with life and the Affectometer. In this study only two scales will be used which is Satisfaction with life and the Affectometer.

Satisfaction with life scale (SWLS) (Diener, Emmons, Larsen & Griffin, 1985)

The SWLS is a five item scale, measures a person's general satisfaction with life, an individual's assessment of her/his quality of life according to her/his own criteria. The degree of life satisfaction is measured on a cognitive-judgemental level. Diener et al. (1985) reports two-month test-retest reliabilities of 0.82 and a cronbach alpha reliability of 0.87. Pavot and Diener (1993) also attest to the good psychometric characteristics of this scale. A modest reliability co-efficient of 0.63 has been found for a South African sample and the scale appears to be

reasonably applicable for different age, cultural and Gender groups (Wissing & Van Eden, 2002). In a recent study Wissing et al. (1999) also found the validity and reliability of this scale in an African context. Internal reliabilities of 0.65 were found for this group of participants.

Affectometer 2 (short version) (AFM) (Kammann & Flett, 1983)

The AFM (a 40 item scale) measures general sense of well-being. The subscales in the AFM measure Positive affect (PA) and have 10 items, Negative Affect (NA) also has 10 items, and Positive –Negative-affect Balance (PNB) (PA- NA= PNB). The scale measures psychological-well-being as experienced on the affective/ emotional level, by determining the balance between positive and negative affect (Kammann & Flett, 1983). The overall level of well-being is conceptualized as the extent to which positive affect predominate over negative affect (Kammann & Fleet, 1983). Kammann and Fleet (1983) report the alpha-reliability indices of 0.88 to 0.93. Wissing et al. (1999) indicate the reliability and validity of this scale for use in an African group. Internal reliabilities of 0.64 and 0.78 were elicited for positive and negative affect for the Mafikeng participants.

Procedures

As this is a secondary data study, permission to use the available data was asked at the Psychology Department (Potchefstroom campus). In the project - participants were identified through various classes they attended. Each participant was given a consent form to indicate whether they wanted to take part in the study or not. Confidentiality was guaranteed and participants were given the opportunity to request feedback if they needed it.

Ethical considerations

Consent to use the available data was asked from the Department of Psychology, NWU Potchefstroom campus. The available data collection was done following ethical protocols; all the participants were provided with instructions in a language that is reasonably understandable to them. The

instruction included information on the nature of research, voluntary participation, confidentiality and informed consent was obtained from the participants.

RESULTS

Descriptive statistics and correlations of all study measures are reported below.

Table1: Descriptive statistics of measures.

Variables:	$\bar{x}$	SD	EQ_SR	EQ_SA	EQ_EM	EQ_IR	EQ_T	AFM_PNB	NEO_E	NEO_A	SWLS
EQ_SR	35.33	6.79	1.00								
EQ_SA	33.29	5.99	0.56*	1.00							
EQ_EM	28.35	5.28	0.58*	0.41	1.00						
EQ_IR	40.12	7.71	0.65*	0.71*	0.58*	1.00					
EQ_T	455.65	50.10	0.79*	0.78*	0.63*	0.84*	1.00				
AFM_PNB	13.28	10.74	0.55*	0.53	0.37	0.55 *	0.61*	1.00			
NEO_E	108.63	13.16	0.39	0.34	0.24*	0.49	0.43	0.56	1.00		
NEO_A	107.19	10.99	0.31	0.43	0.22*	0.39	0.41	0.55	0.35	1.00	
SWLS	24.14	5.19	0.22*	0.21*	0.20*	0.21*	0.26	0.42	0.24*	0.28	1.00

NB: EQ-SR=Emotional Quotient_ Social responsibility; EQ_SA= Emotional Quotient _ Self-Actualization, EQ_EM= Emotional Quotient Empathy, EQ_IR= Emotional Quotient _ Interpersonal Relationships,
EQ_T= Emotional Quotient_Total; AFM_PNB = Affectonometer_ Positive-Negative affect Balance, NEO_E= Extraversion; NEO_A= Agreeableness; SWLS= Satisfaction with Life Scale.

