INFLUENCE OF TEMPERAMENTS ON PSYCHOLOGICAL WELLBEING AND QUALITY OF LIFE AMONG LECTURERS OF UNIVERSITY OF BENIN

By
AIDEYAN, OSARENWANTA DANIEL, M.Sc Ed.
daniel.aideyan@uniben.edu, 08060062888

&

Olikiabo Samuel O. M.Sc Ed
Department of Health, Safety and Environmental Education.
Faculty of Education, University of Benin, Benin City

Abstract
The study investigated the influence of temperaments on the psychological wellbeing and quality of life among lecturers in University of Benin, Benin City. The study utilized the ex-post facto research design. Three hundred and twenty (320) lecturers participated in the study which were selected using multi-stage sampling technique. Three research questions were raised for the study to find the correlation of the temperaments to psychological wellbeing and quality of life as well as the joint and relative contributions of the temperaments to psychological wellbeing and quality of life. The instruments used for the study were self-developed questionnaire to determine the temperaments of the participants, while the psychological wellbeing and quality of life were determined by adopted instruments with established validity and reliability. The instruments were administered by the researchers and three research assistants. The retrieved instruments were subjected to analysis. The results indicated that the temperaments had significant positive correlation with psychological wellbeing and quality of life[ Sanguine, r=0.79; phlegmatic, r=0.68; melancholy, r=0.61 and the choleric, r=0.57]. The temperaments variables jointly contribute a total of 71% of the total variance for psychological wellbeing, while the relative contribution showed that
sanguine has the highest relative contribution to psychological wellbeing and quality of life [Beta weight of sanguine = 0.48, phlegmatic = 0.41, melancholy = 0.37 and the choleric = 0.35]. It was therefore recommended that there should be improved health education in workplaces to educate workers on healthy best practices to adapt and manage stressful life situations in order to improve psychological wellbeing.

**Keywords:** choleric, sanguine, melancholy, phlegmatic, quality of life and psychological wellbeing

**Introduction**

The psychological wellbeing of an individual goes a long way to determine the efficiency of one's activities and the quality of life experienced. Psychological health or wellbeing determines the adaptive measures and coping styles of individual to stressful environmental factors. Sustainable and long lasting wellbeing does not require individuals to feel good all the time, this is because the experience of painful emotions such as disappointment, grief and failure as a normal phenomenon of life, and being able to manage these negative of painful emotions is imperative for long term wellbeing (Okhakume, 2014). Huppet(2009) describe a psychologically healthy person as one who feel good about himself and function effectively with others and the environment without pain or regret. Psychological wellbeing is however compromised when negative happenings are extreme and last longer, thereby limiting a person ability to function effectively in his or her daily activities. Psychological well-being is the ability to respond in a positive healthy manner to life’s challenges using personal, social, spiritual, environmental and physical resources (Aideyan, 2015). He further stressed that the understanding of how thoughts and emotions influence an individual on daily basis is an important first step in achieving psychological wellness.

An individual enjoying psychological wellbeing possess self-confidence, find meaning and purpose in life, make healthy choices, flexible and adapt to situations, able to give and receive love, accept responsibility for his or her actions, think before responding to emotions, unselfish, manage stress effectively and striving to improve and feels comfortable with others.

Health related quality of life include conditions related to physical, mental, emotional and social functioning of an individual. Quality of life assesses the positive aspects of a person's life, such as positive emotions and life situation. Bowling (1997) explained that quality of life as the general wellbeing of individual that observes life situation including everything from physical health, family, education, employment, religion beliefs, finance and the environment. Quality of life is a subjective phenomenon that can be measured among attributes such as self-efficacy, adaptation, sense of belonging, perceived control, enjoyment, flexibility, gender, identity, judgment, living conditions, opportunities, religion.
INFLUENCE OF TEMPERAMENTS ON PSYCHOLOGICAL WELLBEING AND QUALITY OF LIFE
AMONG LECTURERS OF UNIVERSITY OF BENIN

satisfaction, self-security, self-esteem, wishes and working conditions.

Quality of life can be seen from "Being"; includes the basis aspects of "who one is", Belonging includes the person fit with his/her environments and the “Belonging” refers to the purposeful activities carried out to achieve personal goals, hopes and wishes(Snoek,2000). Quality of life is the product of the interplay among health, social, economic and environmental conditions which affects human and social development(Kahn & Juster, 2002; Theofilou, 2013). Quality of life is human capabilities that explained the characteristics of an individual to function well in the world and live a full live(O'Connor,2004).

