
**PERSONALITY TRAITS AS CORRELATES OF JOB COMMITMENT
AMONG SOCIAL WORKERS IN RIVERS STATE**

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ABSTRACT

The study investigated personality traits as correlates of job commitment among social workers in Rivers State. Five research questions and five null hypotheses guided the study. This study adopted correlational research design. The population of the study was 632 social workers who are registered in Rivers state. Two instruments were used for the study. They are, Personality Trait Scale (PTS) and Job Commitment Scale (JCS). For the face and content validity of the instruments, two copies each with the aim/objectives, research questions and hypotheses were given to two experts. To ensure the reliability of the instruments Cronbach alpha (α) technique was used. The coefficients obtained are 0.76, 0.82, 0.67, 0.74, 0.78 and 0.77 for conscientiousness, agreeableness, openness to experience, extraversion, neuroticism and job commitment respectively. The coefficient values so obtained reflected high internal consistency. Research questions were answered using simple regression while hypotheses were tested using t-test associated with simple regression. The findings of the study showed that there was a significant independent relationship between personality traits (openness to experience, conscientiousness, extroversion, agreeableness and neuroticism) and job commitment among social workers in Rivers State. It was recommended that government should realize that health workers are also human beings with a lot of personal and family responsibilities. Hence, the government should look beyond only achieving their organizational goals and help improve the welfare packages of health workers while also because they face a high risk in their jobs.

KEYWORDS: Personality traits, openness to experience, conscientiousness, extroversion, agreeableness and neuroticism and job commitment.

INTRODUCTION

Every individual in society aspires to live a healthy, tolerant, safe, inclusive and fair life. Social work services have an essential contribution to make in achieving that goal. Social work is an academic discipline and practice-based profession concerned with meeting the basic needs of individuals, families, groups, communities, and society as a whole to enhance their individual and collective well-being. The history of social work originated from the works of charity organizations. The emergence of the Charity Organization Society in England in 1880 is regarded in most works of literature as the foundation for the administration of social welfare. The Charity Organization was initiated with the main purpose of coordinating charitable works for individuals and groups displaced as a result of the industrial revolution.

Social workers are indispensable in the well-being of any nation and are pivots on which social well-being wheels revolve. Ashimole (2021) underscored that social workers work with adults, children and families and often specialize in a specific field of work, such as support for children and families, or working with adults with physical disability or mental health related needs. Social workers bring focused expertise that can make them particularly valuable in certain contexts or situations. Social workers serve individuals, groups, and communities by helping people address the problems they face in their everyday lives. In discharging this duty some of the individuals who engages in social work may not be committed to their job.

Commitment has been defined in many ways and numerous research has been done regarding work commitment and satisfaction in the higher educational institutes. Job commitment is identified with representatives' state of mind and their execution effectiveness (Makanjee, et al. 2016). Job commitment is defined as the level of dedication and loyalty an employee exhibits towards their organization, influenced by the psychological contract and the mutual expectations established between the employee and employer (Akanbi, et al. 2023). It plays a crucial role in enhancing motivation, productivity, and overall organizational success.

Meyer and Allen as cited in Mercurio (2015) stated three-component model of job commitment. Meyer and Allen created this model for two reasons: first "aid in the interpretation of existing research" and second to serve as a framework for future research (Mercurio, 2015). Their study was based mainly around previous studies of organizational commitment. Meyer and Allen indicated that there are three "mind sets" which can characterize a job commitment to the organization. Mercurio (2015) extended this model by reviewing the empirical and theoretical studies on organizational commitment. Mercurio

posits that emotional, or affective commitment is the core essence of organizational commitment. Affective Commitment is defined as the employee's positive emotional attachment to the organization (Mercurio, 2015). A social worker who is affectively committed strongly identifies with the goals of the organization and desires to remain a part of the organization. This social worker commits to the organization because they "want to".