Table 1 shows that the subscales of EI measure were positively correlated with measures of personality (Agreeableness and Extraversion) and Satisfaction With Life. All correlations are practically significant (Field, 2005:32) ranging from small effect (r =0.10), medium effect (r= 0.30) and large effect (r=0.50). All the subscales of Emotional Quotient when correlated with Satisfaction With Life, the effect sizes indicate a small effect. There was a small effect between Empathy and both Extraversion and Agreeableness. Emotional Quotient Total indicates a large effect for Positive and Negative Affect Balance. All these subscales, Social Responsibility, Self Actualization, and Empathy indicate a large effect for Interpersonal Relationship. Social Responsibility also indicates a large effect for Empathy and Self-Actualization. Positive and Negative Affect Balance when correlated with Personality Factors (Agreeableness and Extraversion); the effect sizes indicate a large effect for both Extraversion and Agreeableness.

The results of regression analyses with Agreeableness (A) as dependent variable and the subscales of EI (Social Responsibility, Empathy, Interpersonal Relationship, and Self Actualization) as independent variables are reported below.

Table 2: Regression analyses with Agreeableness as a dependent variable and emotional intelligence as independent variable.

Model		*Unstandardized Coefficients*		*Standardized Coefficients*	*F*	*p*	R^2
		B	SE	Beta			
1					5.23	0.00	0.14
	(Constant)	76.70	7.46				
	SR	-0.08	0.23	-0.04			
	EM	0.05	0.27	0.02			
	IR	0.24	0.24	0.14			

	SA	0.64	0.27	0.28			
2	SA	0.82	0.19	0.37	19.88	0.00	0.13

NB: SR= Social responsibility; SA = Self-Actualization, EM= Empathy, IR= Interpersonal Relationships.

Table 2 shows the 4 subscales of EI predicts (SR, EM, IR, and SA) 14% of the variance in Agreeableness. A close inspection also showed that the SA (Self Actualization) subscales have a standardized regression coefficient (Beta) of 0.28. A second regression model indeed showed that Self-actualization by itself explains 13% in Agreeableness, suggesting that it has a larger contribution than the other 3 subscales. Consistent with these findings only Self-actualization made a significant contribution to agreeableness (t= 2.37; p=0.02).

The results of regression analyses with Extraversion as a dependent variable and subscales of EI (SR, EM, IR, and SA) as independent variable are reported below.

Table 3: Regression analyses with E as a dependent variable and EI as independent variable.

Model		*Unstandardized Coefficients*		*Standardized Coefficients*	*F*	*P*	R^2
		B	SE	Beta			
1					6.29	0.00	0.17
	(Constant)	73.76	8.67				
	SR	0.09	0.27	0.04			
	EM	-0.09	0.32	-0.03			
	IR	0.83	0.28	0.40			
	SA	-0.00	0.31	-0.00			

2	IR	0.84	0.17	0.41	25.58	0.00	0.17

NB: SR=Social responsibility; SA= Self-Actualization, EM= Empathy, IR= Interpersonal Relationships.

Table 3 shows the 4 subscales of EI (SR, EM, IR, and SA) predicts 17% of the variance in Extraversion. It also showed that IR (Interpersonal Relationship) subscales have a standardized regression coefficient of 0.40. A second model also showed that this subscale explains 17% in extraversion. Interpersonal Relationships (IR) made a significant contribution to extraversion (t=2.99; p=0.00). All the other subscales have an insignificant contribution to extraversion.

The results of regression analyses with SWLS (Satisfaction With Life scales) as dependent variables and the subscales of EI (SR, EM, IR, and SA) as an independent variable are reported below.

Table 4: Regression analyses with SWL as dependant variable and EI as independent variable

Model		*Unstandardized Coefficients*		*Standardized Coefficients*	*F*	*P*	R^2
		B	SE	Beta			
1					2.36	0.06	0.07
	(Constant)	15.28	3.01				
	SR	0.10	0.09	0.13			
	EM	0.06	0.11	0.06			
	IR	0.01	0.09	0.01			
	SA	0.09	0.11	0.11			
2	SR	0.18	0.07	0.24	7.68	0.06	0.06

NB: SR=Social responsibility; SA= Self-Actualization, EM=Empathy, IR= Interpersonal Relationships

Table 4 shows that the 4 subscales of EI (SR, EM, IR, and SA) predict 7% of the variance in SWLS (Satisfaction with Life). It also showed that SR (Social Responsibility) subscales have a regression coefficient beta of 0.13. A second regression model showed that this subscale explains 6% in SWLS. All the subscales in the table above made an insignificant contribution to SWLS.