Lecturers are individuals found in the universities that teach, engage in researches, conduct examinations, mark scripts, supervised students, serve as ‘in loco parentis’ to students and involve in community services. Lecturers are subjected to several kinds of stressors such as pressure of work, student indiscipline, huge number of students to be course advised, supervisions, researches, preparing results for senate approval and work-family conflicts. According to Khakume(2014) expressed that human resource is an important assets to any organization and the satisfaction of employees leads to greaterefficiency. To make the best use of lecturer as employees as universities with several stressors, organization attention must be given to the quality life and psychological wellbeing of the lecturers. However, personality factors in terms of disposition, emotions and interpersonal relationship to situations affect ones quality of life and psychological wellbeing(Nemov, 2005). Because health problems can interfere even the most basis aspect of daily living including occupation, for example breathing comfortably, quality of rest and sleep, eliminating waste, feeding oneself and engaging in physical activity, quality of life and psychological well-being are important dependent variables of the study.

Temperament arises from genetic endowment. It influences and is influenced by the experience of each individual(Kagan, 1994; Evans & Rothbart, 2009). Temperaments are a hereditary character.Caspí& Shiner (2006); Goldsmith (2002) defined temperaments as combination of inborn-traits that subconsciouslyaffects man's behavior. These traits are arranged genetically on the basis of nationality, race, sex and other hereditary factors. Dispositions such as indecisive, one who can do a good job but slow in getting to the job, one who prepare well in advance for a task, inquisitive minded, possess amazing concentration to teaching, one who think for a while before talking, argumentative, perfectionistic and procrastinative. Theses demonstrate different form of temperaments in humans.

Rothbart, Ahadi& Evans (2000) stated that there are four major types of temperaments in humans: choleric, sanguine, melancholy and phlegmatic. Temperament is biologically based and drives from the interaction of genetic predisposition, maturation and experience(Guerin, Gottfried, Oliver & Thomas, 2003). Individual difference in temperamentsqualities associated with
emotionality, activity and other characteristics are strongly heritable (Capsi & Shiner, 2006; Goldsmith, 2002). Temperamental characteristics are inferred from behavior but a person behavior changes substantially with development. Temperaments interacts with the environment because of how temperaments is construed in light of cultural values and belief (Bornstein, 1995; Farmer & Seeley, 2009)

According to Strelau (2002), Buss & Plomin (1995) the sanguine temperaments are fundamentally impulsive and pleasure seeking, the choleric are fundamentally ambitious and leader-like, melancholic are fundamentally introverted and thoughtful while the phlegmatic are fundamentally relaxed and quiet. Garusifarshi (2007) reported that the four forms of temperaments are related to psychological wellbeing and life satisfaction. In another study by Butkovic, Brkovic & Brkto (2012), it was ascertained that the temperaments can jointly predict the psychological wellbeing and life satisfaction. This was also in line of the findings of McKnight, Huebner & Suldo (2002) that response to stressful life events can be predicted in line with temperaments.

**Table A.** Distinct descriptions of attributes of the four types of human temperaments.

<table>
<thead>
<tr>
<th>SANGUINE</th>
<th>CHOLERIC</th>
<th>MELANCHOLY</th>
<th>PHLEGMATIC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cheerful</td>
<td>Optimistic</td>
<td>Sensitive</td>
<td>Calm</td>
</tr>
<tr>
<td>Friendly/Sociable</td>
<td>Confident</td>
<td>Analytical</td>
<td>Dependable</td>
</tr>
<tr>
<td>Talkative</td>
<td>Quick to anger</td>
<td>Perfectionistic</td>
<td>Easy-going</td>
</tr>
<tr>
<td>Restless</td>
<td>Aggressive</td>
<td>Unsocialistic</td>
<td>Passive</td>
</tr>
<tr>
<td>Self-centered</td>
<td>Inconsiderate</td>
<td>Moody</td>
<td>Stubborn</td>
</tr>
<tr>
<td>Undependable</td>
<td>Impulsive</td>
<td>Rigid</td>
<td>Lazy</td>
</tr>
<tr>
<td>Carefree</td>
<td>Likes to be in control</td>
<td>Reserved</td>
<td>Thoughtful Strelau,</td>
</tr>
<tr>
<td>-Prone to exaggerate</td>
<td>Leader-like</td>
<td></td>
<td>(2002).</td>
</tr>
<tr>
<td>-Will ignore responsibilities in order to be with people Strelau, (2002).</td>
<td>Demand/desire control</td>
<td>Pessimistic</td>
<td>Careful</td>
</tr>
<tr>
<td>-Inspire others to work</td>
<td>Most choleric are men/born leader</td>
<td>Introvert Kagan, (1994).</td>
<td>Observer rather</td>
</tr>
<tr>
<td>-Good in details</td>
<td>-Skeptical and do not trust easy</td>
<td>Economical</td>
<td></td>
</tr>
<tr>
<td>-Prefers group activities</td>
<td>-Bossy dominenceering</td>
<td>Neat</td>
<td></td>
</tr>
</tbody>
</table>

