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# PREDICTING INTIMATE PARTNER VIOLENCE FROM PERSONALITY TRAITS AND JOB SATISFACTION: THE MODERATING ROLE OF FAMILY SUPPORT

## 1. Enike, Tobias Chineze

Department of Psychology, Federal University Oye-Ekiti, Ekiti State  
Email: [tobias.enike@fuoye.edu.ng](mailto:tobias.enike@fuoye.edu.ng)  
+2347037800839

## 2. Offiong Udeme,

Department of Psychology, Paul University, Awka, Anambra State

### ABSTRACT

*The study examined the complex interplay between personality traits, job satisfaction, family support, and intimate partner violence (IPV) among married public servants in Anambra State, Nigeria. The research aims to predict IPV from personality traits and job satisfaction, examining the moderating role of family support. A sample of 560 married couples (336 females, 224 males) was selected from six educational zones in Anambra State using a multi-stage sampling technique. The participants ages ranged from 25 to 59 years ( $M = 38.5$ ,  $SD = 8.2$ ). The study employed correlational and cross-sectional survey design. The Revised Conflict Tactics Scale Short, Big Five Personality Inventory, Minnesota Satisfaction Questionnaire and Family Support Scale were used to collect data for the study. Data analysis involved multiple regression and moderation analysis using SPSS. Results indicate that certain personality traits (e.g., extraversion, conscientiousness, neuroticism, openness to experience and low job satisfaction) significantly predict IPV. Notably, family support moderates the relationships between personality traits, job satisfaction, and IPV, suggesting that strong family support can buffer against the negative effects of adverse personality traits and job dissatisfaction on IPV. The findings underscore the importance of incorporating family support in interventions aimed at reducing IPV. They also highlight the need for workplace stress management programs and personality-based counselling to mitigate IPV risk factors. Implications for policy, practice, and future research are discussed, emphasizing a holistic approach to addressing IPV in Anambra State.*

**Keywords:** *Personality Traits, Job Satisfaction, Intimate Partner Violence, Family Support, Married Couples*

### INTRODUCTION

Intimate partner violence (IPV) is a pervasive global health issue affecting millions, with significant physical, emotional, and psychological consequences (WHO, 2021). IPV is very prominent in [Nigeria](#), just like in many parts of Africa as studies done in Africa demonstrate a very high incidence of IPV (Shamu, Abraham, Temmerman, Musekiwa & Zarowsky, 2011, Owoaje & Uchendu, 2015, Okunlola, 2024, Ekweani, 2025). Cases of IPV are on the high and show no signs of reduction in Nigeria, regardless of age, tribe, religion or even social status (Amnesty International Nigeria, 2020). The upsurge in IPV in Nigeria could be attributed to several factors, including harsh economic conditions, social networks, history of child abuse, immaturity on the part of the couples and childlessness in marriage (Aduloju, Olagbuji, Olofinbiyi, & Awoloke, 2015; Bamiwuye & Odimegwu, 2014). Despite efforts to address IPV, understanding its predictors remains crucial for effective intervention.

There are many risk and protective factors that may be related to intimate partner violence and no single research can cover it all. Thus, within the scope of the present study, two independent factors (personality traits and job satisfaction) and one moderating factor (family support) which may be classified as internal and external factors as suggested by theoretical and empirical literature (Bandura, 1986; Breiding, Ziembski & Black, 2005) were considered to know whether they predict and moderate intimate partner violence respectively.

One variable of interest is personality trait which is defined as people's characteristic patterns of thoughts, feelings, and behaviour (Diener & Lucas, 2021). McCrae and Costa (1999) described personality as a person's relatively stable feelings, thoughts and behavioural patterns. It has been shown that personality has an important influence on the behaviour of individual in life situation (Barrick, Mount & Judge, 2001). Essentially, personality exerts its effects on human

behaviour by shaping the manner in which a person experiences and perceive the world (Goodstein & Lanyon, 2009). Consequently, everyone has a unique personality that differentiates him or her from other people. Understanding someone's personality gives clues about how that person is likely to act and feel in a variety of situations. To relate effectively, it is helpful to understand the personalities of different individuals. Having this knowledge is also useful for interacting with people and helping people with adverse stress-related intimate partner violence experiences to have positive view of life amidst their condition. Although, there are a variety of theoretical models of personality, the Big Five is an especially appropriate way of assessing the influence of personality traits on IPV, because the traits described in this model describe, augment, or otherwise map onto interpersonal conceptualizations of personality (Ansell & Pincus, 2004; Wiggins & Trapnell, 1996). Moreover, there is evidence that the Big Five traits are stable across time, biologically rooted and cross-culturally applicable. The Big Five Model proposes that five personality traits (Agreeableness, Conscientiousness, Extraversion, Neuroticism and Openness to experience) are the most comprehensive and parsimonious means of measuring and describing human emotions and behaviour (McCrae & Costa, 1990).

Job Satisfaction is another variable of interest in the study of IPV. Job Satisfaction is a factor that raises psychological disposition in job. According to Spector (1997), job satisfaction is an attitudinal variable that represents the extent to which people like (satisfaction) or dislike (dissatisfaction) their job. Locke, (1976) defines it as a pleasurable or positive emotional state resulting from the appraisal of one's job (including various facets of that job). Locke (1976) broke JS into three general areas: (i) the values that an individual has or wants, (ii) the perception of how the organization meets these values, and (iii) their relative importance to the individual. JS has been linked to positive workplace outcomes such as increased organizational commitment, with workers having high levels of JS being more likely to be committed to the organization (Brown & Peterson, 1994). Individuals with higher levels of JS are less likely to seek out a different job (Sager, 1994) or to leave the organization (Boles, Johnson & Hair, 1997). Employee JS is also a function of intrinsic and extrinsic rewards offered by a job (Tuch & Martin, 1991), status associated with job level (Cox & Nkomo, 1991), and work values (Drummond & Stoddard, 1991). Monetary reward, task, status, and social relationships (or a team dimension), are four essential aspects of Job Satisfaction, (Neil & Snizek, 1987).