Continuance commitment is the "need" component or the gains versus losses of working in an organization. A social worker may commit to the organization because he/she perceives a high cost of losing organizational membership (Solinger, 2018). Things like economic costs (such as pension accruals) and social costs (friendship ties with co-workers) would be costs of losing organizational membership. But an individual doesn't see the positive costs as enough to stay with an organization they must also take into account the availability of alternatives (such as another organization), disrupt personal relationships, and other "side bets" that would be incurred from leaving their organization.

Normative commitment is the feelings of obligation, the last component of organizational commitment. These feelings may derive from a strain on an individual before and after joining an organization. For example, the organization may have invested resources in training an employee who then feels a 'moral' obligation to put forth effort on the job and stay with the organization to 'repay the debt.' It may also reflect an internalized norm, developed before the person joins the organization through family or other socialization processes, that one should be loyal to one's organization.

According to John & Elyse (2017) job commitment is defined as the level of enthusiasm an social worker has towards his/her tasks assigned at a workplace. It is the feeling of responsibility that a person has towards the goals, mission and vision of the organization. Job commitment results in higher levels of job commitment and improved job performance among social workers, increased return to shareholders as the sales increase and operational costs reduce. Job commitment also leads to increase in social worker turnover, lower levels of intention to leave, reduced intention to look for alternative and reduced absenteeism. Workers commitment to an organization is a sign that the social workers are satisfied with their employer with regards to their expectations and the kind of leadership empowerment they received. When organizations leadership meets the expectations of their social workers', this will spur them to develop commitment to the organization. This means that commitment is the outcome of the organization providing an enabling environment for the workers to maximize their full potential; that enables the organization to derive value for its investment

on the workers. One veritable instrument for achieving job commitment is through deliberate and efficient talent management practices by the leaders of the organization.

Job commitment has been associated with a number of positive outcomes. Social workers who are committed to their employing organizations are less likely to quit than those who are not. Greater job commitment has also been linked to lower rates of absenteeism and better job performance. Because of its relationship to these important outcomes, job commitment is one of the more thoroughly investigated topics in the organizational literature. Few studies, however, have examined job commitment among staff in long-term care. Many variables have been linked to job commitment, including job commitment, work environment characteristics, and social worker characteristics. There is a controversy, however, concerning the causal nature of this relationship. Although some researchers suggest that job commitment causes job commitment, others indicate that job commitment causes job commitment. Still others argue that the relationship between job commitment and organizational might be reciprocal. Overall, there is more research evidence suggesting that job commitment is a cause of job commitment rather than the opposite.

The social workers welfare consists of preventive actions, medical care actions, retirement actions, and insurance actions. Job commitment also consists of affective commitment, continuance commitment, and normative commitment. Generally, social worker welfare management is summarized to 5 elements: output system; actions process; input system; internal and external environmental condition; and feedback. Social worker welfare (the third subdivision) is the process of designing safety, medical care plans and welfare services actions (Syedjavadin, 2014).

Abubakar (2017) revealed that social worker welfare could lead to social worker satisfaction and engagement. Murat (2014) found that there were positive relationships between social worker welfare (recruitment and selection, training and development, compensation and benefits, performance appraisals), job commitment and job commitment. In the same line, Mizan (2013) found that there were positive relationships among specific social worker welfare practices, job commitment and job commitment among staff in the tertiary institutions.

Furthermore, measuring the job commitment of a social workers is also very necessary as it helps in improving the quality of social work. The periodic feedback also helps in recognizing the gaps in social work and in formulation of remedial plans. At present, a social workers is expected to be in the possession of a detailed set of professional and personal skills such as being an empathic, team leader, working well with colleagues and

understanding the individuals, and knowledge of the problems of people. These dispositions of a social worker largely help him/her to react differently in various situations of workplace. Hence, the quality of social work depends upon the social well-being of the people. The interest of the researcher is in the last two factors, which are: personality traits as they relate to social workers job commitment.

