



Big Five Personality Factors as Predictors of Emotional Intelligence among Adolescents

Dr. Sateesh Surye

Head, Department of Psychology

G. T. Patil College, Nandurbar- Maharashtra

satishsurye@gmail.com

Abstract

The present research was planned to study the Big Five Personality Factors as predictors of emotional intelligence among adolescents. In the present study sample (N) of 530 students (Boys= 288 & Girls=242) were obtained through random sampling method. The age group was between 17 to 20 (M= 17.31, SD= .88) years. Two measures were used to collect the data to study the variables. NEO-Five Factor Inventory-3 (NEO-FFI-3; McCrae & Costa, 2010) was used to measure neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness. Emotional Intelligence Scale (EIS; Schutte et al., 1998) was used to measure perception of emotions, managing self-emotions, managing others' emotions, and emotion utilization. After data screening and cleaning procedure it was subjected to Pearson's product moment correlation to study the relationship among the variables. To test the predictability of the predictors stepwise multiple regressions was used. Results showed that personality variables viz. extraversion, openness to experience, and conscientiousness had significant positive correlation with emotional intelligence, and neuroticism had significant negative correlation with emotional intelligence. Agreeableness had positive but non-significant correlation with emotional intelligence. All five personality factors were found to be significant predictors of emotional intelligence.

Keywords: Personality, Emotional Intelligence, Neuroticism, Extraversion, Openness to experience, Agreeableness, Conscientiousness.

Introduction

The present examination is an endeavor to investigate Big Five Personality Factors as predictors of emotional intelligence among youths. The investigation of emotional intelligence (EI) is right now a topic of impressive premium and action inside individual contrasts looks into. To the extent network psychological wellness is concerned emotional intelligence is significant. EI is a favorable position in any region throughout everyday life, regardless of whether in personal connections and sentiment or getting the nonverbal principles that help accomplishment in hierarchical arrangement. Huge Five personality factors are general and are the center piece of human conduct. Personality attributes have been proposed to be steady and stable over a lifetime, going about as a sort of layout for a person's conduct (Myers, 1998). Anticipating the significance of emotional intelligence in reasonable life, the present investigation has endeavored to look at whether personality factors are noteworthy predictors emotional intelligence.

Personality: Personality is a unique association, inside the individual, of psychophysical frameworks that make the individual's trademark examples of conduct, contemplations and sentiments (Allport, 1961). In spite of the fact that quality speculations were entrenched by the 1960s, there was no accord concerning the number or nature of the characteristics that make up personality. Replications of Cattell's work in factor examination frequently neglected to locate the first factor structure he portrayed. Rather, various investigations utilizing Cattell's factors thought of a less difficult five factor structure. From that point forward, further research has affirmed a fundamental five actor model of personality or 'Large Five' for example Neuroticism, Extraversion, Openness, Agreeableness, and Conscientiousness (Digman, 1990; Goldberg, 1993).

Emotional intelligence: According to capacity model, emotional intelligence is the capacity to see (e.g., ID of feeling from the outward appearance of others), comprehend (e.g., understanding the progress of feeling starting with one segment then onto the next), use (e.g., utilizing feeling to encourage manner of thinking) and direct feelings (or the executives of feeling) (Mayer and Salovey, 1997). There are both self-report and capacity proportions of this model. In the capacity measure the respondent needs to choose the most suitable reaction as chose by most of the individuals in the general public. Oneself report measure can be considered

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as apparent emotional intelligence as it reflects view of the feeling capacities yet capacity measure can be considered as a sort of intelligence.

Personality and Emotional Intelligence: The connection between emotional intelligence and personality has been broadly talked about in the significant writing, yet the level of the relationship relies upon the measures used to evaluate emotional intelligence. For instance, utilizing one of the emotional intelligence quantifies, BarOn's Emotional Intelligence Quotient and the NEO-PI-R, a proportion of the Big Five personality factors, Brackett and Mayer (2003) found that emotional intelligence is exceptionally essentially connected with Neuroticism, Extraversion, Agreeableness and Conscientiousness, yet reasonably identified with Openness to experience.