In contemporary work organizations, enhancing employee job satisfaction is one of the most critical tasks, perhaps. So, understanding what affects job satisfaction of employee may be a key factor for a successful maximization of the employee's potentials. This will also go a long way in eliciting optimal performance from these employees. It is possible that employees who perceive that their personal goals may not be fulfilled from their job may become dissatisfied with the job; this may equally bring about some thoughts of quitting from the job. Moreover, an unsatisfying job is likely to give room to intimate partner violence as the individual will likely take his grievances and annoyance to his family thereby resorting to intimate partner violence. Job satisfaction can also enhance emotional regulation, thereby reducing IPV risk (Spencer, 2016).

The moderating variable in this study is Family Support. Family support is one of the components of social support, which is the comfort given to one by the family, friends, co-workers and others or that one is cared for by, and has assistance available from other people; and that is part of a supportive social network (Duci & Tahsini, 2012; Onyishi, Okongwu & Ugwu, 2012). Family support can be emotional (e.g., nurturance), tangible (e.g., financial assistance), instrumental (e.g., advice) or companionship (e.g., sense of belonging) assistance one received from family around them. Victims of IPV usually turn to informal support resources like [family and friends first](#) to share their experiences and get support. Members in victims' social networks are in a position to help in ways that social service and health care providers may not be. In fact, [women seek formal support resources](#), like social services and police, far less frequently than

they reach out to family and friends (Krista, 2020). Moreover, personality traits (Agreeableness, Conscientiousness, Extraversion, Neuroticism and Openness to experience), and Job Satisfaction may contribute to the capacity of the married couples to cope adaptively with the exigencies of the violence, as a result, Family support may therefore, have a powerful impact in moderating between personality traits and job satisfaction on intimate partner violence.

The family is often equated with sanctuary, a place where individuals seek love, safety, security, and shelter. But “evidence shows that it is also a place where danger lurks, and where some of the most drastic forms of violence against men and women are perpetrated.” (Nwoke & Maxwell, 2020). When a man and woman come together, they begin a new life together in the community which is known as marriage. Cultural and religious traditions widely regard marriage as a sacred and binding covenant that calls for fidelity, care, and mutual respect. It is surprising that soon after setting up this lovely union, hatred and violence sets in amongst the married couple. As a result, intimate partner violence (IPV) is one of the problems that married couples face. This intimate partner violence has been a relatively ‘hidden’ problem in society for centuries. In the past forty years for instance, developing research has shown that couples who have witnessed or experienced intimate partner violence of any form in their life time are likely to face long term implications in respect of their emotional, psychological and behavioral development (Rodriguez, Quiroga & Bauer, 1996; Michau & Naker, 2003). Family support can serve as a protective factor against IPV, particularly for individuals with adverse personality traits (Jones. 2018). Job satisfaction is a critical factor in reducing IPV risk, and family support can enhance this effect (Gelles, 2002).

Intimate partner violence has led to an increase in the rate of breakups in relationships and divorce in marriages as well as an increase in the number of depressed individuals going through treatment as a result of intimate partner violence (Carvalho, Lewis, Derlega, Winstead & Vioggiano, 2011). Despite existing laws in place to address intimate partner violence, such as the Violence Against Persons Prohibition (VAPP) which was signed into law in 2015 by the former president, Dr. Goodluck Ebele Jonathan, its implementation has been very poor and unfortunately, IPV has not been seen as “real” crime. This is evident in the lack of severe consequences such as incarceration or economic penalties for men guilty of battering their partners and vice versa (Tejuoso, 2005). More so, the lack of official statistics and underreporting of abuse due to societal stigma attached to the victims make assessing the extent of the violence an almost impossible task (Palermo, Peterman & Bleck, 2013).

Many methodological approach (quantitative and qualitative) and theoretical assumptions have been used in trying to understand intimate partner violence. One of such theoretical assumptions believes that internal and external factors are related to intimate partner violence (Motunrayo & Mathew, 2020). However, there are inexhaustible list of factors or constructs which could be categorized as internal or external factors. Thus within the scope of the present study, a combination of one internal factor (personality traits) and two external factors (job satisfaction and family support) were examined in statistical model which utilizes quantitative data to see the extent of their contributions as risk or preventive factors in intimate partner violence among the public servants in Anambra State. The public service comprises of persons from all socio-economic and different backgrounds, and so, it became imperative to look at their personality traits and job satisfaction status, to know their contributions to this malady as a way of advancing knowledge in this field.

