The Role of Psycho-Social Dynamics Between Personality Traits and Role Stressors in College Lecturers: Mediation and Moderation

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Abstract

Psycho-social factors at workplace discourse the lines between and among working environment, job content, organizational structure, employees' abilities, different job demands and job outcomes. These constructs through perception and experience, influence mental and physical health as well as job outcomes. The main goal of the present study was to inspect the association among psycho-social factors (life satisfaction and social support), personality traits, role conflict, role ambiguity, and jobs stress in college lecturers. Moreover, this study was also intended to investigate the mediating and moderating role of psycho-social factors in the link between personality traits, role conflict, role ambiguity and jobs stress in college lecturers. Purposive-convenient sampling technique was applied base on cross-sectional research design. Six scales, satisfaction with life scale, social support scale, personality inventory, role conflict, role ambiguity scale and job stress scale were employed to assess personality traits, role conflict or ambiguity, social support, life satisfaction of college lecturers. One hundred twenty lecturers were enrolled from different public and private colleges of Faisalabad, Pakistan from August, 2019 to January, 2020. This study's results demonstrated that extrovert trait of personality was significantly predicting to life satisfaction (β=1.13, p<.01), role conflict (β = -.27, p<.01) and interaction between social support and life satisfaction (β=.13, p<.05) in college lecturers. On the other hand, emotionally stable trait of personality was also significantly predicting to life satisfaction (β= -1.24, p<.05), role conflict (β = .53, p<.000), role ambiguity (β = -.37, p<.01) and interaction between social support and life satisfaction (β=.20, p<.01) in college lecturers. Interestingly, life satisfaction was significantly predicting to job stress (β = -5.18, p<.000), while job stress was significantly predicting to life satisfaction (β = .75, p<.05) in college lecturers. Additionally, this present study illustrated that life satisfaction fully mediated between job stress, extrovert, and emotional stable traits of personality in lecturers. Conversely, this study's findings also demonstrated that social support was not plating role of moderator on the relationship among personality traits, role ambiguity, role conflict, and jobs stress in lecturers. The results suggest that better knowledge of personality extents might be helpful to design effective

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interventions for minimizing the negative consequences of role stressors and enhance social support for the upgrading of positive attitudes.

Key Words: Life Satisfaction, Social Support, Personality Traits, Role Conflict, Role Ambiguity, Job Stress

Introduction

Psycho-social factors are the basic features that directly or indirectly influence the employees' psychological and emotional reactions to work and work environments, possibly instigating mental health complications and negative job outcomes. Psychosocial factors include the working approaches and the environment in which work occurs like relations and interference with managers and supervisors, colleagues and coworkers, and clients or consumers. Social factors comprise on common factors near to human society which are connected with social arrangements and social practices that influence the individual. Psychological aspects comprise on individual level manners and values that effect psychological conditions. Occasionally, these words are united as "psychosocial factors". It is the brief and comprehensive term for the grouping of psychological and social aspects (Stansfeld & Rasul, 2007).

The concept of Life satisfaction is a process of self-evaluation the potentials and personal capabilities for determining the way of life successfully at present and future. It is a degree of comfort and safety which is measured by the satisfied social relations with the colleagues, positive self-image, completed goals and self-perceived capability to handle with regular life activities. It is an encouraging approach of one's life as a whole in the context of economic upright, high education, noble experiences and a promising approach towards future goals. It is a multidimensional way slightly than a solitary unit. Numerous extents have been described underneath this extensive phenomena, like satisfaction with family and professional life, job satisfaction and progressive relations with colleagues. Huebner (2004) also debated the conjecturers of life satisfaction. He appealed that vigorous inter and intrapersonal affairs, a smaller amount of physical grumbles, affirmative psychological and emotional wellbeing are strappingly connected with extraordinary moods of life satisfaction. He also emphasized that pitiable and less life satisfaction is related with low self-concept, anxiety and depression, maladjustment, drug use and diverse extra psychopathologies. Many past researches have advocated that life satisfaction is mutually exaggerated by other personal and social variables like personality traits and social support (Lu, 1999; Diener, 1996; Headey & Wearing, 1989).

