PERSONALITY DIFFERENCES IN ADJUSTMENTS TO MILITARY AND ACADEMIC TRAINING AMONG CADETS OF THE NIGERIAN DEFENCE ACADEMY KADUNA

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ABSTRACT: The aim of this research was to investigate personality differences in adjustment to military and academic training among cadets of Nigerian Defence Academy Kaduna. The study used Quasi-Experimental Design. A total of two hundred cadets were selected for the study through Purposive and convenient sampling method. Eysenck Personality Questionnaire-Revised short version was used to collect data from participants. Data collected for this research were analyzed with simple percentage for demographic while ANOVA was used in testing hypothesis. The study found that NDA Cadets with adjustment records were significantly more extraverted, more neurotic and higher in psychoticism when compared with those without adjustment records. In conclusion, this study addressed a critical issue of adjustment to training by cadets in NDA. Apart from providing insights to adjustment of cadets and complementing existing studies on adjustment of trainees in military institutions, it has provided an African perspective to the global literature. Further researches are expected and encouraged in the area to include larger samples and variables.

Keywords: Personality Factors, Adjustment, Military and Academic Training

INTRODUCTION

Personality has being studied for centuries and it is defined as a complex of mental abilities playing an important role in people's everyday life (Costa, McCrae & Kay, 1995; Goldberg, 1990; Larsen & Buss, 2005). Its history started from the ancient years when Aristotle identified individual differences in human behaviour and continued till recent years with researchers' efforts to define specific personality traits (Borgatta, 1964). One of the most accepted and used personality model is the Five Factor Model, developed by McCrae and Costa (1995).

This model, known also as the "Big Five", indicates that human personality can be classified through five global dimensions: openness, conscientiousness, extraversion, agreeableness and neuroticism (Garbarino, Chiorri& Magnavita, 2014). Openness refers to the breadth of a

person's ideas, values and open mindedness. High levels of openness describe imaginative, empathetic and unconventional individuals who seek for experiences and can successfully handle difficult situations (Zellars, Perrewe, & Hochwarter, 2000). Conscientious individuals are competent, ambitious, organized and have positive coping mechanisms (Gabarino *et al.,* 2014; Zellars *et al.* 2000). Extraversion entails positive emotionality and sociability whereas, according to Digman (1990), agreeableness involves "the more humane aspects of humanity-characteristics such as altruism, nurturance, caring and emotional support". On the other hand, fear, nervousness, irritability and vulnerability to stress are characteristic features of a neurotic person (Gabarino *et al.,* 2014; Zellars *et al.,* 2000).

According to theories, personality can be described by some continuous dimensions, each of which is representative of a single trait. Lazarus and Munat (1966) consider personality as the unique psychological combination that is relatively constant and basic psychological structure and processes which organizes the experience of humans and forms the actions and personal reactions toward the environment. Although the personality of individuals is formed in the early stages of life, some experts believe that personality can be changed by subsequent experiences and can be reformed. Mental training and true personality trait education have been not only on the top of training programs but also many social and educational institutions are also trying to develop psychological growth of people in today's world using experiences, scientific findings and utilizing the behavioural sciences. Having acceptable character is an ideal and remarkable approach for military forces. Due to professional and special mission of military people, these types of people encounter with more occupational issues and have more psychological problems compared with other careers.

Generally, in reviewing the research in the field of personality, it can be said that the bulk of studies related to the changes in personality characteristics, have sport aspects. Also, the majority of conducted studies in Iran and in the military field have focused on the psychological health and mental disorder; they are less emphasized on the aspects of personality development especially in military cadets in military universities. Lazarus and Munat (1966) on the other hand, the effect of training courses on different factors such as physical fitness, cardiovascular endurance, and physical injuries of military personnel have been investigated for several times. Cattell (1943) conclusively, conducted a research which investigated the effect of military training on the personality traits of military cadets. Therefore, the aim of this research is investigating the relationship between personality factors and adjustment to military and academic training among officer cadets of Nigerian Defence Academy Kaduna

Objective of the Study

i.   To ascertain whether extraversion personality factor of NDA Cadetssignificantly differs across their adjustment records.

ii.   To ascertain whether Neuroticism personality factor of NDA Cadets significantly differs across their adjustment records.

iii. To ascertain whether Psychoticism personality factor of NDA Cadets significantly differs across their adjustment records.