Empirical studies have documented evidence suggesting personality traits such as the big five Personality traits and job satisfaction to be a significant predictor of attitude towards and experience of violence (Oguntayo, Oyeleke, John-Oguntayo & Ajayi-Hutchful, 2020; Nwoke & Maxwell, 2020; Ndie et al. 2018; Wood et al. 2018 and Yaich, 2012). For instance, previous

study has found people with neuroticism personality trait to exhibit reactive and aggressive behaviour (Bernerth, Armenakis, Field, Giles & Walker, 2008). On the other hand, people with the agreeableness and openness to experience personality are found to exhibit behaviour that makes them tolerant, supportive, and non-violent in romantic and marital relationships (Motunrayo & Mathew, 2020; Pobutsky, Brown, Nakao & Reyes-Salvail, 2014 ). Also extraversion personality has been found to be a significant predictor of IPV as well as Conscientiousness (Nwoke & Maxwell, 2020). However, despite these evidence linking personality trait and job satisfaction with attitude towards and experience of intimate partner violence; to the best of the researcher's knowledge, little or no attention has been given to the role of family support in moderating the influence of personality traits and job satisfaction of married couples on intimate partner violence in Nigeria and Anambra state in particular. In marriage relationships, there is usually support from the nuclear and extended family which helps in making the couples have a sense of belonging. But when this support is not forthcoming, a partner may feel abandoned to fate, and when challenges and difficulties in the family arise, they might not be able to speak up or take legal action due to lack of family support from their family members. This can therefore, give the perpetrator a greater motivation to continue in violence. Thus, the moderating role of family support can provide valuable insight into the importance of close family relationships in the resolution of crises/violence amongst married couples. Couples who receive higher family support may be less prone to intimate partner violence than couples who receive lower family support and vice versa. This study, therefore, seeks to bridge this knowledge gap and contributing to the body of literature on the personality traits and job satisfaction of married couples in Anambra state as predictors of intimate partner violence: the moderating role of family support.

In Anambra State, the setting of this study, there has been a considerable increase in the number of reported cases of IPV in the last few years, although, most of the cases still go unreported as a result of socio-cultural and religious factors (Ezeaku, Ohamobi & Obikeze, 2019). Anambra State has been ranked among the states with highest percentage of intimate partner violence in the country. This was contained in a report of the 2018 Demographic and Health Survey (NDHS) by National Population Commission (NPC, 2019) during the Anambra State dissemination and official launch of its report in Awka, Anambra State. The report indicated that 53 percent of married couples in the state have experienced one form of intimate partner violence or the other from their partners. Anambra State is just one percent less than Ebonyi State with 54 percent in ranking of IPV in the country. Findings from the study carried out by Ndie, Osuagwu & Agbu (2018) also revealed that IPV is on the increase in Anambra State. Although, IPV is pervasive, there are only few studies documenting the magnitude of the problem especially among the". working class (Olufunmilayo, Adedibu & Adediran, 2005). The public service comprises of persons from all socio-economic levels and different backgrounds, and so it became imperative to look at the personality traits and job satisfaction status of teachers and civil servants in Anambra State, to know their contributions to this malady as a way of advancing knowledge in the field.

Based on the above, Ecological Systems Theory and Social Exchange Theory provides a theoretical framework for understanding the interplay between personality traits, job satisfaction, IPV and family support. The Ecological Systems theory, developed by Urie Bronfenbrenner (1979), is a comprehensive framework for understanding human development and behavior within the context of their environment. This theory posits that individuals are embedded within multiple, nested systems that interact and influence one another, shaping their experiences, behaviors, and outcomes (Bronfenbrenner, 1979). At its core, the Ecological Systems theory recognizes that individuals are not isolated entities, but rather are part of a complex web of relationships and environments that affect their lives. These systems range from the most immediate, such as family and partner relationships (microsystem), to broader societal and cultural norms (macrosystem).

Applying this theory to personality traits, job satisfaction, and family support, we can see how it helps us understand the complex interplay of factors influencing IPV:

1. **Microsystem:** The individual's immediate environment, including family and partner relationships, can contribute to IPV (e.g., power dynamics, conflict) (Gelles, 2002).
2. **Mesosystem:** Interactions between microsystems, like work and family, can influence IPV (e.g., job stress affecting home life) (Jewkes, 2002).
3. **Exosystem:** External factors, such as social support networks or community resources, can impact IPV (e.g., family support buffering stress) (Cohen & Wills, 1985).
4. **Macrosystem:** Broader societal and cultural norms, like patriarchal values or gender roles, can contribute to IPV (Heise, 1998).
5. **Chronosystem:** Time-related factors, such as changes in relationship dynamics or societal attitudes, can influence IPV (Bronfenbrenner, 1986).

In the context of IPV, Ecological Systems theory suggests that: - Individual factors (microsystem) interact with broader environmental factors (meso-, exo-, macro-, and chronosystems). - Interventions should address multiple levels (e.g., individual, family, community, societal) (Daly & Wilson, 2001).

Social Exchange Theory (SET), developed by Thibaut and Kelley (1959), is a framework for understanding social relationships as exchanges of resources. Individuals engage in relationships to maximize rewards (e.g., emotional support, financial stability) and minimize costs (e.g., conflict, stress). The theory posits that people evaluate relationships based on:

1. **Rewards:** Positive outcomes or benefits received
2. **Costs:** Negative outcomes or expenses incurred
3. **Comparison Level (CL):** Expectations of what a relationship should provide
4. **Comparison Level for Alternatives (CLalt):** Perceived outcomes of alternative relationships

**Key aspects of SET include:**

- Interdependence: Relationship outcomes depend on both parties' actions
- Reciprocity: Exchange of resources is often reciprocal
- Power dynamics: Imbalances in resources can influence relationship outcomes (Emerson, 1976)

Now, applying SET to IPV, personality traits, job satisfaction, and family support:

- IPV: Partners weigh costs (violence) and rewards (emotional support) of the relationship (Thibaut & Kelley, 1959)
- . - Personality traits: Traits like agreeableness can influence exchange dynamics (e.g., cooperation, conflict resolution)
- . - Job satisfaction: Job stress can increase costs in the relationship, influencing IPV risk (Gelles, 2002)

.-Family support: Support can be a reward, influencing relationship dynamics and IPV risk.

