

Personality Dimensions, Emotional Intelligence and Adjustment among Young Adults

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ABSTRACT

The study is about personality dimensions, emotional intelligence and adjustment among young adults. The total number of sample is 200. For the present study use, random sampling method. The aim of the study is to relationship between personality dimensions, emotional intelligence and adjustment among young adults. The objectives of the study are to find out if there is any relationship and gender difference between personality dimensions, emotional intelligence and adjustment among young adults. The result of the study can be concluded that there is a significant gender difference in total adjustment. The total adjustment is high in females. In the variable agreeableness, a significant gender difference was noted Agreeableness is high in females. The result shows that adjustment has significant correlation between all the personality factors. There is a significant positive correlation between emotional intelligence and agreeableness and no correlation with any other personality dimension. Personality dimension of extraversion has appositive correlation with agreeableness and openness to experience and negative correlation with neuroticism. Agreeableness has positive correlation with Conscientiousness and Openness to experience and negative correlation with neuroticism. Conscientiousness has positive correlation with openness to experience and negative correlation with neuroticism. Neuroticism has negative correlation with openness to experience. All personality factors are correlated to each other except extraversion and Conscientiousness.

Keywords: *Young Adults, Personality Dimensions, Extraversion, Agreeableness, Openness to Experience, Conscientiousness, And Neuroticism, Emotional Intelligence Adjustment*

Young adulthood is a critical developmental period in the life course. Fundamentally it is a period of maturation and change, although the degree of change may seem less striking than the changes that occurred during childhood and adolescence. While young adolescents experience rapid and profound physical changes triggered by hormones acting on different parts of their body, physical and sexual body changes are primarily complete. The repaid pace of social change, high rate of youth unemployment, higher expectation of education and learning, increased globalization, increased family brake down, changing value and interest, influence of media all added to influence of an uncertain

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world. In the case of young adults because of so many reasons they face emotional problems and mal adjustment some of these psychological problems reflected through physical symptoms and some of them through personality disturbances.

Personality is the combination of behavior, emotion, motivation, and thought patterns that define an individual. Personality psychology attempts to study similarities and differences in these patterns among different people and groups. It is characteristic patterns of thinking, feeling and behaving. Personality can be defined as "Personality is the dynamic organization within the individual of those psychophysical systems that determine his characteristics behavior and thought" (Allport, 1961, p. 28). Many contemporary personality psychologists believe that there are five basic dimensions of personality, often referred to as the "Big 5" personality traits which describes personality in terms of five broad factors (Costa, P. T., Jr. & McCrae R. R., 1996). The five broad personality traits described by the theory are extraversion, agreeableness, openness, conscientiousness, and neuroticism. Extraversion (or extroversion) is characterized by excitability, sociability, talkativeness, assertiveness, and high amounts of emotional expressiveness. People who are high in extraversion are outgoing and tend to gain energy in social situations. Being around other people helps they feel energized and excited. People who are low in extraversion (or introverted) tend to be more reserved and have less energy to expend in social settings. Social events can feel draining and introverts often require a period of solitude and quiet in order to "recharge." The personality dimension agreeableness, includes attributes such as trust, altruism, kindness, affection, and other prosocial behaviors. People who are high in agreeableness tend to be more cooperative while those low in this trait tend to be more competitive and sometimes even manipulative. This trait features characteristics such as imagination and insight. People who are high in this trait also tend to have a broad range of interests. They are curious about the world and other people and eager to learn new things and enjoy new experiences. People that are high in openness trait tend to be more adventurous and creative. People low in this trait are often much more traditional and may struggle with abstract thinking. Standard features of the conscientiousness dimension include high levels of thoughtfulness, good impulse control, and goal-directed behaviors. Highly conscientious people tend to be organized and mindful of details. They plan ahead, think about how their behavior affects others, and are mindful of deadlines. Neuroticism is a trait characterized by sadness, moodiness, and emotional instability. Individuals who are high in this trait tend to experience mood swings, anxiety, irritability, and sadness. Those low in this trait tend to be more stable and emotionally resilient. The study personality and emotions provide valuable insights into the mental health and well-being of human being. In a study Within NEO-PR-R there was a positive correlation between factors Extroversion and Openness to Experience and a negative correlation between the factors Extroversion and Agreeableness. However, just one negative correlation is noted, between Extroversion from EI and Openness to experience from NEO-PR-R (Pop-Jordanova, N & Stoimenova-Canevska, E., 2014)

Emotion is defined as "a complex reaction pattern, involving experiential, behavioral and physiological elements." Emotions are how individuals deal with matters or situations they find personally significant. "Emotional intelligence (EQ) is the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional and intellectual growth." (Mayer & Salovey., 1997). Goleman developed a performance-based model of EQ to assess employee levels of emotional intelligence, as well as to identify areas of improvement. The model consists of five components are Self-awareness (Individuals with high levels of emotional intelligence our comfortable with their own thoughts and