Hypotheses

i. There will be significant difference between NDA Cadets with adjustment record will scorehigher on extraversion compared to those who do not have adjustment record

ii. There will be significant difference between NDA Cadets with adjustment record will score higher on neuroticism compared to those who do not have adjustment record

iii. There will be significant difference between NDA Cadets with adjustment record will score higher on psychoticism compared to those who do not have adjustment record

CONCEPTUAL FRAMEWORK

Personality Traits

Since decades, personality traits influenced a large number of scientists to develop a variety of theoretical perspectives and, further, to construct models applicable to individuals and study their relation to different aspects in life. The studies started to be performed from the early 90s and confirmed the scientists' interest and their systematic efforts to understand personality by classifying those characteristics that make individuals different and unique. However, struggling with definitions and language interpretations, personality scientists and practitioners faced difficulties in developing a specific taxonomy in common language and understood by everyone to describe personality. Consequently, this led to a number of models regarding personality domains.

Francis (1884,) was the first who introduced a lexical approach and pointed out the importance of language in describing personality. He stressed the need for a specific vocabulary that defines individuals' differences and he estimated that one thousand words, related with each other, can express personality characteristics (Goldberg, 1990). Allport and Odbert (1936) supported Galton's point of view by conducting a lexical study using Webster's Unabridged Dictionary of the English Language. They found 18,000 terms that distinguish one personality from another and consider it useful to organize them in a taxonomy, which would be helpful enough, especially for personality professionals.

Allport's and Odbert's initiative to classify into categories the words describing personality was appreciated by some trait theorists who took a step further in the analysis of personality traits. Cattell's (1943) study numbered 35 bipolar groups of terms related to each other from which Tupes and Cristal (1961) found that only five factors were replicable,(extraversion), agreeableness, conscientiousness (dependability), emotional stability and culture which were also confirmed in the studies followed by Norman (1963), Borgatta (1964), and Digman and Inouye (1986). However, Eysenck(1964) was the first who suggested that extraversion and neuroticism were the basic and most significant elements in psychological testing

(Goldberg, 1990). Later, Costa and McCrae (1980) added three more factors, Agreeableness, Conscientiousness and Openness to Experience and developed the "Big Five" Factor Model.

The Big Five model

Extraversion

Extraversion (E) is measured by the majority of personality inventories, such as the Multidimensional Personality Questionnaire (MPQ) and the Sixteen Personality Factor Questionnaire (16PF), as it plays a significant role in the taxonomy (Watson & Clark, 1997). Individuals high in extraversion tend to be more sociable, ambitious, enthusiastic and optimistic (Bishop, *et. al.,* 2001). Extraverts are described as more active, talkative and are usually surrounded by many friends; they are easy-going and take risks and chances (Bishop, *et. al.,* 2001). Because they are less dysphonic than introverts, they express more positive emotions and thus they tend to be happier. Watson and Tellegen (1985) indicated that extraversion has clearly a positive affect (positive emotionality), indicating the degree to which a person has a zest for life (Digman, 1990). In contrast to extroverts, individuals' lows in extraversion are more shy and quiet and have less effective interpersonal relationships.

Agreeableness

As Digman (1990) stated, the dimension of agreeableness (A) involves "the more humane aspects of humanity" (McCrae & John, 1992). These are characteristics like tolerance, forgiveness, altruism. Agreeable individuals are straightforward and honest, trusting, willing to help and emotionally support others (Bishop, *et. al.,* 2001). Moreover, because of their pro-social behaviour and communal attitude, agreeable people seek for companion whenever they are under stressful conditions (Bishop, *et. al.,* 2001). On the other hand, disagreeable individuals are not easy to cooperate with they are cynical, jealous and rude towards others (Sanders, 2008).