## Hypotheses

The following hypotheses were tested to guide the study:

1. Personality traits (extraversion, conscientiousness, neuroticism, openness to experience and agreeableness) and job satisfaction will significantly predict intimate partner violence of married couples in Anambra State.
2. Family support will significantly moderate the relationship between personality traits and intimate partner violence of married couples in Anambra State.
3. Family support will significantly moderate the relationship between job satisfaction and intimate partner violence of married couples in Anambra State.

## METHOD

### Participants

A total of Five hundred and sixty (560) public servants comprising three hundred and sixty (360) married teachers from the six educational zones (Aguata, Awka, Nnewi, Ogidi, Onitsha and Otuocha) in Anambra State and two hundred (200) married civil servants from the State Secretariat complex Awka participated in the study. The participants' ages were from 25 – 59 years, with the mean age of 40 and standard deviation of 9.40. Biographic data showed that all the participants were Christians and 224 (40%) were men while 336 (60%) were women. The biographic data also revealed that 30 (5.4%) of the participants had SSCE as their highest educational level (Those who had SSCE as their highest qualification were civil servants from the State Secretariat); 192 (34.3%) participants had NCE or OND as their highest educational level; 240 (42.9%) participants had HND or B.Sc as their highest educational levels while 98 (17.5%) participants had Masters and above as their highest educational levels. 360 (64.3%) of the participants had 6 years and above job experience while the remaining 200 (35.7%) participants had maximum of 5 years as their job experience. Three sampling techniques: purposive, simple random and accidental samplings were used to select the participants at different stages. Purposive sampling was used in the first stage to select public teachers in six educational zones in Anambra State and civil servants in the Anambra State Secretariat complex in Awka. Simple random sampling was used in selecting schools in the educational zones while accidental sampling was used in selecting the participants. The minimum number of participants needed for the study was determined using infinite sample size formula (Mensah, 2013) as stated below:

Where the population is unknown, the sample size can be derived by computing the minimum sample size required for accuracy in estimating proportions by considering the standard deviation set at 95% confidence level (1.96), percentage picking a choice or response (50% = 0.5) and the confidence interval (0.05 = +\_ 5).

The formula is:

$$n = z^2 (p) (1-p)/c^2$$

where

z = standard deviation set at 95% confidence level

p = percentage picking a choice or response

c = confidence level

Application:

$$n = 1.96 (2) (0.5) (1-0.5)/0.0025$$

$$n = 3.8416 (0.25)/0.0025$$

$$n = 0.9604/0.0025$$

$$n = 384.16$$

Approximately n = 385

Therefore, a sample size of 385 respondents would be the lowest acceptable number of responses to maintain a 95% confidence level.

## **Instruments**

Four instruments were used in the study: Revised Conflict Tactics Scale (CTS2), The Big Five Inventory (BFI), Minnesota Satisfaction Questionnaire (MSQ) and the Family Support Scale (FSS).

### **Revised Conflict Tactis Scale Short (CTS2S) by Straus & Douglas (2004)**

Revised Conflict Tactis Scale Short (CTS2S) is the most widely used instrument for measuring intimate partner violence (Straus et al, 2004; Calvete, Corral & Estevez, 2007). It is a 20 item measure of both the extent to which partners in a dating, cohabiting, or marital relationship engage in psychological and physical attack on each other and also their use of reasoning or negotiation to deal with conflicts. The CTS2S is a 20-question short form which would take approximately 3 minutes to administer. The CTS2S has separate subscales for minor and severe levels of the Physical Assault, Injury, Psychological Aggression, and sexual coercion scales. However, the minor subscales scores are confounded with the severe subscale scores because almost everyone who engages in the more severe behavior also engages in the less severe behavior (Strau et al, 2004).

### **The Big Five Inventory (BFI) by John, Donahue & Kentle (1991)**

John, Donahue & Kentle (1991) developed the 44-item inventory. It is one of the six psychological instruments which assess personality from a five-dimensional perspective. The essence of the perspective is that personality characteristics can be dissolved into five broad dimensions which are distinct from one another. The five dimensions or subscales of BFI are Extraversion, Agreeableness, Conscientiousness, Neuroticism and Openness. It is scored using Likert response pattern of 1 to 5, where 1 = Disagree strongly, 2 = Disagree a little, 3 = Neither agree or disagree, 4 = Agree a little, and 5 = Agree strongly. Direct scoring is used for all the items. Add together the values of the numbers shaded in each item to obtain the client's score in each of the subscales. For example, if in items 6, 7, 8, 9, 10, 11, 12, and the shaded are: 3, 1, 4, 2, 3, 2, 5 respectively, the score for the 7 items is:  $3+1+4+2+3+2+5 = 12$ . The subscales should be scored separately. Write the score of the subscales by the sides of the letters A, B, C, D, & E on the test form as it applies to the five subscales. John et al., (1991) reported a Cronbach's alpha reliability coefficient of .80 and a 3-month time interval test-retest reliability coefficient of .85.

On validity, John et al., (1991) reported that BFI has mean convergent validity coefficient of .75 and .85 with Big Five Instruments authored by Costa and McCrae (1992) and Goldberg (1992) respectively. The divergent validity coefficient obtained by Umeh (2004) with University Maladjustment Scale (Kleinmuntz, 1961) were .05 for Extraversion, .13 for Agreeableness, .11 for Conscientiousness, .39 for Neuroticism, and .24 for Openness. Umeh (2004) reported the norms for Nigerian samples for male (M) and female (F) on each of the subscales. Accordingly, on Extraversion, M = 28.45 and F = 27.10; on Agreeableness, M = 29.75 and F = 28.73; on Conscientiousness, M = 29.10 and F = 29.60; on Neuroticism, M = 23.43 and F = 24.48; and on Openness, M = 38.07 and F = 35.18.

