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A SURVEY ON THE RELATIONSHIP BETWEEN FIVE FACTORS OF PERSONALITY AND EMOTIONAL INTELLIGENCE

***Zohreh Daneshmandfar**

*Department of Counseling Young Researchers and Elite Club,
Islamic Azad University Roudehen, Iran*

**Author for Correspondence*

ABSTRACT

The present research aims at determining the contribution of each one of the five factors of personality in prospecting the emotional intelligence among the students of Islamic Azad University Roudehen Branch. The research tool includes of the short new form questionnaire and Bar-Owen intelligence questionnaire which are performed on 376 students of Islamic Azad University Roudehen Branch. The methodology of sampling is cluster random sampling in multiple stages. Quantitative results are obtained using the tests of Pierson correlation coefficient, malty-variants regression and one-way Javiance analysis (MANOVA). The results show that: There is a meaningful and positive relationship between emotional intelligence and the dimensions of extraversion, openness to experience, agreeableness, and consciousness. Moreover, there is a negative relationship between emotional intelligence and neuroticism. The regression analysis of data showed that only three dimensions of neuroticism in negative direction, and extraversion and consciousness in positive direction can prospect the changes of emotional intelligence in female and males. There is no meaningful difference between groups in females and males considering the five factors of personality. But in terms of emotional intelligence, there is a meaningful difference in some components of independence, bearing of depression, and optimism.

Keywords: *The Five Factors of Personality, Emotional Intelligence, and the Students of Islamic Azad University*

INTRODUCTION

People cognition and their behavioral characteristics are such concerns which have occupied peoples ` mind from the beginning of advent. During the history many efforts have been done in the field of personology that some researchers have been done by Carl Jong, Myers-Briggs, Gurdjeff, McCrae and Costa. Carl Jung has divided people in to two groups of introvert and extravert. Gurdjeff has dealt with introducing of 9th characteristics of perfectionist, helper, adherer, thinker-loyer skeptic, optimistic, boss, peacemaker and has investigated one-by-one, Myers- Briggs have evaluated people `s features in the framework of introvert and extravert, reason or intuitive, thinking or feeling and willing (Ramezani, 2010). McCrae and Costa described five factors such as neuroticism, Extraversion, Openness, Agreeabieness, responsibility, conscientiousness. Neuroticism has been defined to be willing to experience, stress, tension, self-harmony, aggression, hyperactivity self-consciousness, illogical thinking, depression and low self-esteem. Extraversion has been defined to be willing to be positive, decisiveness, movement kindness and be sociable. Openness is willing to curiosity, a display of one `s artistic skills, rationalism, open-mindedness and creativity, adjustment, willing to forgiveness, kindness, generosity, trusting, obedience, faithfulness, self-sacrifice, empathy. Responsibility and faithfulness is dutifulness, willing to organization efficiency, trust ability, self-control, progressive, logic-based and deep thinking (John, 1989). Part of huge system of personality which has attracted researcher`s attention is concept of emotional intelligence. Some part of personality can affect emotional intelligence, reduces and increases its effects. In Bar-on pattern, emotional intelligence has been considered as a set of skills, competences and uncongnition ability. His pattern consists of five groups of ability. Intraindividual, transindividual, stress management, adjustment, general mood (Goldman, 1990; Parsa translation, 2001). Garoosi *et al.*, (2005), indicated in a study of "A survey on the relationship of factors of personality and general health in Tabriz University, personality and general health factors among males and females has no significant

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difference. Danier and Locas (1999) expressed that in a study with the title of " personal factors of Neo and emotional intelligence" extraversion and neuroticism could predict the changes of emotional intelligence in order to positive and negative direction. Bolger and Shilling (1991) indicated in a study with the title of "neuroticism and openness that neuroticim increase the individual readiness for experience stressful events. According to above-mentioned points, this research has been done with the purpose of a survey on assessment of the relationship among factors of personality; emotional intelligence and the amount of emotional intelligence anticipation by personality factors with this hypothesis to determine how and how much can anticipate the changes of emotional intelligence.

MATERIALS AND METHODS

Method

Statistical population, sample and sampling method statistical population of this research consists of all students of Islamic Azad University of Roudehen Branch in human and technical sciences who have studied in academic year of 2011-2012. The sampling method in this research is multi-stage random clustering. At first stage, 5 colleges of Islamic Azad University of Roudehen Branch were selected and at second stage among colleges one academic department was selected in a simple random way. In third stage from each academic department two classes were selected in a way of simple random. Then after explaining of research purposes and getting attentions of testes, personal scale of Neo and emotional intelligence have been performed on 376 cases.