This disposition-environmental intangible outline represents that personality traits influence one's strategies to encounter with the daily life events as well as influence one's handling possessions and charms. In turn, substantial life occasions and social support harvest significant and enduring impression on one's personality. Different studies regarding this framework on a number of modules have produced promising conclusions. Extraversion, neuroticism personality traits and attribution style were significantly related with life satisfaction, mental health and happiness (Cheng & Furnham, 2001; Furnham & Cheng, 2000; DeNeve & Cooper, 1998). Individuals with countless social support were inclined to well-known recovering psychological health and handle with stress effectively (Lu et al., 1997; Diener, 1996). Peoples who have extraordinary psychological wellbeing and social support exhibited significantly lesser level of cortisol excretion and the oxytocin plays a vital part in biological mechanism to stress defending properties of encouraging social relations (Heinrichs et al., 2003). Individuals with low self-esteem and emotional disability cause job strain and role ambiguity (Spector, Chen, & O'Connell, 2000). While, high self-esteem and social support reinforce the employees' confidence in his competencies and importance (Jimmieson et al., 2010).

Social support one of the main distinguishing social variables of work has been comprehensively considered as a cushion between the role stressors and job outcomes (Karasek & Theorell, 1990; Van der Doef & Maes, 1999). It is a type of an instrumental and emotional care which is delivered by the co-workers and managers at working place. Instrumental support encompasses practical backing to resolve complications and a solid benefit, such as guidance, while emotional support contains listening sympathetically or open-handed consideration (Swanson & Power, 2001). There was a clear and rigorous evidence of the shielding outcome of social support amongst the role stressors (Beehr et al. 2003; Viswesvaran, Sanchez & Fisher, 1999).

The working conditions and environment are facing radical alterations form the last three decades and this change is continuously going on. It is a worldwide occurrence which is faced by every employee in almost every profession. High job stress in turn leads towards quit the job. Work place stress occurs in every working places and organizations both large and small, and has significant negative possessions over the employee's job attitudes (Anderson, 2003).

Job stress is the consequence of growing complications of job nature and its conflicting demands. It is the person's reaction to the environmental settings and proceedings. When a person fails to handle the existing situation precisely he/she suffers from occupational stress (Malow-Iroff & Johnson, 2006; Grebennikov & Wiggins, 2006; Tytherileigh, Webb, Cooper & Ricketts, 2005). Occupational stress is understood as an uninvited phenomenon resulting from insufficient managing abilities with stressors linked with a specific job and marks with adverse psychological and physical unpleasant penalties (Cooper, 2013).

Role stressors are hypothesized with three constructs which are correlated but have diverse characteristics like role ambiguity, role conflict and role overload (Montgomery et al., 1996; Singh, 1998). Role conflict symbolizes the contradictory job demands that could not be integrate with one another at the same time (Larson, 2004). It is an awkward aspect of compatibility-incompatibility for playing the role which intervenes in role performance (Rizzo et al., 1970). Role conflict is a significant job stressor which is confronted due to the several roles (Butler & Constantine, 2005). Role ambiguity has been labeled as the misleading situation where there is a lack of immaculate scenes from the role and presentation (Aziz, 2004). Role overload is the convention between organizational demands and the time to accomplish these demands (Larson, 2004; Bacharach et al., 1991). Role conflict and role ambiguity describe the employee's incompetence to execute the specific role allotted by the organization (Rizzo, House &Lirtzman, 1970).

In the latest picture of working environment the workplace stress has developed a broad problem for organizations and management (Avey, Luthans, & Jensen, 2009). It is hypothesized that the presence of psychosocial factors in the working environment like role stress, lack of control and social support and the interface of these conditions produce damaging repercussions on worker health and organizational outcomes (Karasek & Theorell, 1990). Employees who suffer from high amount of job stress are more tend to unhealthy, less motivated, less productive and less safe during work. Job stress has direct negative impact on job satisfaction that leads to low job performance and the intent to leave the job (Applebaum, Fowler, Fiedler, Osinubi, & Robson, 2010).