### **Minnesota Satisfaction Questionnaire (MSQ) by Weiss, Dawis, England & Lofquist (1967)**

This 20-item inventory is a short version of the 100-item inventory earlier developed by Weiss, Dawis, England & Lofquist (1967). It was designed to assess job satisfaction which is the fulfillment workers derives from their input into the job environment, and the fulfillment the job environment provides a worker. Three components of the fulfillment may be obtained with the inventory. They are: Intrinsic Satisfaction (I), Extrinsic Satisfaction (E), and General Satisfaction (G). This scale is structured on a 5 point Likert scoring pattern, where 1 = very dissatisfied, 2 = dissatisfied, 3 = I am not sure, 4 = satisfied and 5 = very satisfied. The items are scored direct. Weiss et al., (1967) provided the psychometric properties for American Samples while Mogaji (1997) provided properties for Nigeria Samples, they reported a one week interval test-retest

reliability coefficient of .89, a one year interval coefficient of .70, and the median of the Hoyt internal reliability coefficient of .86 for I, .80 for E, and .90 for G for American samples. Among Nigerian samples, Mogaji (1997) obtained .69 for I, .82 for E, and .94 for G.

On validity: by correlating the general satisfaction scale of MSQ with the overall score on Job Description Index (Smith, Kendall & Hulin, 1969). Wanous (1974) reported a concurrent validity coefficient of .71 for American Samples while Mogaji (1997) reported a concurrent validity of .50 for Nigerian samples. The norms reported here are the mean scores obtained by workers in the general population. **American samples** M&F (n=1,723); I = 47.14, E = 19.98; G = 74.85, **Nigerian samples** M&F (n=600); I = 40.22, E = 18.32 and G = 65.13.

### Family Support Scale by Procidano & Heller (2003)

This is a 20-item scale on family support. It was developed by Procidano & Heller (2003). The family support scale was organized as a three (3) point Likert scale with the options of 1 = Yes; 2 = No and 3 = partially. The items were subjected to split half reliability and each half was treated as an alternative form of the same instrument. The test has a reliability of 0.80 and a Cronbach alpha coefficient of 0.88 was obtained. A concurrent validity of .50 was obtained when the instrument was correlated with family support sub-scale of multidimensional social support scale by Zimet et al (1988).

### Design

Correlational and cross-sectional survey design was adopted because the study want to explore relationships between variables (without manipulating them). It is also good in understanding prevalence, attitudes and characteristics of a group.

### Statistics

Pearson's r product moment correlation was conducted to establish whether the variables correlated significantly. Moderated regression and conditional process analysis model 1 (Hayes, 2013) was used for data analysis and testing the hypotheses in the study.

## RESULTS

The results of the statistical analysis of the data obtained in the study were presented in Tables 1, 2 and 3. Moderated regression and conditional process analysis model 1 (Hayes, 2013) was used for data analysis and testing the 4 hypotheses.

**Table 1: Summary Table of Zero Order Correlation Coefficient matrix of Intimate Partner Violence, Personality Traits, Job Satisfaction and Family Support**

S/N	Variables	1	2	3	4	5	6	7
1	IPV	1						
2	EXT	.10*	1					
3	AGR	.02	.49**	1				
4	CON	.26**	.03	.32**	1			
5	NEU	-.16**	.09*	.22**	.00	1		
6	OPN	-.23**	.53**	.21**	-.34**	.12**	1	
7	JS	.14**	.11**	.38**	.36**	.24**	.00	1
8	FS	.12**	.39**	.57**	.25**	.12**	.19**	.16**

\*\* P<.01, \* P<.05

IPV= Intimate Partner Violence, EXT= Extraversion, AGR= Agreeableness, CON= Conscientiousness, NEU= Neuroticism, OPN= Openness, JS= Job Satisfaction and FS= Family Support.

Results from Table 1 above showed that significant relationship were found between intimate partner violence and the following four domains of personality traits (extraversion  $r = .10^*$ , conscientiousness  $r = .26^{**}$ , neuroticism  $r = -.16^{**}$  and openness  $r = -.23^{**}$ ). However, there was no significant relationship between intimate partner violence and agreeableness

(agreeableness  $r = .02$ ). A significant relationship was also found between intimate partner violence and job satisfaction (job satisfaction  $r = .14^{**}$ ). Again, a significant relationship was found between intimate partner violence and family support (family support  $r = .12^{**}$ ). These results provide preliminary support for running moderated multiple linear regression analysis which tested hypotheses 1, 2, 3 and 4.

**Table 2: Summary Table of Moderated Regression Analysis of Intimate Partner Violence, Personality Traits and Family Support**

**Model 1**

Var.	R <sup>2</sup>	$\beta$	t	f	se	LLCI	ULCI
EXT	.023	1.21**	2.02	4.45	.598	.036	2.38
AGR	.032	-1.06	-1.71	6.13	.619	-2.28	.153
CON	.072	3.02**	5.72	14.53	.529	1.98	4.07
NEU	.066	-2.80**	-5.25	13.28	.533	-3.85	-1.76
OPN	.077	-3.03**	-6.12	15.57	.496	-4.01	-2.07
E*FS	.023	-.95	-1.59	4.45	.594	-2.12	.217
A*FS	.032	1.34**	2.73	6.13	.491	.378	2.31
C*FS	.072	1.19**	1.98	14.53	.604	.007	2.38
N*FS	.066	-1.71**	-3.67	13.28	.468	-2.64	-.798
O*FS	.077	.358	.821	15.57	.437	-.499	1.22

\*\* P < .05

Table 2, Model 1 showed that:

1. Extraversion significantly predicted IPV. The  $R^2 = .02$ ,  $F(3, 556) = 4.45$ ,  $p < .05$ . Specifically, Beta coefficient for extraversion = 1.2,  $p < .05$ . This shows that there is a positive relationship between extraversion and IPV, which means that an increase in extraversion will bring about an increase in IPV. The interaction between extraversion and family support was not significant, Beta = -.95,  $p = .11$ .