Tools

In this research we used questionnaire of short form of five factors of personality (Neo) and Bar-on test of emotional intelligence to collect data. Emotional intelligence questionnaire: This questionnaire includes 90 questions which each question was graded from 1 to 5 according to testee's answer. Total grade of each scale equals all grades of each questions of its scale and total grade equals the total grades of 15 scales. Reliability of this test has been gotten by alpha method of Cronbakh 0.93. Raheleh samouyee normed this test on 500 students of different fields of study between 18 to 40 years-old in Isfahan University, Method University of Islamic and Islamic Azad University of khorasegan in both genders and reported reliability of this test 0.88 (Sima Tajhiz Ravan Co, 2007). Five factors personality questionnaire of Neo: short form of this questionnaire include of 60 questions which each question measures special psychological feature. Above-mentioned questionnaire have been assessed features of neuroticism, extraversion, openness, agreeabieness responsibility questions of questionnaire have been written by Kary and Kosta and standardized in an international level. The reliability of this questionnaire has been estimated from 0.81 to 0.61 by Mohsen and Mehdi (Joshanlou and Kalhorna-Golkar, 2010).

RESULTS AND DISCUSSION

Finding

In table 1 and 2, descriptive indicators of the variables have been investigated.

Table 1: Mean and standard deviation of the grades of five factors of personality for males and females and all samples

5 factors of personality	Females		Males		All samples	
	m	Sd	m	Sd	m	Sd
Neuroticism	35/20	7/94	33/07	7/77	34/16	7/89
Extraversion	39/49	5/56	40/14	5/67	39/78	5/62
Openness	39/59	4/98	39/110	5/49	39/28	5/31
Agreeabieness	40/14	5/46	39/63	4/98	39/81	5/21
Conscientiousness	43/60	7/49	43/54	6/82	43/46	7/15

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We consider the mean of neuroticism, openness, agreeableness and conscientiousness in females is more than males. Also the mean of extraversion in males is more than females.

Table 2: Mean and standard deviation of emotional intelligence grades and its components for females, males and all samples

Emotional intelligence grades	Females		Males		All samples	
	m	sd	m	sd	m	sd
Emotional intelligence	213/31	34/77	206/70	34/96	210/01	35/02
Problem solving	14/33	3/24	13/65	3/40	13/93	3/342
happiness	13/64	4/95	12/73	4/81	13/19	4/88
independence	16/01	4/20	14/83	4/27	15/43	4/29
Tolerance of mental	19/22	4/67	17/30	5/06	18/25	4/94
Self-realization	14/23	4	13/79	4/04	14	4/01
Emotional self-consciousness	14/68	3/90	14/55	3/59	14/63	3/74
realism	17/92	3/95	18/42	3/96	18/17	3/95
Intra individual relationship	11/65	3/73	11/56	3/51	11/61	3/62
optimism	14/34	4/07	12/89	3/96	13/65	4/11
Self-esteem	13/62	4/13	12/76	3/58	13/18	3/88
Impulsion control	20/45	5/37	19/75	5/20	20/10	5/28
Flexibility	17/44	4/13	16/76	3/91	17/07	4/01
Responsibility	11/53	3/34	12/35	3/36	11/91	3/40
Empathy	10/80	2/94	10/96	3/38	10/87	3/19
Self-instrument	16/89	4/07	17/20	4/67	17/06	4/40

The mean of emotional intelligence and most components in females are more than males. only realism and responsibility in males are more the females.

Table 3: Pearson correlation between five factors of personality and emotional intelligence