Conscientiousness

Conscientiousness (C) has been identified in every scientific effort for constructing Personality taxonomy, describing it as social conformity and a need for control (Hogan & Ones, 1997). Conscientious individuals are known for their good planning and organizational skills and their goal-driven behaviour, as well (Bishop, *et. al.,* 2001). Their hardworking and non-competitive personality stands out especially in their workplace, portraying them as neat and methodical (Hogan & Ones, 1997).

 Moreover, when facing difficulties, individuals high in Conscientiousness adopt coping strategies by focusing of the problem rather than their emotions (Bishop, *et. al.,* 2001). However, most personality scientists agree that consciousness has its roots in dependability because such individuals are responsible and well-organized, while some others express the opinion that this trait characterizes mostly ambition and success in achieving personal goals (Sanders, 2008).

Openness to Experience

Openness to experience (OE) is considered as a fundamental aspect of personality and it was widely studied by many researchers (McCrae & Costa, 1997). Starting from Cattell (1946) and continuing with Norman's (1963) taxonomy, a fifth personality trait was identified. It was called "culture" and referred to intelligence, sophistication and imagination (McCrae & Costa, 1997). Tellegen and Atkinson (1974) described this personality dimension as "openness to absorbing and self-altering experiences" and it was related to fantasy absorption that was found in mysterious experiences and hypnosis (McCrae & Costa, 1997). Further, Coan (1974) measured the concept of experience and found that his items were in correlation with measures such as emotional sensitivity and aesthetic interests. Finally and mostly accepted, Costa & McCrae (1978) studied what they called "Openness to Experience" in terms of fantasy, ideas, creativeness and aesthetic perceptions.

Neuroticism

The last component of the Big Five personality traits, neuroticism (N), is associated with anxiety, irritation and tension. This means that, neurotic individuals are more hostile and aggressive and they experience more often negative emotions (Garbarino, *et, al*., 2014; Sanders, 2008). In addition, they express high levels of self-blame and they exhibit more mental and behavioural detachment problems (Bishop, *et. al.,*2001). On the other hand, individuals low in Neuroticism, are emotionally stable and can easily cope with demanding situations (Bishop, *et. al.,* 2001).

Except from the Big Five, other personality concepts have been demonstrated in various studies (Asendorpf, 2002). Hardiness was firstly introduced by Kobasa (1979) and involves those traits that help individuals dealing with stressful situations by turning them into growth opportunities. In order to successfully achieve resistance to vulnerability, a combination of cognitive and emotional characteristics is required (Vega, Ruiz, Gomez, & Rivera, 2013). Researchers believe that it is not an inborn trait but it can be learned as it stems from personal experiences and it is a construct of several domains, such as commitment in life activities control of thoughts and feelings, and, finally, challenge of personal development because of life's unpredictability (Vega, *et. al.,* 2013).

Personality and Military

The research on personality has also been expanded to other emergency occupations except from the police, such as the military units, including the aviator and naval forces (Barron, Carretta, & Bonto-Kane, 2016). According to Mitchell & Bray (1990), there is personality differences in people occupied in the emergency service compared to the average person. High-risk occupations are characterized by elevated stress and fear because of the unpredictable nature of the job (Boe & Bang, 2017; Hartmann, *et. al.,*2003).

Undoubtedly, the military belongs to these occupations that have some outstanding requirements that involve the possession of certain behaviours and attitudes to gain the strength and robustness needed to survive in this job (Bandlitz-Johansen, 2013).

Bandlitz-Johansen (2013) in his research on the Norwegian military identified four dimensions that comprise the military identity. Military personnel are characterized by idealism, professionalism, warriorism and absence of individualism. More specifically, individuals occupied in the armed forces have a strong sense of patriotism that fosters warriorism, meaning that they are motivated to fight not only for their personal satisfaction but for the good of their nation, as well (Bandlitz-Johansen, 2013). These two doctrines reveal the adoption of values and behaviours related to the military mentality of professionalism. Finally, military personnel stand out because of the lack of selfishness and ego centrism, values that are proved to be harmful for the service (Bandlitz-Johansen, 2013). In addition, the Big Five Personality Model was also applicable to the personnel of the armed forces and research suggested associations between the facets of Conscientiousness, Openness and Agreeableness and military service teams that predicted high levels of performance, including curiosity and a desire of learning and achieving (Bandlitz-Johansen, 2013). Furthermore, another trait identified in the military personality is hardiness, which is an important element that indicates the possession of coping strategies to deal with physical and mental problems arisen from work and, as a result, individuals are capable to effectively meet the expectations and demands of the job (Bandlitz-Johansen, 2013; Vega, *et. al.,* 2013). As a result, individuals who adopt coping styles are more extraverted and, thus, exhibit low levels of depression and home-sickness (Jong, Eck, & Bos, 1994).