2. Agreeableness did not significantly predict IPV, Beta = -1.06,  $p = .08$ . The  $R^2 = .03$ ,  $F(3, 556) = 6.13$ ,  $p < .05$ . This shows that there is a negative relationship between agreeableness and IPV. It means that when agreeableness is increasing, IPV will be decreasing and when agreeableness is decreasing, IPV will be increasing, but their relationship is not significant. However, the interaction between agreeableness and family support was significant, Beta = 1.34,  $p < .05$ .

3. Conscientiousness significantly predicted IPV, Beta = 3.02,  $p < .05$ . The  $R^2 = .07$ ,  $F(3, 556) = 14.5$ ,  $p < .05$ . This shows that there is a positive relationship between conscientiousness and IPV. This means that an increase in conscientiousness will bring about an increase in IPV. The interaction between conscientiousness and family support was significant at Beta = 1.19,  $p < .05$ .

4. Neuroticism significantly predicted IPV, Beta = -2.80,  $p < .05$ . The  $R^2 = .06$ ,  $F(3, 556) = 13.2$ ,  $p < .05$ . This shows that there is a negative relationship between neuroticism and IPV. This means that an increase in neuroticism will be associated with a decrease in IPV. The interaction between neuroticism and family support was significant, Beta = -1.71,  $p < .05$ .

5. Openness significantly predicted IPV, Beta = -3.03,  $p < .05$ . The  $R^2 = .07$ ,  $F(3, 556) = 15.5$ ,  $p < .05$ . This shows that there is a negative relationship between openness and IPV. This means that an increase in openness will be associated with a decrease in IPV. The interaction between openness and family support was not significant, Beta = .35,  $p = .41$ .

The result showed that the different types of personality traits have different degrees of relationship with intimate partner violence and similar trend were observed when they interact

(moderate) with family support.

**TABLE 3: Summary Table of Moderated Regression Analysis of Intimate Partner Violence, Job Satisfaction and Family Support**

Model II

Var	R <sup>2</sup>	β	t	f	se	LLCI	ULCI
JS	074	-1.34**	-2.63	14.88	.509	-2.34	-.341
J*FS	074	2.34**	5.75	33.08	.408	1.54	3.15

\*\* P < .05

IPV= Intimate Partner Violence, EXT= Extraversion, AGR= Agreeableness, CON= Conscientiousness, NEU= Neuroticism, OPN= Openness, JS= Job Satisfaction and FS= Family Support.

The result of Table 3, Model II showed that Job Satisfaction significantly predicted IPV, Beta = -1.34,  $p < .05$ . The  $R^2 = .07$ ,  $F(3, 556) = 14.8$ ,  $p < .05$ . This shows that there is a negative relationship between job satisfaction and IPV. This means that an increase in job satisfaction will be associated with a decrease in IPV. Therefore, hypothesis II which stated that job satisfaction will significantly predict IPV of married couples in Anambra State was confirmed. The interaction between job satisfaction and family support was significant, Beta = 2.34,  $p < .05$ . Also, hypothesis IV which stated that family support will significantly moderate the relationship between job satisfaction and IPV of married couples in Anambra State was confirmed.

## DISCUSSION

Findings from the present study tend to support what many other previous studies have found. However, disparity in between the findings of the present and previous studies still exists. The first hypothesis which stated that personality traits (extraversion, conscientiousness, neuroticism, agreeableness and openness to experience) and job satisfaction will significantly predict intimate partner violence of married couples in Anambra State was accepted. The results of the analysis showed that personality traits (extraversion, conscientiousness, neuroticism and openness) and job satisfaction significantly predicted intimate partner violence. Prior studies consistently found that personality traits significantly predict intimate partner violence. Some of such findings are Nwoke & Maxwell (2020), Isangha et al. (2021), Yalck (2012) and Motunrayo & Mathew (2020).

Extraversion significantly predicted intimate partner violence of married couples in Anambra State. This finding further confirms the finding on the “Big Five Personality Traits and Intimate Partner Violence from a Large Nationality Representative Sample” by Ulloa and Hammert (2016). The study examined the association between the big five personality traits and intimate partner violence perpetration and victimization among men and women. The findings show that extraversion and neuroticism emerged as the most important risk factors associated with intimate partner violence for women but not for men. Moreover, this finding corroborates the finding by Nwoke and Maxwell (2020) who examined personality factors as correlates of domestic violence among married couples in Rivers State, Nigeria. The study revealed that extraversion has a positive relationship with IPV.

Also, the finding showed that conscientiousness significantly predicted intimate partner violence. This finding is consistent with some previous studies e.g (Motunrayo & Mathew, 2020 and Sharma, 2011). Motunrayo & Mathew (2020) in their study titled Personality Type and Experience of Domestic Violence among Married Women in Southwest Nigeria found that conscientiousness was a significant predictor of domestic violence among the women. Also, the

finding collaborated Sharma (2011) finding that conscientiousness was found to be positively related with intimate partner violence.