Commitment is one of the variables that is rooted in social workers' personality, which also influences his/her job responsibilities. This is essential because it will help social workers select the best approach of handling issues. It is obvious that personality traits is dependent on the social worker's job commitment in Rivers state. As Harris and Fleming (2015) rightly pointed out, personality traits are important because they determine the commitment of social workers. The degree to which an employee is dedicated to the company can be seen as a reflection of both their desire to put in a long shift and their devotion to the company's objectives and beliefs (Shabahang & Amani, 2016).

Personality is a characteristic way of thinking, feeling, and behaving. Personality embraces moods, attitudes, and opinions and is most clearly expressed in interactions with other people. It includes behavioral characteristics, both inherent and acquired, that distinguish one person from another and that can be observed in people's relations to the environment and to the social group.

A personality trait describes how a person tends to think, feel, and behave on an ongoing basis. They are characteristics of enduring behavioral and emotional patterns, rather than isolated occurrences. For example, anyone can occasionally have a bad day and make a snappy remark. When this happens in isolation, it doesn't reflect a personality trait. However, when someone's typical behavior is to snap at people rather than communicating politely, then "irritable" is likely one of their personality traits.

Personality trait was borrowed by early theorists from biology according to psychologist Richard (2017), where it still generally refers to hereditary, permanent, and physically based characteristics. Nobel laureate James Heckman also observed that the term transmits "a sense of immutability or permanence" (Heckman & Kautz, 2024) and some prominent sources exceptionally traits as "natural born" (Gregoire, 2014). Such perceptions of personality traits are different from the contemporary personality definition. Contrary to previous beliefs that personality traits are set like cement, and will never become dynamic.

There are new evidences that personality can be altered through intervention according to Roberts et al (2017) and nonclinical according to Hudson and Fraley, (2015). It is essential therefore to note that in consideration of possible correlations between personality traits and

job commitment, it is important to be aware of the fact that the traits in question are not unchangeable, inherited, or inborn.

Studies indicated that the Big Five traits are not almost as influential in forecasting and describing actual behaviour as are the more several facets or primary traits. Each of the Big Five personality qualities has two separate, but interrelated, facets revealing a stage of personality below the broad domains but above the many part scales that are also part of the Big Five (DeYoung, et al. 2017). The five aspects have been explained as conscientiousness, agreeableness, extroversion, openness to experience and neuroticism, often denoted by the acronyms CANOE or OCEAN. Underneath each projected global factor, there are various connected and more particular primary factors. For instance, extroversion is believed to consist of such related characters as excitement seeking, warmth gregariousness, assertiveness, positive emotions and activity (Matthews, et al. 2023).

Conscientiousness is a propensity to display willpower, strive for achievement against measures or outside expectations and act dutifully. It is connected to the manner in which individuals regulate, direct and control their impulses. High scores on meticulousness indicate a fondness for planned against spur-of-the-moment behaviour. Surgency from external activity/situations, and energy creation from external means Extroversion is exemplified by breadth of activities (as opposed to depth). This does not mean that they are or unsociable or unfriendly; rather, they are preserved in social situations (Rothmann & Coetzer, 2023). By and large, individuals are a blend of introversion and extroversion, with personality psychologist Eysenck proposing that these traits are linked somehow to our central nervous system (Rothmann & Coetzer, 2023).

Agreeableness trait replicates individual differences in common concern for social harmony. Individuals that are agreeable, value getting along with other people. They are usually considerate, generous, kind, helpful, trusting and trustworthy, and willing to compromise their interests with people (Rothmann & Coetzer, 2023). Agreeableness also absolutely predicts transformational leadership skills. Neuroticism is the ability to understand negative emotions, such as anxiety, depression or anger. Neuroticism is a standard temperament trait that has been carefully studied in temperament research for over a decade. Neuroticism is linked to a negative approach toward work, apparent anxiety linked with work and confidence that work impedes personal relationships. In addition, people who score high on neuroticism may exhibit more skin conductance reactivity than those who score low on neuroticism.