Common personality traits portray the military pilots, too, with extraversion and emotional stability to be the most desired characteristics for the selection of the "best" stuff (Glicksohn & Naor-Ziv, 2016). Such individuals are described as sensation seekers, optimistic and courageous, resilient and can easily adapt to unexpected and demanding situations (Glicksohn & Naor-Ziv, 2016). Siem and Murray (1994) pinpointed six criteria that indicate a successful flying performance, in terms of skills and knowledge, compliance, crew management and emotional support, leadership, situational awareness and planning, and found that Conscientiousness and Openness to Experience were the most significant elements of the aviator personality. Furthermore, same personality patterns were identified in research among the naval military personnel who was profiled as highly charismatic and goal-oriented, emotionally stable and capable of setting into force successful coping strategies, when needed (Hartmann, *et. al.,* 2003). Therefore, it comes to notice from research that personality traits and their measurement is high of importance for these occupational groups as well, because job performance outcomes can be predicted (Barron, *et. al.,* 2016; Glicksohn & Naor-Ziv, 2016)

Personality Traits and Academic Training

To date, a significant number of studies have addressed the importance of personality characteristics as strong predictors of Academic Training (Barrick & Mount, 2005). Organizational psychologists have studied if and how personality can affect work performance and many managers, in turn, take into account those studies to select a highly skilled personnel (Barrick & Mount, 2005; Harmanci, *et. al.,*2014). Personality assessment is more and more used for the law enforcement personnel, and especially, for cadets' officers as it serves two goals, first, to pinpoint skilled individuals to becoming future

military and, secondly, to identify which personality characteristics are related to career success (Harmanci, *et. al.,* 2014).

As empirical literature states, personality is found to be essential because it can predict the way cadets officers respond to the demands of the adjustment (Khizar, Orcullo, & Mustafa, 2016). Specifically, certain personality characteristics reveal military work performance (Sanders, 2008). For example, aggressive, organized, goal- oriented, tough minded and reliable cadets officers usually respond well at work whereas low achievers and careless officers show poor job performance (Wagner, *et. al.,* 2009). The Big Five Taxonomy has been used in this occupational field as a framework to assess police officers' personality in relation to job performance (Abrahamsen, 2006; Barrick & Mount, 2005). According to Tett, *et. al.,*(1991) and Salgado (2002), all domains of the Taxonomy are possible to predict adjustment among officer cadets of Nigerian.

However, Conscientiousness, Extraversion and Neuroticism are the traits most measured in Military personality research (Barrick & Mount, 2005). Training Among cadets officer is very demanding and requires specific personality characteristics to struggle with the demands of adjustment. According to research, Conscientiousness is the most significant personality trait that predicts adjustment to military and academic training among officer cadets of Nigerian Defence academy Kaduna (Salgado, 1998; Sanders, 2008). This is because conscientious police officers are very careful and organized at their work place (Sanders, 2008). They are highly motivated and, therefore, more productive because they work hard to achieve their goals following the rules of the job (Barrick & Mount, 2005; Salgado, 2002). Another characteristic is that they are easily adaptive and cope with any difficulties that may occur while they are on duty as they can successfully solve problems (Barrick & Mount, 2005). Add to that, Burke, *et. al.*(2006), identified in military personality another trait associated with conscientiousness, ''internal locus of control'' which is related to ability of coping, managing stress and, thus, better job performance. Furthermore, conscientiousness is a valid predictor of counterproductive behaviours, such as burnout, absenteeism and turnover and it confirms that police officers adopt effective coping strategies to avoid stress and other negative effects of work load (Detrick, *et. al.,* 2004; Salgado, 2002).