The results of regression analysis with PA (Positive Affect) as dependent variable and subscales of EI (SR, EM, IR, and SA) as independent variable are reported below:

Table 5: Regression analysis with PA as dependant variable and EI as an independent variable.

Model		*Unstandardized Coefficients*		*Standardized Coefficients*	*F*	*P*	R^2
		B	SE	Beta			
1					12.40	0.00	0.29
	(Constant)	20.33	2.69				
	SR	0.21	0.09	0.26			
	EM	-0.09	0.10	-0.09			
	IR	0.11	0.09	0.16			
	SA	0.22	0.09	0.25			

NB: SR= Social responsibility; SA= Self-Actualization, EM= Empathy, IR=Interpersonal Relationships

The table 5 shows that the 4 subscales of EI (SR, EM, IR, and SA) predict 29% of the variance in PA. A close Inspection also showed that the EM (Empathy) subscales have a standardized regression coefficient (Beta) of -0.09. Only SR and SA made a significant contribution to PA, SR (t=2, 42; p= 0.02); SA (t =2, 26; p =0.03).

The results of regression analysis with NA (Negative Affect) as dependent variable and subscales of EI (Social Responsibility, Empathy, Interpersonal Relationship, Self Actualization) as independent variable are reported below:

Table 6: Regression analyses with NA as dependant variable and EI as independent variable.

Model		*Unstandardized Coefficients*		*Standardized Coefficients*	*F*	*P*	R^2
		B	SE	Beta			
1					13.26	0.00	0.30
	(Constant)	48.28	3.66				
	SR	-0.28	0.12	-0.26			
	EM	-0.03	0.14	-0.02			
	IR	-0.17	0.12	-0.18			
	SA	-0.21	0.13	-0.17			

NB: SR= Social responsibility; SA= Self-Actualization, EM= Empathy, IR=Interpersonal Relationships

Table 6 shows that the 4 subscales of EI (SR, EM, IR, and SA) predict 30% of the variance in NA. A close Inspection also showed that the EM (Empathy) subscales have a standardized regression coefficient (Beta) of -0.02. SR made a

significant contribution to NA (t = -2.45; p =0.02). All the other subscales made an insignificant contribution to NA.

The results of regression analyses with SWL as dependent variable and the subscales of EI (SR, EM, IR, and SA) and Personality Factors (A and E) as Independent variables are reported below:

Table 7: Regression analyses with SWL as dependent variable with EI and PF as Independent variable.

Model		*Unstandardized Coefficients*		*Standardized Coefficients*	*F*	*P*	R^2
		B	SE	Beta			
1					1.96	0.08	0.09
	(Constant)	10.04	4.62				
	SR	0.10	0.94	0.13			
	EM	0.06	0.11	0.06			
	IR	-0.02	0.10	-0.02			
	SA	0.07	0.11	0.08			
	A	0.05	0.04	0.13			
	E	0.01	0.04	0.04			

NB: SR= Social responsibility; SA= Self-Actualization, EM= Empathy, IR=Interpersonal Relationships, NEO_E= Extraversion; NEO_A= Agreeableness

Table 7 shows that personality factors and the 4 subscales of EI (SR, EM, IR, and SA) predict 9% of the variance in SWLS. A close Inspection also showed that the EM (Empathy) subscales have a standardized regression coefficient (Beta) of 0.59. All of the subscales above made an insignificant contribution to SWLS.

The results of regression analyses with NA (Negative Affect) as dependent variable and the subscales of EI (SR, SA, EM, and IR) and Personality Factors (A and E) as Independent variables are reported below:

Table 8: Regression analyses with NA as dependant variable and PF (A and E) and the 4 subscales of EI as Independent variable.