It is important to understand the relationship between personality traits and job commitment in order to identify the particular personality trait and motivation that influences job commitment because it will help social workers select the best approach that suits their personality to make their job more effective. Therefore, it is helpful for government to determine how to attract potential social workers, motivate and retain them in their job. There is a potential disconnect between the personality traits of social workers in Rivers State and their commitment to their jobs. This could lead to issues like high turnover, low morale, and reduced quality of service, as a lack of commitment can negatively impact individual well-being and overall organizational efficiency. The problem stems from a gap in understanding how specific personality traits interact with the unique challenges faced by social workers, which may be exacerbated by the work environment in Rivers State. Therefore the researcher is motivated to investigate personality traits as correlates of job commitment among social workers in Rivers State.

All social workers aim to make positive impacts on the lives of people. They want to make the impacts of their services felt by their people. In order to achieve this purpose, they must manifest qualities which can have positive effects on their job commitment and avoid or suppress where possible the qualities that may have negative effects on their job commitment. It was not certain whether social workers in Rivers State have characteristics that may relate positively to their job commitment or they have qualities that have negative relationship with their job and whether they are motivated enough in their job to become committed. When social workers are not committed to the optima it can lead to unprecedented disruption in the objective of their job, persistent and critical low self-esteem, and decreased motivation for self-development. An effective social worker determines the well-being of their client. By raising awareness of the importance of social work and the current issues affecting social workers. Therefore the problem of this study is to investigate personality traits as correlates of job commitment among social workers in Rivers State.

Aim and Objectives of the Study

The aim of this study was to investigate personality traits as correlates of job commitment among social workers in Rivers State. Specifically, the objectives of this study were to:

1. Investigate the extent to which openness to experience relate to job commitment among social workers in Rivers State.
2. Ascertain the extent to which conscientiousness relate to job commitment among social workers in Rivers State.

3. Examine the extent to which extroversion relate to job commitment among social workers in Rivers State.
4. Investigate the extent to which agreeableness relate job commitment among social workers in Rivers State.
5. To find out the extent to which neuroticism relate to job commitment among social workers in Rivers State.

Research Questions

The following research questions guided the study:

1. What is the extent of relationship between openness to experience and job commitment among social workers in Rivers State?
2. What is the extent of relationship between conscientiousness personality trait and job commitment among social workers in Rivers State?
3. What is the extent of relationship between extroversion personality trait and job commitment among social workers in Rivers State?
4. What is the extent of relationship between agreeableness personality trait and job commitment among social workers in Rivers State?
5. What is the extent of relationship between neuroticism personality trait and job commitment among social workers in Rivers State?

Hypotheses

The following hypotheses guided the study:

1. There is no significant relationship between openness to experience and job commitment among social workers in Rivers State.
2. There is no significant relationship between conscientiousness and job commitment among social workers in Rivers State.
3. There is no significant relationship between extroversion and job commitment among social workers in Rivers State.
4. There is no significant relationship between agreeableness and job commitment among social workers in Rivers State.
5. There is no significant relationship between neuroticism and job commitment among social workers in Rivers State.

METHODOLOGY

Research Design

The design for this study was correlational research design. Kpolovie (2010) defined correlational design as an investigation of the degree and direction or nature of relationship that exist between a dependent variable (criterion variable) and one or more independent variables (predictor variables). According to him it is aimed at understanding the variables by measuring differently and investigating how they change in agreement with others.

Population for the Study

The population of this study comprised all social workers in Rivers State. The total number of Registered Social Workers in Rivers state is 634 (Nations Association of Social Workers (NAOSW), 2025).

Sampling Technique

The sample size for the study was 180 social workers who are registered in Rivers state. Taro Yamene Formula was used to determine the sample size. Simple random sampling technique by balloting was used to distribute the sample size.