Sala (2002) likewise found that emotional intelligence estimated by Goleman's Emotional Competence Inventory is altogether identified with Extraversion, Openness to experience and Conscientiousness. Be that as it may, when the MSCEIT was utilized, just Openness to experience and Agreeableness were found to identify with emotional intelligence (Brackett and Mayer, 2003). Shockingly there was no noteworthy relationship found between the two builds when the MEIS was embraced (Caruso, Mayer and Salovey, 2002).

Basic characteristics related with Emotional Stability incorporate secure, steady, loose, independent, not on edge, tolerant of stress; while Neuroticism incorporates being restless, discouraged, irate, humiliated, emotional, stressed, and unreliable. These two measurements speak to the "large two" depicted by Eysenck (1971) over 30years back.

Agreeableness is named as cordiality and Social Conformity (Digman, 1990). Agreeableness tries to quantify whether one has a professional social, co-usable direction towards others or on the off chance that they demonstration with opposition. Qualities related with this measurement include the more others conscious parts of mankind – attributes, for example, benevolence, nurturance, mindful, and emotional help at the one finish of the measurement, and antagonistic vibe, lack of concern to other people, conceit, anger, and envy at the other (Goleberg 1983; Costa and McCrae, 1985). Conscientiousness incorporates the control of drive which encourages errands and other objective arranged practices (Hergenhahn and

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Olson, 1999). Openness was translated as insight (Goldberg 1983; Hogan 1983; Digman & Inouye, 1986) and intelligence (Borgatt, 1964) and openness (Costa and McCrae, 1985). McCrae and Costa (1995) investigated Openness as openness to sentiments and to new thoughts, adaptability of thought, and availability to guilty pleasure in dream. In light of the writing survey the accompanying speculations were surrounded:

1. Big five personality factors are significantly correlated with emotional intelligence.
2. Big five personality factors are significant predictors of emotional intelligence.

Method

Sample:

In the present study sample (n) of 530 students (Boys= 288 & Girls=242) were obtained through random sampling method. The age group was between 17 to 20 (M= 17.31, SD= .88) years. All the participants were students from various Junior Colleges in Nandurbar District. As all tests included in this study are in English language, the researcher was assured that all participants have sound knowledge of English Language before including them in an actual sample.

Tools:

The NEO Five-Factor Inventory-3 (NEO FFI-3; Costa & McCrae, 2010) is a short form and recently updated of NEO Personality Inventory-Revised (NEO-PIR). The NEO-FFI contains 60 items that are to be responded to on a five-point scale ranging from “strongly disagree”, “Disagree”, “Neutral”, “Agree”, and “strongly agree” for the five domains namely, neuroticism (emotional instability), extraversion (extraverted, outgoing, active, and high-spirited), openness (being open to new experiences, having broad interests in life, and highly imaginative), agreeableness (being eager to cooperate and avoid conflict, compassionate, and good-natured) and conscientiousness (being well-organized, having high standards and striving for achieving goals).

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Internal consistency estimates range from .66 to .88 and the reliability coefficient for each subscales are obtained as Neuroticism (.82), Extroversion (.80), openness to experience (.78), Agreeableness (.72) and Conscientiousness (.83).

The Schutte Emotional Intelligence Scale (Schutte, Malouff, Hall, Haggerty, Cooper, & Golden, 1998) includes 33 items and is based on the model of emotional intelligence proposed by Salovey and Mayer (1990). Participants respond to each item using a 5-point scale, including 1 as “strongly disagree,” 2 as “disagree,” 3 as “undecided,” 4 as “agree,” and 5 as “strongly agree”. This measure yields a global score and higher score indicates higher emotional intelligence. The authors reported two-week test-retest reliability at .78 and alpha co-efficient reliability was .87. Later, Ciarrochi, Deane, and Anderson (2002) identified four subscales of SEIS, that is, perception of emotion ($\alpha = .76$), managing others’ emotions ($\alpha = .66$), managing self-relevant emotions ($\alpha = .63$), and Utilizing Emotions ($\alpha = .55$).