In general, Extraversion is associated with sociability which, also, consists one of the demands of the job, meaning that extravert cadets' officers can deal effectively with civilians and, as dominants, enforce the law when necessary (Judge, *et. al.,*1999). In addition, because of their active and assertive nature when handling challenging tasks and situations, Extraversion is also related to high rates of personal accomplishments and leadership positions in the law enforcement field (Judge, *et. al.,* 2002). Also, because of their rich communication skills they cooperate better with supervisors and coworkers (Zellars, *et. al.,* 2000). Cadets' officers high in extraversion are, also, more pessimistic and, therefore, they fling themselves into activities that reduce stress and emotional strain (Zellars, *et. al.,*2000). In contrast, introvert cadets' officers serve poorly at work and face more difficulties because they are dysphoric and shy and do not take easy initiative (Judge, *et. al.,* 1999).

According to Costa & McCrae (1988), Neuroticism is the most prominent domain, as it is related to emotional stability and appears in almost every personality measure. Garbarino, *et. al.,* (2014) found in their study that cadets' officers with high levels of Neuroticism suffer from stress and anxiety and, therefore, they exhibit low levels of work control. In addition, they do not have the calmness to confront demanding and dangerous incidents as their stress is being increased (Garbarino, *et. al.,* 2014). Hence, they cannot cooperate effectively with other colleagues because they usually choose to keep a distance from difficult situations that might occur at work (Sanders, 2008). They are, also, influenced by negative events as they adopt avoidance coping styles and, as a result, they often experience burnouts and even inappropriate behaviour, such as substance abuse (Bishop, *et. al.,* 2001).

Agreeableness and Openness to Experience are important predictors of performance, too, especially for jobs that require team work and cooperation (Barrick & Mount, 2005). Interpersonal interaction is what characterizes military work and, thus, agreeable cadets' officers meet the expectations of the job as "good team players" (Barrick & Mount, 2005; Sanders, 2008). Agreeable employees are intelligent and tough-minded, trustworthy and willing to help others to a great extent and, for this reason, they have many possibilities to have a successful career (Burbeck & Furnham, 1984). However, some studies argue that because agreeable workers are not so ruthless to defend themselves when needed (Sanders, 2008). Finally, this domain of personality is also associated with positive coping mechanisms (Detrick, *et. al.,* 2004). Similarly, Openness to Experience is related to adaptation at work place and because policemen work in an environment that constantly changes, high scores in this element is essential. Nevertheless, Black (2000) found that these two elements of the Big Five are not significantly associated with job performance and Neuroticism not associated at all.

The training is demanding because cadets' officers are frequently exposed to traumatic and stressful events that have an impact not only on their mental and physical health but, also, on the way they perform at work place (Andersen, Papazoglou, Nyman, Koskelainen, & Gustafsberg, 2015). However, not all cadets react the same and this depends to a certain degree on how resilient the individual is (Andersen, *et. al.,* 2015). Resilient officers are able to cope with difficulties when they are exposed to stressors and overcome adversities to provide effectively their services (Lee, *et. al.,* 2016). However, despite that policemen are, in general, more resilient than employees in other occupational fields, there are officers whose job performance is affected by the absence of the trait of resilience (Andersen, *et. al.,* 2015). For example, non-resilient individuals experience high levels of stress and this, in turn, causes a number of negative consequences, such as respiratory difficulties, sensory and auditory problems and limited ability of driving, all these important skills required for policing (Andersen, *et. al.,* 2015; Lee, *et. al.,* 2016). Also, studies demonstrated that, as a result, absenteeism and sick days are being increased (Andersen, *et. al.,* 2015).

Personality Stability and the Importance of Training

Many personality theorists have supported that personality traits remain stable over time and argued that only small and predictable changes can occur because of maturity or characteristic adaptations (Wilks, 2009). Studies on temperament provided enough evidence regarding stability of personality (Caspi, *et. al.,* 2003). Specifically, research on adolescents

revealed that personality patterns that are developed at an early age, they continue to exist in an older age and concluded upon personality's consistency across the life span (Wilks, 2009). However, the stability of personality traits remains a conflicting issue as additional exploration of each trait separately in every individual claimed an extent of changes (Wilks, 2009).