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emotions and understand how they impact on others. Understanding and accepting the way you feel is often the first step to overcoming it). Self-regulation (It is also important to be able to control and manage your impulses and emotions. Acting rashly or without caution can lead to mistakes being made and can often damage relationships with clients or colleagues) Internal Motivation (Being driven by only money or material rewards is not a beneficial characteristic, according to Goleman. A passion for what you do is far better for your emotional intelligence. This leads to sustained motivation, clear decision making and a better understating of the organisation's aims) Empathy (Not only must you understand your own emotions, but understanding and reacting to the emotions of others is also important. Identifying a certain mood or emotion from a colleague or client and reacting to it can go a long way in developing your relationship) Social Skill (Social skills are more than just being friendly. Goleman describes them as "friendliness with a purpose", meaning everyone is treated politely and with respect, yet healthy relationships are then also used for personal and organizational benefit). A study shows positive relationship found in the emotional intelligence and some of personality factors but many personality factors were negatively related to emotional intelligence of different groups of secondary school teachers but most type of relationship was not significant (Kanth, R., 2014). Andi,H.A. (2012) Conducted a study the relationship between Emotional Intelligence (EI) and the personality traits using Malaysian Youth Emotional Intelligence Test (MYEIT) and Big Five Inventory (BFI). The finding of this study is shows that there are strong relationships between EI and Big Five, consistent with previous studies. Conscientiousness and Agreeableness strongly correlates with EI, followed by Extraversion, Openness and Neuroticism. A study done by Ghiabi, B & Besharat, M. (2011) revealed that the results revealed that (EI) could positively and negatively predicted by extraversion and neuroticism, respectively. Associations of the two constructs could be explained by "affect regulation", "tendency to have positive experiences", and "tendency to have negative experiences."

Researches show that emotional intelligence is connected with general adjustment. Adjustment, in psychology, the behavioral process by which humans and other animals maintain an equilibrium among their various needs or between their needs and the obstacles of their environments. A sequence of adjustment begins when a need is felt and ends when it is satisfied. In general, the adjustment process involves four parts: (1) a need or motive in the form of a strong persistent stimulus, (2) the thwarting or no fulfillment of this need, (3) varied activity, or exploratory behavior accompanied by problem solving, and (4) some response that removes or at least reduces the initiating stimulus and completes the adjustment. Social and cultural adjustments are similar to physiological adjustments. Maladjustment' is a process whereby an individual is unable to satisfy his biological, psychological or social needs successfully and establishes an imbalance between his personal needs and expectation of the society resulting in the disturbance of psycho-equilibrium. Existing studies show that the variables personality dimensions, emotional intelligence and adjustment are related. In India also studies related to this field is progressing. Finding suggest that emotional intelligence and Big five factors have relationship with each other Emotional intelligence place a key role in an individual s general adjustment also (Kumar, S.M& Jain, L. J,2013). In the present work an attempt s made to find out the relationship between personality, emotional intelligence and adjustment in an individual. For an individual wellbeing, all the three factors have considerable influence. All the three factors together can lead to a better conclusion about an individual future and expected consequences in relation to it. The hypothesis is there is significant relationship between personality dimensions, emotional intelligence and adjustment among young adults and also hypostasis that there will be significant gender difference in that same

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three. The aim of the study is to relationship between personality dimensions, emotional intelligence and adjustment among young adults. The objectives of the study are to find out if there is any relationship and gender difference between personality dimensions, emotional intelligence and adjustment among young adults.

METHODOLOGY

Sample

The total number of sample is 200. For the present study the most sample are collected from Kerala. The age range is between 18-25, including both sexes. The number of samples are taken both male and female equal (100). For the present study use, random sampling method. The whole data taken from the sample are those who formally educated.

Instrument

For the present study here use three psychological scales. To measure the personality dimension used “Five Factor Personality Inventory” developed by Dr. Kumari Bhagavathy and Dr. Neelima Remjith of Government College of Women, Trivandrum. The inventory consists of 763 items pertaining to the five dimensions namely extraversion, agreeableness, conscientiousness, neuroticism and openness to experience which are presented as five sections: A, B, C, D, and E respectively. There is seven lie scale items and is presented after every 10th item in the inventory. The instruction for responding is also provided.

To measure the Emotional intelligence here used “Emotional Intelligence Scale” developed by Dr. Sam Sananda Raj and Jayaraj B of University of Kerala Kariyavattom Trivandrum. It is a self-reporting scale consist and it of 26 items. They are expected to indicate that to what extent each of the statement was true in their case. five options are given along with each statement.