Model		*Unstandardized Coefficients*		*Standardized Coefficients*	*F*	*P*	R^2
		B	SE	Beta			
1					12.71	0.00	0.39
	(Constant)	64.19	5.19				
	SR	-0.25	0.11	-0.23			
	EM	-0.07	0.13	-0.05			
	IR	-0.08	0.12	-0.09			
	SA	-0.11	0.13	-0.09			
	A	-0.14	0.05	-0.24			
	E	-0.08	0.04	-0.15			

NB: SR=Social responsibility; SA= Self-Actualization, EM= Empathy, IR= Interpersonal Relationships, NEO_E= Extraversion; NEO_A= Agreeableness

Table 8 shows that personality factors and the 4 subscales of EI (SR, EM, IR, and SA) predict 39% of the variance in NA (Negative Affect). SR and Agreeableness made a significant contribution to NA, SR (t = -2.31; p = 0.02); A (t = -2 .78; p =0.01). All the other subscales made an insignificant contribution.

The results of regression analyses with PA (Positive Affect) as dependent variable and the subscales of EI (SR, EM, IR and SA) and Personality Factors (A and E) as Independent variables are reported below.

Table 9: Regression analyses with PA as dependant variable and PF and the 4 subscales of EI as Independent variable.

Model		*Unstandardized Coefficients*		*Standardized Coefficients*	*F*	*P*	R^2
		B	SE	Beta	14.04	0.00	0.41
1							
	(Constant)	6.99	3.72				
	SR	0.17	0.08	0.22			
	EM	-0.04	0.09	-0.04			
	IR	0.16	0.09	0.18			
	SA	0.01	0.08	0.01			
	A	0.07	0.04	0.17			
	E	0.12	0.03	0.29			
2							
	(Constant)	6.93	3.66		16.98	0.00	0.41
	SR	0.17	0.08				
	EM	-0.04	0.09				
	SA	0.17	0.08				
	A	0.07	0.04				
	E	0.11	0.03				
3							
	(Constant)	6.48	3.52		21.30	0.00	0.41
	SR	0.16	0.07	0.19			
	SA	0.16	0.08	0.18			
	A	0.07	0.04	0.17			
	E	0.11	0.03	0.30			

NB: SR=Social responsibility; SA=Self-Actualization, EM=Empathy,
IR= Interpersonal Relationships, NEO_E= Extraversion; NEO_A= Agreeableness

All 4 subscales of EQ (SR, EM, IR and SA) including the 2 personality variables (A and E) were included in one regression model. The best model after 3 iterations included only SR &SA and E & A. These subscales made a significant contribution in the following way SR (t =2.34, p =0.02), SA (t = 2.08, p = 0.04), A (t = 2.03, p =0.04) and E (t = 3.67, p =0.00). These 4 subscales jointly contributed 41% to PA.

After the main effects were calculated with emotional intelligence, personality factors as predictors of psychological well-being, the role of personality factors was examined the possible interaction of emotional intelligence and personality factors on psychological well-being was examined. The results of the study show that personality factors play a moderational role in the relationship between emotional intelligence and two dimensions of psychological well-being as the table below shows:

Table 10: Interaction effect

Predictor	*Dependant variable*	R^2	*P*
EQ_T × E	PA	0.38	0.05
EQ_T × A	PA	0.36	0.05
EQ_T × E	NA	0.39	0.05
EQ_T × A	NA	0.36	0.05

NB: EQ_T= total score for emotional intelligence, E = Extraversion, A=Agreeableness

Extraversion made a significant contribution for both positive affect and negative affect (t= 9.35, $p<0.05$, $\beta=-0.24$; t=-3.45, $P<0.05$, $\beta=-0.40$)

DISCUSSION

The results of the study show that Personality factors (agreeableness and extraversion) and emotional intelligence (social responsibility, empathy, interpersonal relationship, and self-actualization) as independent variables jointly influence psychological well-being as measured by differential levels of positive affect, negative affect and satisfaction with life. This suggests that when personality factors are added in one model with emotional intelligence subscales they predict facets of psychological well-being much better, as indicated by positive affect, negative affect and satisfaction with life. However quite notably, this influence is differential, based on the specific facets of psychological well-being.