135
INFLUENCE OF TEMPERAMENTS ON PSYCHOLOGICAL WELLBEING AND QUALITY OF LIFE AMONG LECTURERS OF UNIVERSITY OF BENIN

<table>
<thead>
<tr>
<th>Lack initiative</th>
<th>Enjoy arguments</th>
<th>Play aloneStrelau.</th>
<th>Judge other easily</th>
</tr>
</thead>
<tbody>
<tr>
<td>A follower</td>
<td>Workaholics</td>
<td>(2002).</td>
<td>Self-righteous</td>
</tr>
<tr>
<td>Enthusiastic</td>
<td>Rarely satisfied</td>
<td>Secretive</td>
<td>Slow in making</td>
</tr>
<tr>
<td></td>
<td>Not given to worry or anxiety</td>
<td>Unassuming</td>
<td>decisions Strelau. (2002).</td>
</tr>
<tr>
<td>Prone to mood swings</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15%</td>
<td>27%</td>
<td>28%</td>
<td>20%</td>
</tr>
</tbody>
</table>

*15%, 37%, 28% and 20% are the percentage distribution of the sampled participants of the study.

It is obvious that no one is a single temperament person, but rather a combination of temperaments, yet one type of temperament usually predominates in a person's life.

Cloninger (2004) in a study revealed that psychological wellbeing is strongly related to quality of life and further expressed that high psychological wellbeing equally means high quality of life. The personality of individuals as a result of temperaments can predict the wellbeing status. It was expressed by Hosseinkhanzadeh & Taher (2013) that innate attributes reflect the response to stressful situation and adaptation. They further stressed that the cheerful individual that is the sanguine will respond better to psychological wellbeing and thus quality of life than others. Gibson (1986); McDowell (2010) also in his study expressed same submissions to temperaments and wellbeing.

The various types of temperaments predisposes individuals to various emotions, thoughts and reactions to life situations and these border on self-efficacy, adaptation, living conditions and satisfaction of the individual. The rigorous activities of lecturers predetermined that reactions to stressors affect psychological wellbeing and quality of life. Although, there is little evidence of causal relationship between temperaments and quality of life, temperaments and psychological wellbeing respectively, there is no evidence on the influence of temperaments on the psychological wellbeing and quality of life among lecturers. It is against this background, the researchers want to investigate the influence of temperaments on the psychological wellbeing and quality of life among lecturers in University of Benin, Benin City, Edo state.

Statement of the problem

Human temperaments determine response to situation and are genetically planned. Upon observing people's actions, it is very easy to conclude one's temperaments has a lot to do with how one eat, study, act and react in everyday living even within workplace setting. These individual differences explain who people are to a great extent through heredity. Actions and reactions determine one's health and choice made about healthy livings. Positive psychological wellbeing
and quality of life is crucial to employees' productivity. Lecturers are employees with high strain jobs and response to these situations can be predetermined by human temperaments which can affect the psychological wellbeing and quality of life.

The choleric, sanguine, melancholy and phlegmatic temperaments individuals react differently to stressful situations and job demands which is significant to the psychological wellbeing and quality of life. The psychological wellbeing and quality of life among lecturers has not been extensively documented as influenced by temperaments. Therefore, this study therefore investigates the influence of the various temperaments on the psychological wellbeing and quality of life among lecturers in University of Benin, Benin City, Edo state.

Research Questions

1. Is there any significant relationship between choleric, sanguine, melancholy and phlegmatic and the psychological wellbeing and quality of life among lecturers in University of Benin?

2. What is the joint contribution of choleric, sanguine, melancholy and phlegmatic to the prediction of psychological wellbeing and quality of life among lecturers in University of Benin?

3. What are the relative contribution of choleric, sanguine, melancholy and phlegmatic to the predictions of psychological wellbeing and quality of life among lecturers in University of Benin?

Purpose of the study

The purpose of the study is to examine the influence of temperaments on the psychological wellbeing and quality of life among lecturers in University of Benin, Benin City, Edo state.

Scope/delimitation of the study

The study is delimited to temperaments and psychological wellbeing and quality of life among lecturers in University of Benin, Edo state.