Neuroticism also predicted intimate partner violence significantly. This finding also corroborates previous finding by Nwoke & Maxwell (2020) which revealed that there is a significant relationship between neuroticism and domestic violence among married couples in Rivers State Nigeria. This finding is in congruence with the finding on “Personality Traits and Severity of Wife Abuse among Iranian Women” by Motevaliyaan and Yancob (2014). The finding of the study revealed that severity of total wife abuse was negatively related to neuroticism personality. The result of multinomial logistic regression indicated neuroticism personality trait was a significant predictor of minor and severe total abuse. Those with this personality trait tend to experience unpleasant emotions easily, such as anger, anxiety, fear, jealousy etc. Relating it to domestic violence those high in neuroticism are easily provoked, interpret ordinary words as a threat and they always harbor negative feelings or thoughts in their heart for long period of time whereas those low in neuroticism are calm, find it difficult to interpret ordinary words as a threat, emotionally stable and free from hording negative thoughts in their hearts against their partner. This trait is a propensity to live in a bad state of feeling. Individual with this trait retaliate badly and undesirably to stressors. Individuals on a high score in this trait have a propensity to blast things out of part. They perceive the bad side. This finding is in consonance with the previous findings of Ulloa, Hammeth, O’Neal, Lydston and Aramburo who reported a significant relationship between openness to experience and intimate partner violence in their study to examine the association between the Big Five personality traits and IPV perpetration and victimization among men and women from a large, nationally representative sample.

The result showed that agreeableness did not predict intimate partner violence significantly. This finding is in agreement with the finding on “A controlled study of the big five personality dimensions in sex offenders. Non –sex offenders and relationship with offending behaviour and childhood abuse” by Becerra-Garcia and Garcia (2011). The finding of the study revealed that the Big Five personality of agreeableness with likeable and compassionate traits is related inversely to coercive conflict tactics and expressions of negative effect. Also related negatively to demand/withdraw in marriage and is associated positively with affectively positive strategies like affirmations and appeasements. Individuals under this trait have a tendency of becoming compassionate and cooperative rather than suspicious and antagonistic towards others. Relating it to intimate partner violence those low in agreeableness are less concerned with their partner's well-being, always place self-interest above getting along with their partner and always arguing with their partner whereas those high in agreeableness get along with their partner and always placing their partner's interest more than theirs. The aftermath of this trait is good relationship, love and cooperation less prone to, arguments that may lead to domestic violence little or no hostility, and aggression”. In this aspect of Big five model of personality there are also six dimensions that describes agreeableness trait. The findings of the study implied that a decrease in personality traits (extraversion, conscientiousness, neuroticism and openness to experience), and job satisfaction brings about an increase in intimate partner violence and vice versa.

The second hypothesis which stated that family support will significantly moderate the relationship between personality traits and intimate partner violence of married couples in Anambra State was also accepted. A possible explanation of this finding is that when family support decreases, intimate partner violence increases and vice versa. This shows that family support has a role to play in determining the influence of personality traits and job satisfaction on intimate partner violence. To the best of the knowledge of the researcher, no prior finding has linked the role of family support in moderating the influence of personality traits and intimate partner violence; however, possible explanations regarding this finding could be traced to different theoretical standpoints and empirical discoveries.

In terms of theoretical assumptions, stress buffering theory, which propose that family support have an effect upon the individual's psychological well-being only in the presence of certain social condition such as stressful life event. Stress buffering hypothesis proposes that family and social support attenuates the relation between negative life event and the risk for development of depression (Wheaten, 1985). This interactive model posits that when faced with troubling life event like intimate partner violence, individual with greater support from family and friends are less likely to become depressed than individual with lower level of support. This family support presumably enhances efficacy, esteem and confidence, thereby increasing an individual's perception that he or she can cope effectively with negative life event. In addition, the tangible support provided by family members may directly facilitate the resolution of negative life event, (e.g. intimate partner violence). Moreover, this finding corroborates with the works of Davis, Morris and Kraus (1988) who stated that social and family support seems to be good medicine for the mind as well as the body. Studies have often found ties between deficiencies in social networks, family networks and person's functioning (e.g Segrin, 2001). They noted, for example that people who are isolated and lack social or family or intimacy in their lives are more likely to adapt maladaptive coping strategies and become depressed when under adverse stress-related circumstances like intimate partner violence than people with supportive family and friends.

The third hypothesis which stated that family support will significantly moderate the relationship between job satisfaction and intimate partner violence was also accepted. This shows that the importance of close family ties and assistance from family members cannot be over-emphasized in the couples' day to day existence and in their work lives. The findings from the study of Wen et al, 2020 which investigated the chain mediating roles of work-to-family enrichment (WFE), family-to-work enrichment (FWE), and job related well-being on the relationship between family support and job satisfaction emphasized the important combination of work-family enrichment and job related well-being in helping employees to harness support from their family members to achieve job satisfaction. The study by Ashari et al, 2021 aimed to measure the effect of work-family conflict and social support (supervisor, peer, and family support) on the job satisfaction of employees of two private companies in Indonesia concluded that work-family conflict, peer support, and family support have a significant effect on job satisfaction. Therefore, family support is vital in settling the menace of intimate partner violence with regards to work related grievances and shortcomings.

### **Implications of the Study**

The findings of the study implied that a decrease in personality traits (extraversion, conscientiousness, neuroticism and openness to experience), and job satisfaction brings about an increase in intimate partner violence and vice versa. The result showed also that a decrease in family support brings about an increase in intimate partner violence and vice versa. It also showed that family supports are better moderators of personality traits and job satisfactions with regards to intimate partner violence. The study has both theoretical and practical implications.