In the case of the negative affect as a dependent variable, there was an increase of 9% when EI and personality factors were included into one model. These results were also similar for the influence various subscales of emotional intelligence had on psychological well-being. For an example, self-actualization significantly influenced agreeableness and interpersonal relationships which, in turn, significantly influenced extraversion and social responsibility to a degree that was significant for levels of satisfaction with life. However when personality factors were included in a regression model with emotional intelligence subscales to predict positive affect, there was an increase of 12% in the amount of variance explained. Extraversion in this model had a significant standardized regression coefficient (β =0.03).

The findings above are in line with those arising out of the study by Premuzic et al. (2007) which demonstrate that when trait emotional intelligence was added with the Big Five Factor into one model as predictor of happiness, the overall variance explained significantly increased. Happiness in Premuzic et al. (2007) study is conceptualized in line with Argyle, Martin and Crossland (1989)

as the average level of satisfaction over specific time period of time; the frequency and degree of positive affect manifestations, and the relative absence of negative affect. This conceptualization is quite similar to the one used in this study and the present findings are interpretable in line with these findings. However, agreeableness was not significant when added with emotional intelligence in predicting Happiness in the Premuzic et al. (2007) study. The present study goes a step further by indicating the significance of both agreeableness and extraversion when added in one regression model with EI subscales to predict positive affect. A possible explanation for this variance may be that the present study was looking on the additive effect of emotional intelligence in predicting positive affect, while the previous study was comparing the importance between the trait emotional intelligence and personality factors on predicting Happiness.

Dawda and Hart (2000) demonstrated that interpersonal EQ and intrapersonal EQ composite scales have negative correlation with negative affectivity. A similar observation was made in this study. All the EQ subscales used in the current study have a negative correlation with negative affect. Dawda and Hart (2000) further showed that social responsibility subscale has a strong negative correlation with negative affect; the findings are also similar to the present study. However, correlation in the current study is based notable on the EQ subscales, not on the full composite scales of Intrapersonal scale and Interpersonal scale.

When personality factors and EI subscales predicted satisfaction with life (SWLS) there was an increase of only 3% in the amount of variance explained. All the subscales of EI in this study have a small effect correlation with SWLS. Satisfaction with life measure is one of the components of psychological well-being that mainly involve the cognitive evaluation of the quality of one's own experience. The above discussed component of psychological well-being (Positive affect and Negative affect) does not involve cognitive judgment.

Cognitive judgment alone does not define the quality of life, subjective judgment is also crucial; people react differently to same life events. They evaluate conditions based on their unique expectations, values and previous experiences. This difference in pattern of emotional reactivity plays a crucial role in shaping the differences in well-being (Diener, Suh, Lucas, & Smith, 1999).

The limitations of the study are that the design is cross-sectional in nature. The design is suited to the descriptive research where relationship between variables can be specified, but it is inadequate when it comes to developing causal processes. Another limitation of this study is that only 4 subscales of emotional intelligence and 2 personality variables were used. A study that includes full-scales could possibly render findings that this study could not provide. However it can be concluded that personality factors when added with emotional intelligence in predicting psychological well-being in one model, have an unprecedented incremental value. It may be important for future research to look at each subscale of emotional intelligence and personality variables to see differences of each variable in predicting psychological well-being. Furthermore a study that includes full-scale will give us findings that are more comprehensive. A great deal more is known on how weakness can promote illnesses than how strengths can promote wellness.

The present study made a contribution in as far as giving insight into how personality factors and emotional intelligence could improve the prediction of psychological well-being when they are added into one model. Diener and Seligman (2004) assert that the higher the prediction of psychological well-being the lesser the prediction of psychopathology. The focus on pathology results in an emphasis on what individuals lack rather than the strength that makes life worth living, thus have an impact in their psychological- wellbeing. The results of this study provide an additional creative approach to consider within the available regimes and programmes of clinical interventions that serve to promote psychological-well-being. The prevention and treatment of mental illness and

neuroticism, for example, depends on fostering positive mental health. In regard to the participants of this research, the results of this study will inform the student support programmes in place to be able to enhance these psychological strengths that can act as a buffer against neuroticism and other challenges to mental health. These psychological strengths combined should be considered important elements in programmes aimed at enhancing optimal psychological well-being.

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