To measure the general adjustment of the participants used “General Adjustment Inventory” developed by Prasanna Kumar R and DR. Sam Sananda Raj of University of Kerala Kariyavattom Trivandrum. It is a self-reporting scale consist and it of 28 items.

A personal data schedule is used inured to collect data regarding personal information concerning the subjects. The variables such as age, sex, educational status, marital status, and locality were added. Personal data schedule was administered fist.

Statistical techniques

For the present study t-Test used to determine if there is any significant difference between the means of two different groups. And also use Pearson product moment correlation method to discover the extent of relationship or agreement between two variables. The extent of relationship can be expressed numerically which is called co-efficient of correlation. It is the significant number tells us to what extent two thing are related.

RESULT

The breakup of the sample based on Age. The total sample divided into two groups based on the age i.e., 18-21 and 22-25. The age group 18-21 contain N=120 and the age group 22-25 contain N=80. The sample also breakup based on Gender. The total sample divided into two groups based on the gender i.e., male and female. The total number on male contain N=100 and the total number on female contain N=100.

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Table 1 indicates compare age group (18-21, 22-25) difference in the study variables. No significant age group difference on the basis of age was observed in relation to personality dimension, emotional intelligence and adjustment.

Table 1 Result of t-test comparing age group difference and study variable

Variables	Age	N	Mean	Std. Deviation	t	df	Sig(2 tailed)
Total adjustment	18-21	120	20.5750	4.13565	-.042	198	.967
	22-25	80	20.6000	4.21750	-.041	167.149	.967
Emotional Intelligence	18-21	120	87.520	15.99315	.631	198	.529
	20-25	80	86.2000	12.02150	.668	195.097	.505
Extraversion	18-21	120	64.2667	7.11695	.580	198	.563
	22-25	80	53.5750	9.74066	.545	133.972	.586
Agreeableness	18-21	120	66.6667	7.66892	-1.038	198	.300
	22-25	80	67.8500	8.22946	-1.024	161.104	.308
Conscientiousness	18-21	120	51.6750	9.32617	.287	198	.775
	22-25	80	51.2875	9.43625	.286	168.075	.775
Neuroticism	18-21	120	35.0417	7.93027	.666	198	.506
	22-25	80	34.2750	8.03785	.664	167.878	.507
Openness to experience	18-21	120	56.1917	6.79631	-.407	198	.684
	22-25	80	56.5875	6.64411	-.409	172.071	.683

Table 2 indicate that the result of gender difference in study variables. The result shows that significant gender difference in total adjustment ($t=2.40$, $p<.05$). The total adjustment is high in females ($M=21.18$, $SD=3.9$). In the case of variable “emotional intelligence”, no significant gender difference is present. In the variable agreeableness, a significant gender difference was noted ($t=3.05$, $p<.01$) Agreeableness is high in females ($M=68.8100$, $SD=8.122$). The other variables extraversion, conscientiousness, neuroticism and openness to experience show no significant gender difference.

Table 2 Result of t-test comparing gender group difference and study variable

Variables	Gender	N	Mean	Std. Deviation	t	df	Sig (2 tailed)
Total adjustment	Male	100	19.9900	4.25333	-2.040	198	.043
	Female	100	21.1800	3.99338		197.218	
Emotional Intelligence	Male	100	88.1100	13.66548	1.087	198	.278
	Female	100	85.8800	15.30312		195.500	
Extraversion	Male	100	54.5400	8.56398	.942	198	.347
	Female	100	53.4400	7.92939		196.838	
Agreeableness	Male	100	65.5700	7.33534	-3.052	198	.003
	Female	100	68.8100	8.12242		195.978	
Conscientiousness	Male	100	50.4600	8.99317	-1.610	198	.109
	Female	100	52.5800	9.61919		197.117	
Neuroticism	Male	100	34.1300	8.46222	-1.075	198	.184
	Female	100	35.3400	7.42262		194.693	
Openness to experience	Male	100	56.7200	6.26047	.778	198	.438
	Female	100	55.9800	7.16611		194.493	

Table 3 indicates the result of Pearson product coefficient moment correlation among personality dimension emotional intelligence and adjustment. Surprisingly the result indicates no significant correlation between intelligence and adjustment. The result shows that adjustment has significant correlation between all the personality factors. There is a significant positive correlation between emotional intelligence and agreeableness and no correlation with any other personality dimension. Personality dimension of extraversion has apposite correlation with agreeableness and openness to experience and negative correlation with neuroticism. Agreeableness has positive correlation with Conscientiousness and Openness to experience and negative correlation with neuroticism. Conscientiousness has positive correlation with openness to experience and negative correlation with neuroticism. Neuroticism has negative correlation with openness to experience. All personality factors are correlated to each other except extraversion and Conscientiousness.