Method and Materials

The study employs the ex-post facto research design. Ex post facto research design is a method that can be used instead of experiment to test hypotheses about cause and effect in situations where it is unethical to control or manipulate the independent variable (Cohen, Manion & Morrison, 2007). Here the researchers ethically speaking cannot manipulate a sanguine temperament person to be a melancholy person. In this case the independent variables has already occurred and the researchers in thus retrospectively examine the effects on the dependent variable. The independent variables are temperaments while the
dependent variables are psychological wellbeing and quality of life.

The population of the study comprise of all lecturers in University of Benin, Benin City. The simple random technique was used to select 10 faculties from the 13 faculties and the institute of Education in university of Benin. From the selected faculties, the researchers used the purposive sampling technique to select 320 lecturers in proportion to the number of lecturers in the faculties. The purposive sampling technique to select the lecturers was carried out by ensuring all departments in each faculty are represented, gender differential, proportion, lecturers rank are put into consideration. This created a well harmonious spread of the participants across the faculties in University of Benin. All participants are married.

The instrument used to collect data for temperaments was a temperament test developed by the researchers, it consist of four tables with descriptions of the four temperaments which the participant is to study and circle the attributes in each of the table that describe him/her. The psychological wellbeing was tested on an 18-item scale developed by Ryff(2006). It is a Likert-type scale on a five point rating that ranges from strongly agree to strongly disagree. It is an acceptable scale with established reliability of 0.85. A high score indicates high psychological wellbeing. The quality of life was determined by Quality of Life Scale (QOLS) developed by Anderson & Burckhardt (2003). Estimates from the study of 240 American workers indicated that the 15-item QOLS scale has internally consistent of 0.81. A high score indicates positive quality of life.

The questionnaires were administered by the researchers and three research assistants. All the questionnaires were given to the participants and it took a week before the questionnaires were collected and collated for data analysis 320 questionnaires were administered out of which 312 were retrieved and eventually used for data analysis.

The completed questionnaires were collected, sorted, coded and analyzed using the statistics of Pearson Product correlation coefficient (PPMC) to find the correlation between the independent variables and the dependent variables, while multiple regressions analysis was adopted to find the joint and relative contributions of the independent variables to the prediction of the dependent variables at 0.05 alpha level.

Results and Discussion of Findings

Results

Research question 1: Is there any significant relationship between choleric, sanguine, melancholy and phlegmatic and the psychological wellbeing and quality of life among lecturers in University of Benin?

Data collected was subjected to Pearson Product correlation coefficient (PPMC). The result is presented in Table 1.

Table 1: Descriptive statistics and correlation matrix table showing relationship of the independent variable (choleric, sanguine, melancholy and phlegmatic) and
psychological wellbeing and quality of life.

<table>
<thead>
<tr>
<th>Variables</th>
<th>N</th>
<th>Mean</th>
<th>Std. Dev.</th>
<th>r</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychological</td>
<td>312</td>
<td>84.5</td>
<td>6.08</td>
<td>0.57</td>
</tr>
<tr>
<td>well being</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-Cholera</td>
<td>312</td>
<td>20.04</td>
<td>4.92</td>
<td>0.79</td>
</tr>
<tr>
<td>-Sanguine</td>
<td>312</td>
<td>28.12</td>
<td>5.88</td>
<td>0.61</td>
</tr>
<tr>
<td>-Melancholy</td>
<td>312</td>
<td>22.08</td>
<td>5.14</td>
<td>0.68</td>
</tr>
<tr>
<td>-Phlegmatic</td>
<td>312</td>
<td>25.20</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

The above table shows that all the independent variable (choleric, sanguine, melancholy and phlegmatic) correlates positively with psychological wellbeing. Sanguine has the highest correlation (r=0.79, p<0.05) followed by phlegmatic (r=0.68, p<0.05), melancholy (r=0.61, p<0.05) and lastly, choleric (r=0.57, p<0.05).

**Research question 2:** What is the joint contribution of choleric, sanguine, melancholy and phlegmatic to the prediction of psychological wellbeing and quality of life among lecturers in University of Benin?

Data collected was subjected to multiple regression analysis. The result is presented in table 2.

**Table 2:** Multiple regression analysis of the joint contribution of choleric, sanguine, melancholy and phlegmatic to the prediction of psychological wellbeing and quality of life among lecturers in University of Benin.