Objective
The main objective of this study was:
- To find out the mediating and moderating role of life satisfaction and social support in the relationship between personality traits and role stressors.

Hypotheses

H1. Life Satisfaction and Social Support will mediate with Personality Traits and role stressors (role conflict role ambiguity, job stress) among lecturers.

H2. Life Satisfaction and Social Support will moderate with Personality traits and role stressors (role conflict; role ambiguity, job stress) among lecturers.

Method

Participants and Procedure

One hundred twenty lecturers were enrolled from different public and private colleges of Faisalabad, Pakistan. This study was performed under the ethical guideline of American Psychology Association (APA). Purposive sampling method was used for obtaining. Written informed consent was obtained from volunteer participants after getting permission from higher authority of Colleges. Introductory lecture was also delivered regarding the purpose of this research.

Measures

Six scales were administered for measuring the all study variables. They include Satisfaction with Life Scale (Diener et al, 1985), Social Support Scale (Zimet et al, 1988), Ten Items Personality Inventory(Gosling et al, 2003)., Role Conflict Scale & Role Ambiguity Scale (Rizzo et al, 1970) and Job Stress Scale (Parker & De Cotiis, 1983). These scales have 5Point Likert Scale response category.

Results

Table 1

The mediation and moderation role of psycho-social factors in the relationship between personality traits and role stressors in college lecturers (N=120).

Note. Extrovert= Extrovert trait of personality; EM=Emotional Stable trait of personality; LS= Life satisfaction;

Variables	LS			SS_LS			RC			JS			RA		
	B	SE	β	B	SE	β	B	SE	β	B	SE	β	B	SE	B
Extrovert	1.13	.49	1.32**	.13	.07	.22*	-.48	.16	-.27**						
EM	-1.24	.52	-1.43*	.20	.07	.34**	.53	.16	.30***				-.37	.12	-.27**
LS										-5.18	.94	-1.41***			
JS	.75	.35	2.78*												

JS=Job Stress; SS_ LS= Interaction between social support and Life satisfaction; RC= Role conflict; RA= role ambiguity.*$p < .05$, **$p < .01$, ***$p < .001$

This conditional model represents fit the data sufficiently, $x^2(11) = 15.149$, p < .176, $x^2/df= 1.38$, RMSEA = .05, CFI = .97 NFI = .92, TLI = .93.

This table revealed that extrovert trait of personality was significantly predicting to life satisfaction (β=1.13, p<.01), role conflict (β = -.27, p<.01) and interaction between social support × life satisfaction (β=.22, p<.05) in lecturers. This study shown that emotional stable trait of personality was significantly predicting to life satisfaction (β=-1.43, p<.05), role conflict (β= .30, p<.000), role ambiguity (β = -.27, p<.01) and interaction between social support × life satisfaction (β=.20, p<.01) in lecturers. In turn, life satisfaction was significantly predicting to job stress (β = -5.18, p<.000). Meanwhile, job stress was significantly predicting to life satisfaction (β = 2.78, p<.05). Study results shed light that life satisfaction fully mediated in the

relationship between extrovert, emotional stable traits of personality and job stress. However, social support did not moderate on the relationship between personality traits, role ambiguity role conflict and jobs stress in the lecturers.