Instruments for Data Collection

Three instruments were used for the study. They are, Personality Trait Scale (PTS), Motivation Scale (MS) and Job Commitment Scale (JCS). For the instruments, face and content validities were conducted by giving copies of the instrument to researcher's supervisors and two experts in the area of Educational Measurement and Evaluation. To ensure the reliability of the instruments, Cronbach alpha (α) technique was used for all the instruments. The coefficients obtained are 0.76, 0.82, 0.67, 0.74, 0.78 and 0.77 for conscientiousness, agreeableness, openness to experience, extraversion, neuroticism and job commitment respectively.

Method of Data Collection

The instruments were administered directly to the social workers in their respective offices by the researcher with the help of two research assistants, after permission is sought from them. The instruments were administered on the social workers after giving uniform instructions. The instruments were collected on the spot.

Method of Data Analysis

Research questions were answered using simple regression hypotheses were tested using t-test associated with simple regression.

RESULTS

Research Question 1: To what extent does openness to experience relate to job commitment among social workers in Rivers State?

Table 1: Simple regression table showing the relationship between openness to experience personality trait and job commitment.

Model	R	R ²	Adjusted R ²	Std. Error of the Estimate
1	.196a	.038	.035	6.74202

Data presentation on the relationship between openness to experience personality trait and job commitment showed that an R value of 0.196 was gotten with an R² value of 0.038 and an adjusted R² of 0.035. On the basis of the adjusted R² value obtained, it can be seen that openness to experience personality trait accounted for 3.8% variation in the job commitment among social workers in Rivers State. This result showed that there is a positive relationship between openness to experience and job commitment.

Hypothesis 1: There is no significant relationship between openness personality trait and job commitment among social workers in Rivers State.

Table 2: Summary of analysis, of simple regression associated with t-test on the extent to which openness to experience personality trait significantly relate to job commitment.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	16.389	1.564		10.477	.000
Openness to experience personality trait	.296	.088	.196	3.373	.001

The result in table 2 showed that the beta of .196 and a t-value of 3.373 was obtained when the obtained regression coefficient was tested for significance, based on the sig-value of 0.001 which was less than the alpha of 0.05. This result therefore indicates that openness to experience personality trait significantly relate to job commitment among social workers in Rivers State. The null hypothesis was therefore rejected.

Research Question: 2: To what extent does conscientiousness relate to job commitment among social workers in Rivers State?

Table 3: Summary of simple regression of the relationship between conscientiousness personality trait and job commitment.

R	R ²	Adjusted R ²	Adj Error of the estimate
.249a	.062	.059	6.65914

Table 3 Shows that the relationship between conscientiousness personality trait and job commitment yielded an R value of 0.249 this is, alongside a coefficient of determination R² of 0.062 and an adjusted coefficient of determination an (adj R²) of 0.059, it is deduced that 6.2% of the changes in job commitment are dependent on the changes of the effect of conscientiousness personality trait. On the other hand, the remaining, 93.8% of the changes in job commitment among social workers are attributable to factors outside conscientiousness personality trait. This result showed that there is a positive relationship between conscientiousness and job commitment among social workers in Rivers State.

Hypothesis 2: There is no significant relationship between conscientiousness personality trait and job commitment among social workers in Rivers State.

Table 4: Summary of analysis, of simple regression associated with t-test on the extent to which conscientiousness personality trait significantly relate to job commitment.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	26.617	1.246		21.366	.000
Conscientiousness personality trait	-.247	.057	-.249	-4.336	.000

The result in table 4 showed that the beta of -.249 and a t-value of -4.336 was obtained when the obtained regression coefficient was tested for significance, based on the sig-value of 0.000 which is less than the alpha of 0.05. This result therefore indicates that conscientiousness personality trait significantly relate to job commitment among social workers in Rivers State. The null hypothesis was therefore rejected.

Research Question 3: To what extent does extroversion relate to job commitment among social workers in Rivers State?