Theoretically, despite the fact that a lot of past studies have been explicit on the implications of intimate partner violence among married couples, this study was also added to the body of knowledge on intimate partner violence. It is the first study to the best of the knowledge of the researcher to integrate personality traits (extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) and job satisfaction of married couples in Anambra State on intimate partner violence: the moderating roles of family support. Hence, the findings of this study added to the emerging body of research on intimate partner violence by revealing that personality traits and job satisfaction are related to intimate partner violence and serve as negative and positive predictors that influence intimate partner violence. It also revealed that

family support moderated the effects of personality traits and job satisfaction on intimate partner violence.

Practically, the finding highlights family support as a key moderator in reducing IPV risk. Family support can cushion the negative impact of stress, job dissatisfaction and conflict in relationships, thereby reducing IPV risk. Findings of this study have policy implications for health care providers, social care practitioners and the general public health workers since they are the frontiers in addressing biopsychosocial needs of persons who experience violence, especially from intimate partners. Given the under-reported nature of violence perpetrated by intimate partners, there is urgent need to create awareness of the situation in order to improve evidence-based practice among policymakers and social care service providers as well as increased capacity for data collection on intimate partner violence. Since personality traits influence intimate partner violence, efforts should be made to integrate the prevention of violence into religious, family, social, educational training and teachings given that they are primary agents of socialization influencing personality make-up. Policy makers, social workers, clinicians, psychologists, among others should always consider personality traits, job satisfaction and family support when dealing with issues on intimate partner violence. Findings of this study could potentially influence local and international policies and programs to mitigate violence among intimate partners. The findings of the study also have a lot of counseling implications. Counseling is about assisting people overcome emotional challenges in their lives. Therefore learning personality traits of individuals especially married couples can adequately contribute to prevention, screening and necessary treatments of issues of intimate partner violence. To facilitate the optimal development of the victim of intimate partner violence, there is need for counselors to have strong empathy, a desire to help, be supportive and ability to contain relationship based process taking place between themselves and victim of abuse. Helping victim of intimate partner violence plan a safe strategy for living is imperative. Another implication derived from the findings of this study is the need for employers of labour at all levels to pay attention to their workers, advice and give positive supports that will enable them to be satisfied with their jobs. Furthermore, it is advised that social/family support should be promoted in positive directions as it will help in reducing the likely tendencies to engage in intimate partner violence.

### **Limitations and Future Directions**

Some of the limitations encountered in the study, which can influence the outcome of the present study include:

- The sample size of this study might be considered small for a study that involved teachers and civil servants in Anambra State. The researcher limited the sample size for manageability sake. This may limit the generalization of the results, thus future study should apply a more representative sample of the population.
- The research was restricted to only teachers and civil servants in Anambra State, Results from similar investigation, in States in other regions of Nigeria may or may not confirm the present findings.
- There was a problem of participation and cooperation. Some of the test materials administered were not completely filled. This however, reduced the range of ecological validity of the data gathered.
- Another limitation of this study is the self-reporting nature of the questionnaires used to collect data. It is well known that self-reporting questionnaires are prone to exaggeration and embellishment. These limitations notwithstanding, the study has significantly contributed to the field of knowledge in Psychology.

Researchers who are interested in replicating or conducting a similar study in future should consider the limitations of the study and take caution so as to obtain a generalizable result for

the study. In view of this, the authors express that this is likely the first study on personality traits and job satisfaction of married public servants in Anambra State on intimate partner violence: the moderating role of family support. Therefore, it is suggested that more research should be done with a larger number of samples so as to have an in-depth understanding of these constructs. Studies should be widened beyond the scope of this study, thus this research should be replicated in other areas like industries, and banks e.t.c. Future studies should also consider using qualitative method (interview) in gathering data for the study. This, the researcher believe will give room for a better information void of exaggeration or perception which could affect the findings. Efforts should be made to accommodate cross-cultural studies for wider ecological validity. Moreover, further studies of this nature need to be conducted in Nigeria to provide grounds for comparison, and to validate the findings of the study.

### **Recommendations**

Based on the findings of this study, it is recommended that;

Personality assessment and insightful counseling should be encouraged among couples; this will allow them to understand each other better and they will be able to build social skills that will aid stable, strong and peaceful homes in the society especially during difficult moments.

Counselors and practitioners handling cases of abuse need to adequately learn personality traits and use it in prevention, screening and treatment of abuse cases.

Family support mechanisms should be encouraged among married couples as this will go a long way in preventing and reducing intimate partner violence among married couples.

Research efforts should focus in-depth on this issue of intimate partner violence to find out the various variables that are likely to influence intimate partner violence.

Researchers in intimate partner violence should not fail to make their findings open to the public through media or journals, as this will help to educate the public more on some of their shortcomings that tend to worsen or deteriorate intimate partner violence among married couples.

The present research should be replicated, keeping its limitations in view to test accuracy of the findings or the research can be conducted in other settings to compare results gotten from other environments with the present study results.

### **Conclusion**

Intimate partner violence (IPV), an internationally public health issue has not been just a health problem but also a social and economic problem in the world. It has affected millions of people across the globe irrespective of their race, religion or social status. Its scourge to the society is enormous and its impact on health and economy is substantial. This necessitated the family support mechanism as the moderating variable between personality traits and job satisfaction of married couples in Anambra State. Although a good number of researches had been carried out on intimate partner violence, not much has been done on the relatedness of personality traits and job satisfaction on intimate partner violence: the moderating role of family support among married public servants, therefore bringing the need for the research.

Finally, it is hoped that this research findings will encourage researchers to explore other possible influencing variables that will have an effect positively or negatively on intimate partner violence. This is because understanding variables that are related to intimate partner violence will widen the understanding of violent behaviours and give an edge to those who are interested in curbing partner violence.

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