<table>
<thead>
<tr>
<th>Std Error</th>
<th>Sum of square</th>
<th>Df</th>
<th>Mean square</th>
<th>F</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>18248.08</td>
<td>5</td>
<td>4684.63</td>
<td>148.54</td>
<td>.00</td>
</tr>
<tr>
<td>Residual</td>
<td>5984.560</td>
<td>298</td>
<td>38.12</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>24232.64</td>
<td>303</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above table shows that the independent variables jointly predict the incidence of psychological wellbeing and quality of life among lecturers in University of Benin. They jointly have a total of 71% of the total variance of the incidence of psychological wellbeing and quality of life among lecturers in University of Benin as determined from the value of the adjusted R square.
Research question 3: What is the relative contribution of choleric, sanguine, melancholy and phlegmatic to the prediction of psychological wellbeing and quality of life among lecturers in University of Benin?

Table 3: Beta weight analysis of the relative contribution of choleric, sanguine, melancholy and phlegmatic to the prediction of psychological wellbeing and quality of life among lecturers in University of Benin.

<table>
<thead>
<tr>
<th>Independent Variables</th>
<th>Beta</th>
<th>T</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>-Choleric</td>
<td>0.35</td>
<td>7.08</td>
<td>0.00</td>
</tr>
<tr>
<td>-Sanguine</td>
<td>0.48</td>
<td>4.89</td>
<td>0.00</td>
</tr>
<tr>
<td>-Melancholy</td>
<td>0.37</td>
<td>6.66</td>
<td>0.00</td>
</tr>
<tr>
<td>-Phlegmatic</td>
<td>0.41</td>
<td>5.31</td>
<td>0.00</td>
</tr>
</tbody>
</table>

The table above shows the values of each of the independent variables as revealed by the Beta weight. It is evident that all the independent variables made significant contributions to psychological wellbeing and quality of life among lecturers in University of Benin. Independently, sanguine has the highest relative contribution to psychological wellbeing and quality of life (B=0.48, t=4.89 p<0.05); followed by phlegmatic (B=0.41, t=5.31 p<0.05); melancholy (B=0.37, t=6.66 p<0.05) and choleric (B=0.35, t=7.08 p<0.05).

Discussion of findings

The findings of the study revealed the relationship of temperaments and psychological wellbeing and quality of life and the degree of prediction of the temperaments to psychological wellbeing and quality of life.

Results obtained from the first research question indicated that choleric, sanguine, phlegmatic and melancholy positively correlated with psychological wellbeing and quality of life which means that they are all indices of psychological wellbeing and thus quality of life. This is in support of Garusifarsh(2007) who from a study reported that genetic traits (temperaments are related to individual psychological wellbeing which in turn explained the quality of life of the individual.

The second research question further buttressed the result of the first research question by revealing that choleric, sanguine, melancholy and phlegmatic jointly contribute a total of 71% to the variance of psychological wellbeing. The study of Butkovic, Brkovic & Bratko(2012); McKnight, Huebner & Suldo(2002) that choleric, sanguine, melancholy and phlegmatic predict and jointly contribute to the nature and status of psychological wellbeing of individuals.

The third research question also further strengthen the outcome of the first research question by showing that sanguine has the largest Beta weight which is closely followed by phlegmatic, melancholy and choleric on psychological wellbeing and quality of life. This upholds the findings of Hosseinkhazadeh & Tahir(2013) that the sanguine response better to stressful life
situation and adaptation. This also buttressed the submissions of Gibson (1986); McDowell (2010) that cheerful individuals are enthusiastic to promote wellbeing.

**Conclusion**

Based on the findings of the study, the following are the conclusion:

The study established that the four forms of temperaments are positively correlated to psychological wellbeing and quality of life. This is with varying degree of coefficients, the sanguine being the highest, followed by phlegmatic, melancholy and lastly choleric.

The temperaments jointly predict the incidence of psychological wellbeing and quality of life of an individual and finally the temperaments independently made significant contribution to the psychological wellbeing and quality of life. Again, the sanguine demonstrate the highest relative contribution to the psychological wellbeing and quality of life among lecturers in University of Benin, which was followed by phlegmatic, melancholy and finally the choleric.

**Recommendations**

Based on the findings and conclusion of the study, the recommendations are as follows;

1. There should be improved health education in workplaces to educate workers on healthy best practices to adapt and manage stressful life situations in order to improve psychological wellbeing.
2. There should be periodic examination of workers' wellbeing so as to prevent and control mental disorders, depression and poor quality of life.
3. Conducive environment for work should be created by employers and Servicom team to ensure effective interpersonal relationship among employees and clients.

**References**


INFLUENCE OF TEMPERAMENTS ON PSYCHOLOGICAL WELLBEING AND QUALITY OF LIFE AMONG LECTURERS OF UNIVERSITY OF BENIN


INFLUENCE OF TEMPERAMENTS ON PSYCHOLOGICAL WELLBEING AND QUALITY OF LIFE AMONG LECTURERS OF UNIVERSITY OF BENIN