Table 5. Summary of simple regression of the relationship between extroversion personality trait and job commitment

R	R ²	Adj.R ²	Std error of the estimate
.139a	.019	.016	6.80825

In response to research question three, the result showed that a linear regression coefficient obtained for the relationship between extroversion personality trait and job commitment among social workers in Rivers State, R value was 0.139, while the coefficient of determination, R^2 was 0.019, and the adjusted R^2 was 0.016. Based on R^2 value, it therefore indicates that 1.9% of the variations in job commitment among social workers in Rivers State can be attributed and explained by their extroversion personality trait while the remaining 98.1% can be attributed to other factors. This result showed that there is a low positive relationship between extroversion and job commitment among social workers in Rivers State.

Hypothesis 3: There is no significant relationship between extroversion personality trait and job commitment among social workers in Rivers State.

Table 6: Summary of analysis, of simple regression associated with t-test on the extent to which extroversion personality trait significantly relate to job commitment.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	24.433	1.302		18.759	.000
Extroversion personality trait	-.141	.059	-.139	-2.374	.018

The result in table 6 showed that the beta of $-.139$ and a t-value of -2.374 was obtained when the obtained regression coefficient was tested for significance, based on the sig-value of 0.018 which is less than the alpha of 0.05. This result therefore indicates that extroversion personality trait significantly relate to job commitment among social workers in Rivers State. The null hypothesis was therefore rejected.

Research Question Four: To what extent does agreeableness relate to job commitment among social workers in Rivers State?

Table 7: Regression coefficient of the relationship between agreeableness personality trait and job commitment among social workers in Rivers State.

Model	R	R^2	Adjusted R^2	Std. Error of the Estimate
1	.181a	.033	.029	6.76187

From the result presented in Table 7 on the relationship between agreeableness personality trait and job commitment among social workers in Rivers State, an R-value of 0.181 was obtained with an R^2 value of 0.033 and an adjusted R^2 value of 0.029. From the R^2 it can be

deduced that agreeableness personality trait accounted for about 3.3% of job commitment among social workers in Rivers State. This result showed that there is a positive relationship between agreeableness and job commitment among social workers in Rivers State.

Hypothesis Four: There is no significant relationship between agreeableness personality trait and job commitment among social workers in Rivers State?

Table 8: Summary of analysis, of simple regression associated with t-test on the extent to which agreeableness personality trait significantly relate to job commitment.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.231	1.269		19.883	.000
	Agreeableness personality trait	-.182	.059	-.181	-3.105	.002

The result in table 8 showed that the beta of .181 and a t-value of -3.105 was obtained when the obtained regression coefficient was tested for significance, based on the sig-value of 0.002 which is higher than the alpha of 0.05. This result therefore indicates that agreeableness personality trait significantly relate to job commitment among social workers in Rivers State. The null hypothesis was therefore rejected.

Research Question 5: To what extent does neuroticism relate to job commitment among social workers in Rivers State?

Table 9: Simple regression table showing relationship between neuroticism personality trait and job commitment among the social workers in Rivers State.

R	R ²	Adjusted R ²	Adj Error of the estimate
.043a	.002	-.002	6.86898

Data presentation on the relationship between neuroticism personality trait and job commitment showed that an R value of 0.043 was gotten with an R² value of 0.002 and an adjusted R² of -0.002. On the basis of the adjusted R² value obtained, it can be seen that neuroticism personality trait accounted for 0.2% variation in the job commitment among the social workers in Rivers State. This result showed that there is a negative relationship between neuroticism and job commitment among social workers in Rivers State.

Hypothesis 5: There is no significant relationship between neuroticism personality trait and job commitment among social workers in Rivers State.

Table 10: Summary of analysis, of simple regression associated with t-test on the extent to which neuroticism personality trait significantly relate to job commitment.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	20.252	1.764		11.483	.000
Neuroticism personality trait	.072	.100	.043	.722	.471

The result in table 10 showed that the beta of .043 and a t-value of 0.722 was obtained when the obtained regression coefficient was tested for significance, based on the sig-value of 0.471 which is higher than the alpha of 0.05. This result therefore indicates that neuroticism personality trait does not significantly relate to job commitment among social workers in Rivers State. The null hypothesis was therefore retained.