Figure1

The mediation and moderation
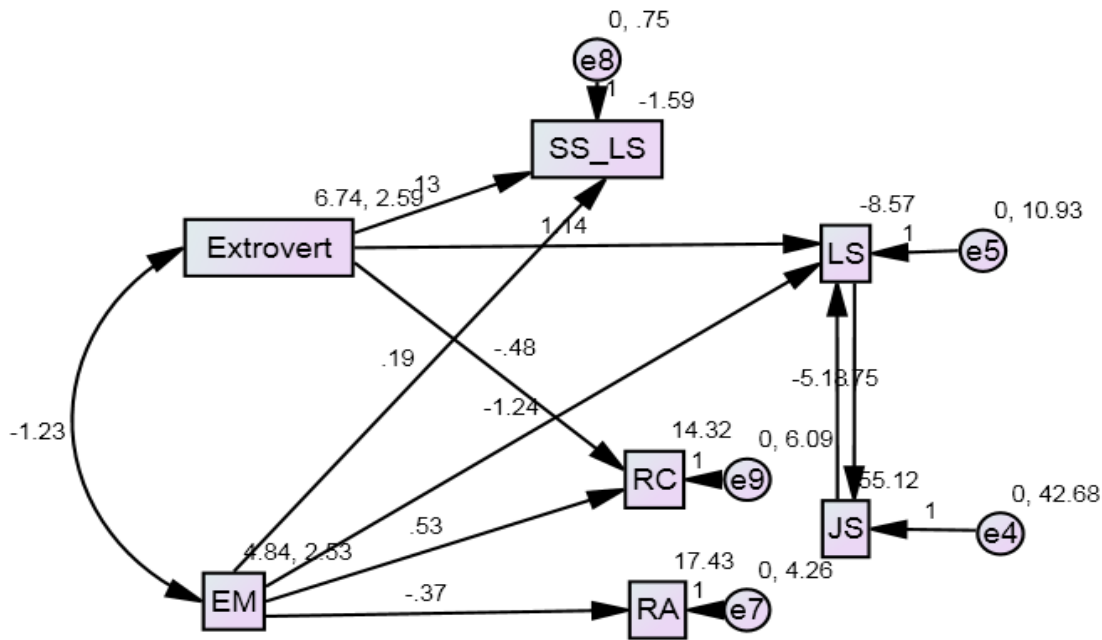
Discussion
The main objective of this study was to investigate the mediation and moderation role of psychosocial factors (Life satisfaction and Social support) between personality traits and role stressors (role conflict, role ambiguity, jobs stress). From the findings of this study it is marked that extrovert trait of personality was significant predictor to life satisfaction and role conflict along with interaction between social support and life satisfaction. Same emotionally stable trait of personality showed the same results in addition to role conflict. Previous numerous studies findings are consistent with current study results (Arafa, Nazel, Ibrahim &Attia, 2003; Demirbtir, Helvaci, Yilmaz, Gul, Senol & Bilgel, 2013; Lyubomirsky, King & Diener, 2005; Schirmer & Lopez, 2001). There is a shared relation between life satisfaction and job stress as described in the earlier research while social support is the significantly forecasting job strains (Arafa, Nazel, Ibrahim & Attia, 2003). It is also proved that life satisfaction and social support mediates and moderates with role stressors and minimizes the negative effects of job strains (Demirbtir, Helvaci, Yilmaz, Gul, Senol & Bilgel, 2013).

The current findings are inclining with the previous study which claims that life satisfaction has mediation effect on job strains (Lyubomirsky, King & Diener (2005). There was a strong indication that social support lightens the negative impacts of role stressors and partially moderate and mediates the relation with job strains (Schirmer & Lopez, 2001). The current findings about the mediation and moderation role of social support are not proved. No indication of a significant moderating effect of social support was established through the current findings therefore somewhat the H2 is not supported. These findings are supported from the previous

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study which described that the social support did not moderate with role stressors (Brough & Frame, 2004). The absence of significant moderation results contains the low statistical power to detect interactive effects due to small sample size (Cohen, Cohen, West, & Aiken, 2003).

Limitations and Implications

This research has been also incorporated with some limitations. First, the current sample size is small to determine the mediation and moderation role through structural equation modeling approach. Large sample from other professions could determine the authentic representation. The second limitation is regarding the cross-sectional study design. A longitudinal research design would have permitted robust relating inferences to be drained from data. Besides these limitations these findings are very fruitful for the supervisors, colleagues and administration to deal effectively with the negative costs of job strains. The importance of psychosocial factors at working place is dynamic for long-term psychological and organizational outcomes and remains a prolific path for forthcoming investigation

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