Considerable changes were observed mostly in the traits of Extraversion and Neuroticism of the Big Five personality factors while in other personality models characteristics such as outgoingness and assertiveness were significantly modified (Scollon & Diener, 2006). Furthermore, a study on working adults revealed that their personality characteristics remained stable, although slight changes were established in a three-year period, with female employees being less extraverted and conscientious but more open to experiences and male employees being less emotionally stable (Cobb-Clark & Schurer, 2011). In respect to law enforcement personnel, undoubtedly, personality characteristics are of utmost importance in selecting future police officers who will be able to meet the expectations of the job.

METHOD

Design

Design used was the Quasi Experimental Design. The study aims is to establish a cause-and-effect relationship between an independent and dependent variable. However, unlike a true experiment, a quasi-experiment does not rely on random assignment. Instead, subjects are assigned to groups based on non-random criteria. involves the manipulation of an independent variable without the random assignment of participants to conditions or orders of conditions For Survey Design, Section A, shall comprise of Demographic variable/Data of Cadets e.g gender age department Section B will comprise of Eysenck Personality Questionnaire revised short version.

The Experimental Design involved selecting 100 cadets with Adjustment record in both Military and Academic training. Note: Adjustment record like Skipping of first period, brutality, malingering, absent from fire alarm, charging through, Absent from lectures, Sleeping in class. Another 100 Cadets with no adjustment record, they were selected through purposive and simple random sampling.

Participants

A total of two hundred participants (200 officer cadets) across the three Faculties (Art & Social Sciences, Engineering, Sciences &Cyber Security) were selected for the study through purposive sampling method, justification of used purposive sampling is because specific elements, which satisfy some predetermined criteria, are selected. Although the requirements to be used are usually a matter of the researcher's judgment, he exercises this judgment concerning what the researcher thinks will constitute a representative sample for the research objectives. One hundred (100) participants (officer cadets) with adjustment record and another one hundred (100) participants (officer cadets) with no adjustment record

were selected. Ethical consideration of informed consent and willingness to participate and confidentiality were enforced

Instrument

Eysenck Personality Questionnaire-Revised short version (1985) was used to collect Data from participants. It is a self-report inventory which measures personality. It contains 10 items, with each trait of Neuroticism, Extraversion, Psychoticism, and a lie scale.

Procedure

An advocacy visit of the Academic branch and four faculties was carried out in order to obtain official permission from the Academy Registrar and Deans of Faculties on the nature of research and the involvement of officer cadets in the collection of data. The study commenced with a pilot study to validate the instruments for use in the Nigerian socio-cultural and environmental context. In conducting the main study, permission and ethical approval were sought from the hospital authority highlighting key ethical considerations of the study. Once granted the Human Resource Department were approached for the selection of prospective participants for the study using the systematic random sampling approach described earlier. Those selected were invited for briefing on the study by the researcher. They were adequately informed about the study and given the option of voluntary participation or withdrawal at any time.

Cadets were briefed on the nature of the research. Cadets with adjustment problem and those with no adjustment problem were selected through Purposive sampling technique. After successfully selecting 100 participants each, those with Adjustment record and those with NO adjustment record then Eysenck Personality Questionnaire (Revised short version) was administered in a class situation through informed consent, confidentiality and anonymity was ensured.

Techniques for the Data Analysis

For the purpose of effective data analysis all the information secured from the interview and data collected for this research were analyzed through simple percentage for demographic and mean of standard deviation was used for the research questions. The Independent t-test which was used in testing hypothesis 1-3, used Statistical Package for Social Science (SPSS).