DISCUSSION OF THE FINDINGS

Openness to experience personality trait and job commitment

The result of the research question one in table 2 showed that there is a positive relationship between openness to experience and job commitment among social workers in Rivers State. Also the hypothesis one in table 2 revealed that there was a significant relationship between openness to experience personality trait and job commitment among social workers in Rivers State. The relationship was statistically significant at 0.5 level of significance. This relationship between openness to experience personality trait and job commitment among social workers in Rivers State means that as the score on openness to experience personality trait increases, there was corresponding increase in job commitment among social workers in Rivers State and vice versa. This findings is not surprising to the researcher because openness to experience, (sometimes called openness), is a one of the five core personality traits of the Five-Factor model of personality. Those who are high in the trait of openness are more willing to embrace new things, fresh ideas, and novel experiences. This result is similar to that obtained by Tawanda (2023) who studied the connections among personality variables, work values and job contentment in University of Tennessee - Knoxville. The outcomes of a series of multiple regressions recognized conscientiousness, openness, emotional stability and agreeableness as noteworthy predictors of job commitment. The narrow personality traits

recognized in the multiple regression as major predictors of career accomplishment were: hopefulness, tough mindedness, assertiveness, intrinsic motivation and customer service.

Conscientiousness personality trait and job commitment

The result of research question two in table 4 showed that there is a low positive relationship between conscientiousness personality traits and job commitment among social workers in Rivers State. Also the hypothesis two in table 4.4, revealed that there was significant relationship between conscientiousness personality trait and job commitment among social workers in Rivers State. The relationship was statistically significant at 0.5 level of significance. This result implied that social workers who scored highly on the section of conscientiousness personality trait are prone to score high in their job commitment. However, the reported positive relationship indicates that all those who are high in conscientiousness personality trait also scored high in their job commitment. This result is not surprising to the researcher because conscientiousness is the personality trait of being responsible, careful, or diligent. Conscientiousness implies a desire to do a task well, and to take obligations to others seriously. Conscientious people tend to be efficient and organized as opposed to easy-going and disorderly. This result is similar to that obtained by Weix (2025) who examined the affiliation between job performance and personality traits in the education department of Kerman province. Extensive theoretical research of job performance and personality were probed. Outcomes indicated that there was a noteworthy connection between personality traits and job performance, such as personality traits are vital components of job performance.

Extroversion personality trait and job commitment

The result of research question three in table 6 showed that there is a low positive relationship between extroversion and job commitment among social workers in Rivers State. Also hypothesis three in table 4.6, revealed that there was a significant relationship between extroversion personality trait and job commitment among social workers in Rivers State. The relationship was statistically significant at 0.5 level of significance. The meaning of this result is that individual or social workers who are high in extroversion personality trait will find it difficult in engaging to social activities. On the basis of the instrument administered, social workers who reported high values on the section extroversion personality trait are most likely to score low on their job commitment as tested using the instrument for the study. Conversely those who score high on the section of extroversion personality trait are most

likely to score low in their job commitment. This result is not surprising to the researcher because an adult with poor extroversion personality trait may lack self-confidence and self-esteem and have trouble handling stress and frustration. Often, this might result in anger or anxiety. In more severe cases, it can even lead to being diagnosed with a mental health condition.

In the study conducted by Aboelmhasen (2023) who investigated personality traits as the predictor of motivation (EI) among the university social workers working as student advisors. The outcomes also demonstrated that conscientiousness and neuroticism have no impact on EI.