Table 3 Result of correlation among personality dimension, emotional intelligence and adjustment

Variables		Total adjustment	Emotional Intelligence	Extraversion	Agreeableness	Conscientiousness	Neuroticism	Openness to experience
Total adjustment	Pearson correlation	1	.064	.343**	.308**	.208**	-.251**	.272**
	Sig(2-tailed)		.366	.000	.000	.003	.000	.000
Emotional Intelligence	Pearson correlation		1	-.079	.166*	.001	.045	.073
	Sig(2-tailed)			.268	.019	.993	.528	.305
Extraversion	Pearson correlation			1	.219**	.132	-.343**	.180*
	Sig(2-tailed)				.002	.063	.000	.611
Agreeableness	Pearson correlation				1	.261**	-.172*	.266**
	Sig(2-tailed)					.000	.015	.000
Conscientiousness	Pearson correlation					1	-.270**	.382**
	Sig(2-tailed)						.000	.000
Neuroticism	Pearson correlation						1	-.225**
	Sig(2-tailed)							.001
Openness to experience	Pearson correlation							1
	Sig(2-tailed)							

** Correlation is significant at the 0.01 level(2-tailed)

* Correlation is significant at the 0.05 level(2-tailed)

DISCUSSION

In the present study no significant age group difference on the basis of age was observed in relation to personality dimension, emotional intelligence and adjustment. It could be that since the age group compared belong to the young adulthood period, they represent almost same stage of personality development face more or less same physical and psychological developmental hazard, hence they may be demonstrate similar adjustment pattern and emotional intelligence. There is a significant gender difference in total adjustment. The total

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adjustment is high in females. Studies show that girl receives more training in social sensitivity (Segall, 1999). Women have, on average, better social skills and are more empathic and self-aware than men (Harvey, 1997). Neuroscience researches have established the importance of sex hormone level for brain formation (Greenfield, 2002) and for neural transmission and other brain functions (Cahill, 2005 LeDoux, 2002). Evolutionary psychology (Buss, 1995) predicts that the sexes will differ in the domains in which they have faced different adaptive throughout evolutionary history for example biological reasons including pregnancy child birth, etc. So, women need to develop a better adaptive method it may lead to better adjustment. Goel and Narang (2012) studied the marital adjustment in India. It was seen that females showed higher recreational adjustment compared to men. In the variable agreeableness, a significant gender difference was noted Agreeableness is high in females. Empirical evidence also assists this fact. Costa and McCrae (2001) examined that question using data from 26 culture where the NEO-PI-R had been administered to college age and adult samples of men and women. Women typically score higher than men in agreeableness. Numerous sociological and psychological studies have indicated that women are on average more empathic more nurturing more likely to express emotion and engage in self disclosure have better social skills and more cooperative and self-aware (Harvy, 1997; Martin, Knopoff & Beckman, 1998; Nicolson, 2000; Vanvelsonr, Taylor & leslie, 1993). Budaev (1998) conducted a study in sex difference in the big five personality factors in which he also found women in high score than men in agreeableness.

The result indicates no significant correlation between intelligence and adjustment. The result shows that adjustment has significant correlation between all the personality factors. There is a significant positive correlation between emotional intelligence and agreeableness and no correlation with any other personality dimension. Personality dimension of extraversion has appositive correlation with agreeableness and openness to experience and negative correlation with neuroticism. Agreeableness has positive correlation with Conscientiousness and Openness to experience and negative correlation with neuroticism. Conscientiousness has positive correlation with openness to experience and negative correlation with neuroticism. Neuroticism has negative correlation with openness to experience. All personality factors are correlated to each other except extraversion and Conscientiousness.

CONCLUSION

The result of the study can be concluded that there is no significant age group difference on the basis of age was observed in relation to personality dimension, emotional intelligence and adjustment. There is a significant gender difference in total adjustment. The total adjustment is high in females. In the case of variable “emotional intelligence”, no significant gender difference is present. In the variable agreeableness, a significant gender difference was noted Agreeableness is high in females. The other variables extraversion, conscientiousness, neuroticism and openness to experience show no significant gender difference. The result indicates no significant correlation between intelligence and adjustment. The result shows that adjustment has significant correlation between all the personality factors. There is a significant positive correlation between emotional intelligence and agreeableness and no correlation with any other personality dimension. Personality dimension of extraversion has appositive correlation with agreeableness and openness to experience and negative correlation with neuroticism. Agreeableness has positive correlation with Conscientiousness and Openness to experience and negative correlation with neuroticism. Conscientiousness has positive correlation with openness to experience and negative correlation with neuroticism. Neuroticism has negative correlation with openness to

experience. All personality factors are correlated to each other except extraversion and Conscientiousness.

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Conflict of Interest

The author(s) declared no conflict of interest.

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