RESULT

Data Presentation

Table 1: Socio-demographic characteristic of the participants

Socio-Demographic Characteristic	Frequency	Percentage
Distribution of Participants Base on Sex		
Male	100	50%
Female	100	50%
Total	**200**	**100**
Distribution of Participants by Age		
18-20 years	20	10%
21-23 years	60	30%
24-27 years	85	43%
28-31 years	35	17%
Total	**200**	**100**
Distribution of Participants on Level of Study		
100	25	12.5%
200	30	15%
300	63	31.5%
400	82	41%
Total	**200**	**100**

Source: field survey 2020

Table 1 above presents the analysis of the socio-demographic characteristic of the respondents with reference to their sex, age and level of study. It is clearly shows that out of the total respondent, 50% were male, while the remaining 50% were female.

From the table above, it indicate that age 18-20 who responded to the questionnaire were (10%), age 21-23 responded are (30%), age 24-27 (43) and 28-31 were (17%) respectively. It was also indicate that (12.5%) are in 100 level, (15 %) are in 200 level, (31.5%) are in 300 level and (41%) of respondent are in 400 level respectively.

TEST OF HYPOTHESES

This section presented the testing of the hypotheses stated $p < 0.05$ level of significance. The analysis of the result is presented as follows:

Hypothesis 1

Table 5: Independent t-test for significant difference between Cadets of NDA with adjustment record on Extraversion when compared to those who do not have adjustment record

Group	N	Mean	SD	df	t-value	p-value	Decision
Experimental	100	65.52	11.56	142	14.81	0.001*	**Significant**
Control	100	36.44	10.65				

* Significant at $P < 0.05$

From Table 5, the t-value of 14.81 has a corresponding P-value of 0.001 at 142 degrees of freedom, which was less than p-value of 0.05 level of significant. This means that there was a significant difference between Cadets of NDA with adjustment record will score higher on extraversion on the Eysenck personality questionnaire revised compared to those who do not have adjustment record. The result therefore showed a significant difference between Cadets of NDA with adjustment record on Extraversion when compared to those who do not have adjustment record.

Hypothesis 2

Table 6: Independent t-test for significant difference between Cadets of NDA with adjustment record on neuroticism when compared to those who do not have adjustment record

Group	N	Mean	SD	df	t-value	p-value	Decision
Experimental	100	66.52	12.66	70	0.759*	0.31*	Significant
Control	100	36.25	10.22				

* Significant at P< 0.05

Table 6 revealed that the p-value of 0.76 was obtained from the t-value of 0.31 at 70 degrees of freedom. This value is significant since p = 0.76 is greater than p = 0.05 level of significance. This implied that there was a significant difference between Cadets of NDA with adjustment record on Neuroticism when compared to those who do not have adjustment record.

Hypothesis 3

Table 7: Independent t-test for significant difference between Officer Cadets of NDA with adjustment record on Psychoticism when compared to those who do not have adjustment record

	N	Mean	SD	df	t-value	p-value	Decision
Experimental	100	38.33	9.56	3	10.55	0.001*	Significant
Control	100	34.78	6.65				

* Significant at P< 0.05

From Table 7, the t-value of 10.55 has a corresponding p-value of 0.001 at 3 degrees of freedom, which was less than p-value of 0.00 level of significance. This means that there was a significant difference between Cadets of NDA with adjustment record on Psychoticism when compared to those who do not have adjustment record.

SUMMARY OF THE RESULT

i. Cadets of NDA with adjustment record scored significantly higher on extraversion when compared to those who do not have adjustment records

ii.   Cadets of NDA with adjustment record scored significantly higher on neuroticism when compared to those who do not have adjustment records

iii. Cadets of NDA with adjustment record scored significantly higher on psychoticism when compared to those who do not have adjustment records

DISCUSSION OF FINDINGS

The study was designed to examine the possible influence of dispositional factors on adjustment among cadets. Those in the first year up to the fourth year were sampled. The finding confirmed personality as an important factor in adjustment of cadets in military academy. The position enjoys empirical support from previous studies of Atwater *et al.,* (1999) and Bradley and Nicol (2006). They investigated the impact of various personality Traits on military activities. Previous studies had repeatedly found personality traits associating with adjustment of military personnel in the west, but not in military training institutions in African countries. Judge *et al.,* (1997); Judge and Bono (2001) identified the four core traits in CSE as conceptually related. Self-esteem, Neuroticism (emotional stability), Generalised self-efficacy specifically encompasses an individual's evaluation of his /her capacity to generate the motivation, cognitive resources, and courses of action needed to exercise control and deal successfully with challenges. Locus of control as the fourth dimension represents the perceived degree of control over the outcomes of one's experiences. All these dimensions were found to play significant role in adjustment of Nigerian military academy cadets. For instance, Atwater *et al.,* (1999) identified individuals as either with internal locus of control when they believe they control events around them, or external locus of control when they believe events around them are controlled by luck, chance, fate, or powerful others.