Agreeableness personality trait and job commitment

The result of research question four in table 8 showed that there is a positive relationship between agreeableness and job commitment among social workers in Rivers State. Also the hypothesis four in table 4.8, revealed that there was a significant relationship between agreeableness personality trait and job commitment among social workers in Rivers State. The relationship was statistically significant at 0.5 level of significance. This result implied that students who scored highly on the section of agreeableness personality trait are prone to score moderately in their job commitment. However, the reported positive high relationship indicates that all those who are agreeableness also scored high in their job commitment. This result is not surprising to the researcher because agreeableness is a personality trait that describes a person's ability to put others needs before their own. Those who are more agreeable are more likely to be empathetic and find pleasure in helping others and working with people who need more help. This result is dissimilar to that obtained by Ben (2013) who investigated the degree to which personality traits of agricultural science social workers sway efficient school farm running in Cross River State, Nigeria. The outcomes demonstrated that all the null hypotheses were rejected, apart from some variables in hypotheses 5 and 6 were upheld. Conversely, the deliberations proved that to a great degree the discoveries stuck to certain empirical studies and existing theories. This result is also similar to the findings of Aboelmhasen (2023) who investigated administrative effectiveness and personality traits of secondary school principals in Southwestern Nigeria with the intention of enhancing managerial expertise of secondary school principals. The outcomes displayed that 65.8% of social workers signify that their principals were very efficient.

Neuroticism personality trait and job commitment

The result of research question five in table 10 showed that there is a negative relationship between openness to experience and job commitment among social workers in Rivers State. Also hypothesis five in table 4.10, revealed that there was no significant relationship between neuroticism personality trait and job commitment among social workers in Rivers State. The relationship was not statistically significant at 0.5 level of significance. The meaning of this result is that individual or social workers who have high neuroticism personality trait will have low job commitment. Conversely those who score low on the section of neuroticism personality trait are most likely to score high in their job commitment. This result is not surprising to the researcher because neuroticism is the trait disposition to experience negative affects, including anger, anxiety, self-consciousness, irritability, emotional instability, and depression. The findings of this result are a further confirmation of that obtained by Aboelmhasen (2023) who investigated socio-demographic variables (qualification, age and years of experience) and personality traits as predictors of teaching efficiency of social workers in Enugu State. Some key discoveries of this research indicated that there was a significant and positive joint relationship between job commitment and personality traits; openness to experience, extroversion, conscientiousness and agreeableness all had a positive affiliation with teaching efficiency of social workers while neuroticism had a negative link with the teaching efficiency.

CONCLUSION

Personality traits like agreeableness, conscientiousness and extraversion are significant correlates of job commitment among social workers in Rivers State. Studies show that specific personality traits and a strong sense of purpose are positively associated with higher levels of job commitment. Based on the findings of the study the study concluded that there is significant positive relationship between personality traits and job commitment among social workers in Rivers State.

Recommendations

Based on the results and findings, the following recommendation were made:

1. Social work organizations should consider personality characteristics during recruitment and placement. Relevant personality assessment should be used alongside professional qualifications, experience, and other selection criteria to ensure that social workers are placed in roles that fit their individual characteristics and job demands.

2. Social work employers should develop personality-sensitive staff development programmes. Training should be designed to strengthen desirable work behaviours such as adaptability, responsibility, cooperation, emotional stability, empathy, and commitment to professional responsibilities.
3. Social workers high in conscientiousness should be encouraged and supported. Since conscientiousness is associated with qualities such as responsibility, diligence, self-discipline, and goal orientation, organizations should provide opportunities for such workers to take on responsibilities that require planning, organization, and consistent service delivery.
4. Opportunities for innovation and professional development should be provided for social workers who are open to experience. Workshops, continuing professional education, exposure to new intervention techniques, and opportunities to participate in innovative social work programmes may help maintain their interest and commitment to their jobs.
5. Social workers with high extraversion should be given opportunities for interpersonal and community-based responsibilities. Their social orientation and willingness to interact with others can be effectively utilized in community mobilization, advocacy, outreach programmes, group work, and client engagement.

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