Results

Table 1- Results of Pearson’s product moment correlations between Personality and Emotional Intelligence. ($n=530$)

	N	E	O	A	C	EIT
N	1					
E	.05	1				
O	-.09*	.23**	1			
A	-.11**	.24**	.32**	1		
C	-.10**	.37**	.31**	.23**	1	
EIT	-.12**	.22**	.19**	.01	.26**	1

* $p < .05$ (two-tailed) ** $p < .01$ (two-tailed)

Note. N= Neuroticism; E= Extroversion; O= Openness to Experience; A= Agreeableness; C= Conscientiousness; EIT: Emotional Intelligence Total.

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Table 2- Summary of Stepwise Multiple Regression for Personality variables predicting Emotional Intelligence

Variables	Model 1			Model 2			Model 3			Model 4			Model 5		
	B	SE B	β	B	SE B	β	B	SE B	β	B	SE B	β	B	SE B	β
C	0.585	0.095	.259**	0.618	0.094	.274**	0.53	0.098	.235**	0.442	0.103	.196**	0.464	0.103	.206**
N				0.308	0.089	.144**	0.324	0.089	.152**	0.299	0.089	.140**	-0.28	0.089	-.13**
O							0.318	0.106	.131**	0.28	0.106	.115**	0.342	0.109	.140**
E										0.241	0.093	.116*	0.273	0.094	.131**
A													-0.19	0.081	-.103*
R ²		0.067			0.088			0.103			0.114			0.124	
F		37.998**			25.342**			20.161**			16.950**			14.770**	

Note. *P < 0.05 **P < 0.01

A multiple stepwise regression was calculated to predict emotional intelligence based on personality factors. A significant regression equation was found ($F(5,524) = 14.77, p < .01$), with $R^2 = .12$.

Regression Equation:

$$Y = 94.588 + 0.46(X1) - 0.28(X2) + 0.34(X3) + 0.27(X4) - 0.19(X5)$$

$$Y = 94.588 + 0.46(\text{Conscientiousness}) - 0.28(\text{Neuroticism}) + 0.34(\text{Openness to Experience}) + 0.27(\text{Extroversion}) - 0.19(\text{Agreeableness})$$

Discussion

In correlation analysis Table 1 shows that Pearson’ product moment correlation between neuroticism and emotional intelligence was significantly negative ($r = -0.12, p < .01$), extraversion and emotional intelligence was significantly positive ($r = .22, p < .01$), openness to experience and

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emotional intelligence was significantly positive ($r = .19, p < .01$), agreeableness and emotional intelligence was positive but not significant, conscientiousness and emotional intelligence was significantly positive ($r = .26, p < .01$). Hence the first hypothesis stated that Big five personality factors are significantly correlated with emotional intelligence was partially accepted. To support the present findings, similar studies have been reported here. As Parker (2001) correlated the BarOn EQ-i:S with the NEO-Five Factor Inventory (NEO-FFI, Costa & McCrae, 1992). Costa & McCrae (1980) there is a clear association between extraversion and a measure of positive affect. In previous research significant correlation was found between openness and emotional intelligence (Brackett & Mayer, 2002).

In regression analysis Table 2 the positive signs of X1, X3, and X4 indicated that emotional intelligence increases with conscientiousness, openness to experience, and extroversion respectively. The negative sign of X2 and X5 indicated that emotional intelligence decreases with neuroticism and agreeableness respectively. Irrespective of their signs, all the five personality factors (N, E, O, A, C) have found significant predictors of emotional intelligence. Hence the second hypothesis stated that Big five personality factors are significant predictors of emotional intelligence was accepted. To support for the present study similar findings (Parker, 2001; Costa & McCrae, 1980; Zhou et al., 2002) had been found.

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