In examining the attrition rate in the US Army, Vickers *et al*., (1989) found substantial associations between personality traits and coping styles. It was also reported among recruits in US Navy basic training. The personality trait of conscientiousness was related to active problem- solving efforts, while neuroticism was found to be related to self-blame and wishful thinking. The findings link stable psychological trait to the situation. Another study by Tubiana (2006) successfully linked personality to the prediction of successful performance in military training. Since most of the dispositional factors or personality traits identified in past studies covered conscientiousness and other dimensions in the Big- five personality factors, the present study specifically focused on the dimensions contained in the Core self-evaluation.

Yet, similar findings have been obtained. This has shown the importance of personality as an inevitable point of emphasis in adjustment to military training. The 1995 investigation by Saks of the moderating and mediating effects of self-efficacy on the relationship between training and the adjustment of newcomers during their first year of enlistment is another position that corroborated the present finding. The various studies show that adjustment is a topic of concern in military organisations in almost everywhere.

However in Martin *et al.* (2006) evaluation of the level of adjustment amongst soldiers in the US military, perception of situational factors contributed to adjustment during the stress of basic training which the present study did not cover. Despite prior experience of military

life on individuals by cadets who attended military secondary schools before entry the Nigerian Defence Academy, no significant difference was found in their level of adjustment when compared with cadets from secular secondary school background. The general perception is that graduates of military secondary schools were more likely to cope with the rig ours of military training. Based on the results obtained, the hypothesis was rejected. Prior exposure was expected to play a role in their adjustment but it never did. Though previous studies that examined personality factors and adjustment of military trainees were carried out in developed and' some emerging societies, development in Africa may have shown that the issue of adjustment is a common problem as it is in other climes.

A major conclusion based on the findings is that dispositional factors contained in core self-evaluation are important in the adjustment of cadets attending the Nigerian elite military academy. Prior experience in attending military secondary school is not a significant factor that enables the cadet to adjust better in the Academy.

This implies that self-esteem, neuroticism, locus of control, and generalized self-efficacy are salient dispositional factors to emphasize and develop in cadets admitted to the academy. The high rate of voluntary and involuntary attrition as reflected in the graduation rates at NDA may be attributed to deficiencies on the core self-evaluation traits among cadets. The policy of the Armed Forces Selection Board (AFSB), in selecting candidates who graduate from both military and non-military schools for admission into the Defence Academy is justified. Therefore, a major recommendation is that there is the need to emphasize a policy of pre-training personality assessment that includes core self-evaluation for all cadets admitted to the Nigerian Defence Academy. Those found to be deficient in the dimensions would be exposed to personal skills training to develop adequate capacity because of the important role CSE plays in military trainees' adjustment as found in Nigeria and elsewhere. As a general policy, program me on 'developing core self-evaluation and coping skills' can be incorporated in the preliminary entry development activities for newly admitted cadets. When effectively equipped, cadets would have been well prepared to adjust in the military academy.

Recommendations and Conclusion

The findings of this study address a critical issue of adjustment to training by cadets in NDA. Apart from providing insight to adjustment of cadets and complementing existing studies on adjustment of trainees in military institutions, it has provided an African perspective to the global literature. However, there may be other variables that can be involved in adjustment that were not covered in the present study. The regimented nature of the academy made it difficult to be able to collect data from lager sample. In-depth interviews and other qualitative sources of data would have helped generalization. Nonetheless, the findings have offered a perspective that is expected to sensitize the management of the academy on adjustment challenges that may offer explanation on the high drop-out rate. Further researches are expected and encouraged in the area to include larger sample and variables.

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