	Neoroticis m	Extraversio n	Opennes s	Agreebiene ss	Conscientiousne ss
emotional intelligence	0/497**	0/460**	0/161**	0/253**	0/415**
Problem-solving	0/347**	0/236**	0/006	0/043	0/318**
happiness	-0/392**	0/457**	0/118*	0/220**	0/268**
independence	0/385**	0/272**	0/080	0/091	0/358**
Tolerance of mental force	-0/517**	0/334**	0/024	0/139**	0/305**
Self-realization	-0/366**	0/400**	0/185**	0/167**	0/381**
Emotional self-consciousness	-0/292**	0/338**	0/132*	0/220**	0/295**
realism	-0/245**	0/098	0/011	0/055	0/196**
Intra individual relationship	-0/125*	0/372**	0/218**	0/335**	0/241**
optimism	-0/363***	0/462**	0/206**	0/204**	0/378**
Self-esteem	-0/362**	0/365**	0/167**	0/211**	0/359**
Impulsion control	-0/379**	0/214**	0/021	0/293**	0/227**
flexibility	0/449**	0/304**	0/172**	0/187**	0/311**
responsibility	-0/086	0/242**	0/186**	0/343**	0/343**
empathy	0/081	0/214**	0/221**	0/312**	0/260**
Self-instrument	-0/240**	0/296**	0/147**	0/156**	0/257**

0/01p < **

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So that we observed in this table there is a significant relationship between five factors of personality and emotional intelligence ($p < 0.01$) generally.

Table 4: Summary of regression analysis of step-by-step and multi-variable grades of emotional intelligence by five factors of personality

Standard error	R ²	t-sig	t-ratio	β	B	Variable in to equation	step
27/60	0/379	0/000	19/585		122/290	constant	1
		0/000	14/375	-0/616	2/556	N	
		0/000	12/771		196/473	constant	
26/18	0/426	0/000	11/030	-0/508	-2/110	N	2
		0/000	5/239	0/241	1/484	C	
		0/000	13/156		220/863	constant	
26/18	0/445	0/000	-9/916	-0/467	1/936	N	3
		0/001	3/405	0/170	1/047	E	
		0/001	3/374	0/168	0/823	C	
26/50	0/413	0/000	12/485		117/763	constant	1
		0/000	-10/212	-0/643	-2/681	N	
		0/000	9/788		192/833	constant	
25/07	0/478	0/000	-10/249	-0/614	-2/310	N	2
		0/000	4/274	-0/256	1/778	O	
		0/000	9/523		234/767	constant	
24/54	0/504	0/000	8/830	-0/554	-2/310	N	3
		0/007	2/730	0/174	1/061	O	
		0/000	3/756	0/225	1/559	E	
27/54	0/395	0/000	12/812		113/679	constant	1
		0/000	-10/868	-0/628	-2/848	N	
		0/000	8/094		176/825	constant	
26/89	0/426	0/000	-7/863	0/52	-2/357	N	2
		0/002	3/148	0/208	1/078	C	

Obtained coefficients from the results of regression analysis showed that neuroticism variable (N) can account for emotional intelligence 37% by itself at first. In this way extraversion variable (E) increases this amount to 42% at second step. At third step, also two variables of neuroticism (N) and extraversion (E) together with variable of conscientiousness (C) can anticipate 44% of emotional intelligence changes. At first step, for females, entrance of the variable of neuroticism (N) can account for emotional intelligence changes 41% by (o) together with extraversion variable (E) can anticipate 50% of emotional intelligence changes. Totally, for males entrance of neuroticism (N) can account for emotional intelligence changes 39% by itself at first step. At second step, entrance of the variable of conscientiousness (C) increases this amount to 42%.

Table 5: The results of multi-variable variation analysis of personality aspects in males and females

	value	df	F	Sig.	P ²
Pilayee	0/032	10	1/069	0/384	0/016
Lambaday vilkez	0/968	10	1/073	0/381	0/016
Hetling effect	0/033	10	1/077	0/378	0/016
Highest error root	0/032	5	2/075	0/068	0/031

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According to the results of table 5, significant of all tests indicate that there is no significant difference between males and females in terms of dependant variable of personality aspects combination.

Table 6: The results of multi-variation variation analysis of emotional intelligence in females and males

	Value	df	F	Sig	P ²
Pilayee	0/192	32	2/374	0/000	0/096
Lambaday vilkez	0/816	32	2/381	0/000	0/097
Hetling effect	0/215	32	2/388	0/000	0/097
Highest error root	0/144	16	3/223	0/000	0/126

According to the results of table 6 significant of all tests showed that there are significant difference between testes of two groups at least in term of dependant variables. There are significant difference between females and males in terms of independence, tolerance of mental force and optimism components in females is more than males.

CONCLUSION

General purpose of this research is contribution determination of each five factors of personality in emotional intelligence anticipation in Islamic Azad University of Roudehen Branch. The results showed that there are a positive and significant correlation among emotional intelligence, extraversion, openness, agreeableness and conscientiousness and between emotional intelligence and neuroticism is negative and significant. This result conscientiousness, approximately emotional intelligence increases intelligence increases in individuals. Obtained result has the same direction with the research of Shafieetabar (2008), Besharat (2006), Petraydz and Farnam (2001), Dada and Heart (2000), Danier and Locas (1999) and Wattson (2000).

The results showed that factors of neuroticism, extraversion and conscientiousness have the most contribution in anticipation of emotional intelligence. This research resulted in that neuroticism has an inverted relationship with emotional intelligence. Those people who have neuroticism, don't have emotional stability and suffer from emotional problems such as social fear, depression and aggression. To prevention of neuroticism and increase of emotional intelligence, students should reach to emotional self-awareness. Emotional awareness means to observe oneself and cognition of one's feeling so that it happens. Source cognition of these feeling and finding methods for control of fear, stress, aggression and sadness can prevent neuroticism.

This research results in extraversion and conscientiousness after neuroticism have the most contribution in anticipation of emotional intelligence. Loving people prefer bigger groups, meeting, being bold, being active, philanthropy, happiness, and being energetic are the features of extraverted people. Extraverted people have more emotional intelligence than the others because extraverted people are sociable and would like to participate in big groups, emotional intelligence is a kind of social intelligence. Social intelligence is the ability of understanding the others and includes the control of oneself and others' emotions. The other factors that anticipate emotional intelligence is conscientiousness. Those people who have higher emotional intelligence are responsible and noble who can organize norms, rules and put them in priority. These are dutiful, punctual, and sharp and have impulsion control. Emotional intelligence is an important factor of success among people. Successful people have high emotional intelligence (Golman, 1990; Parsa translation, 2005). If the students want to be a successful people they should work hard and be responsible because responsibility has a direct relationship with responsibility and success.

The results showed that factors such neuroticism, openness, extraversion have the most contribution in anticipation of emotional intelligence in females. Obtained result has the same direction with the research of Shateh *et al.*, (1998), Larce (1991), Wattson (2000). Factor of openness in this research is one of different factors in females and males that this factor is more in females than males and has more anticipation power in emotional intelligence of females. Openness means flexibility, willing to curiosity,

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acting, wisdom, and creativity (John, 1989). Openness people are more flexibility. We can reach to this result that people who have high emotional intelligence are flexible and open minded (Golman, 1990; Parsa translation, 2005).

The results showed that the factors of neuroticism, conscientiousness have the most contribution in anticipation of emotional intelligence of males. Obtained result has the same direction with research of Besharet (2006). Responsibility (conscientiousness) and lack of neuroticism is a description of power of impulsions control. Impulsions control means the ability of oneself emotions control. In fact, impulsion control is a kind of continence and ability of feeling restraining and delaying happiness in order to reach specified objective. Impulsion control is one the features of emotional intelligence, responsibility description and lack of neuroticism (Golman, 1990). Therefore we can deduce that responsibility and neuroticism have an important contribution in anticipation of emotional intelligence.

The results show that there is significant difference between females and males in terms of components of independence, tolerance and optimism. It means that the mean of grades in these 3 components in females are more than males. Obtained results have the same direction with the results of Mohammadian (2009), shafieetabar *et al.*, (2008), Salami (2009), Aghajanzadeh (2009). Iranian women are willing to financial and emotional independence in their own personal life. Independence means the ability of thoughts leading and oneself acts and being free of emotion tendency. Independent people are self-confidant in planning and important decisions (Golman, 1990).

Stress tolerance and self-sacrifice in Iranian females are more than Iranian males (Alizadeh, 2009). Stress tolerance means the ability of resistance toward events and stressful situations and powerful emotions without changing someone`s mind or active and positive facing with stress. Optimism in females is more than males. Optimism means the ability of sharp looking to the life and strengthening positive attitudes even if bad events and negative feelings appear. Optimism represents life expediency and is a positive approach. Optimism is an attitude that strengthens people facing with difficult situations and hopelessness (Golman, 1990; Parsa translation, 2005).

Presented results show that there isn`t significant difference between females and males in terms of five factors of personality. Only there is a little difference in terms of neuroticism and grades mean of neuroticism in females (35/20) is more than males (33/07) that this difference is not significant. Obtained results have the same direction with the results of Razavi (2009) but don`t have any relationship to the results of Mohammadian. The reason of discord is statistical population. Because both genders are educated and are highly self-confidant that`s way they have a fixed and similar process to reach success and goal.

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