

Correlates of Personality Traits on Alcohol Misuse among Workers in Anambra State, Nigeria

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Abstract

The study explored personality traits as correlates of alcohol misuse among workers in Anambra State, Nigeria. Two hundred and twenty-six (226) workers served as participants for the study. They were drawn from Enugu Electricity Distribution Company (EEDC) and Ministry of Works in Awka, Nnewi, and Onitsha city, Anambra State. The participants comprise of 91(40.3%) male and 135(59.7%) female. The participants' ages range from 24 to 56 with mean age of 35.22 and standard deviation of 8.53. Purposive sampling technique was used to select the organizations, while accidental sampling technique was used to select the participants. Two Instruments were used: Alcohol Use Disorders Identification Test (AUDIT), and Big Five Personality Inventory (BFI). Correlational design and Pearson Product Moment Coefficient Statistic were used to analyze the data collected. The study results showed that personality traits like extraversion, agreeableness, conscientiousness, neuroticism and openness to experience correlated with alcohol misuse. Hence, it was recommended that campaign against misuse of alcohol should be intensified: This could be done either through radio, television, seminar, workshop and so on in order to enlighten workers and general populace on danger of misuse of alcohol and how it affects worker's personality traits.

Keywords: Alcohol Misuse, Personality Traits and Workers.

Introduction

Most contemporary organizations in Nigeria officially closed the day between 4pm to 5pm and it has been a common practice for some workers to hang-out with co-workers and friends to drink and discuss. This culture of drinking and discussing predisposes workers to talk about their daily routine activities including risky behaviours. However, misuse of alcohol among Nigeria workers may have created costly medical, social, and other problems that affect both employees and employers. This causes many expensive problems for organizations and industries ranging from lost productivity, injuries, and an increase in health insurance claims (Goplerud, Hodge & Benham, 2017).

More so, it threatens public safety, impair workers' performance, absenteeism, loss of production, and threaten the workers' safety (Ames & Bennett, 2017). This happens due to tardiness/sleeping, hangover, poor decision making, loss of efficiency, and preoccupation of obtaining and using alcohol while at work (Edvardsen, Moan, Christophersen, & Gjerde, 2015). Interestingly, this interferes with attention and concentration the workers needed to discharge their duties, and increased likelihood of having trouble with co-workers/management or tasks.

From the above observations, alcohol misuse involves the continuous use of alcoholic beverages with disregard to its attached negative consequences (Konchellah, 2016). It is also termed as alcoholism. Alcoholics can be categorized as either being anti-social alcoholics or anxiety-ridden alcoholics. According to the World drug report (2013) alcohol misuse is recognized as a global threat with serious effects on people's health, security, socio-economic status and cultural welfare. Because alcohol is frequently and wrongly categorized as a stimulant but it is generally a depressant that affects the central nervous system (Butcher, Hooley & Mineka, 2013).

However, research has noted several factors that may contribute to alcohol misuse in the workplace and they include: Workplace culture and acceptance of misuse of substances, workplace alienation, and availability of alcohol, lack of existence and enforcement of workplace alcohol misuse policies (Frone, & Brown, 2016; Roman, & Blum, 2018). Because the misuse of alcohol in the workplace tends to pose some challenges for most workers and negatively affect job outcomes (Grundberg, Movic, Anderson–Connolly & Greenberg, 1999; Mangione et al., 1999; Lehman & Simpson, 1992).

Further, even when alcohol misuses workers report to work, they at times find it difficult to focus on their assigned roles and their lack of engagement on the job negatively affect the organization (Onyishi, & Ugwu, 2012). According to Shand, Gates, Fawcett and Mattick (2018) alcohol misuse also counted to be a causal factor in most road accidents. They also relate financial problems and loss of job loss to high risk alcohol use. The general community is also usually adversely affected when an individual excessively uses of alcohol. Misuse of alcohol is used to explain high rates of crimes that are violent. Families also stand affected in wake of alcohol misuse (Butcher, Hooley & Mineka, 2013).

Moreover, alcohol misuse can also be linked to personality traits of workers in Anambra State. This is because personality traits are relevant factors that may influence with alcohol misuse (Grigsby, Forster, Unger, & Sussman, 2016; Hakulinen, et al., 2015; Kotov, Gamez, Schmidt, & Watson, 2010). Since, trait psychology models assume that a number of consistent relatively stable traits are the core of personality, which have a moderate biological and genetic influence, and interact with environmental factors (Boyle, Matthews, & Saklofske, 2008).

Personality is defined as the characteristic sets of behaviours, cognitions, and emotional patterns that evolve from biological and environmental factors (Corr, & Matthews, 2009). It is a comprehensive, all embracing concept and the total pattern of characteristic ways of thinking, feeling, and behaving that constitute the individual's distinctive method of relating to the environment (Obi, Nwankwo, Agu, Aboh, & Agbor, 2013). Hence, McCrae and Costa, (2010) proposes the broad traits of neuroticism, extraversion, openness to experience, agreeableness and conscientiousness.

According to McCrae and Costa, (2010) neuroticism refers to individual differences in the tendency to experience negative emotions frequently and intensively, such as anxiety, fear, depression, irritability and having low self-esteem; extraversion reflects individual differences in sociability, social ascendancy, activity, excitement seeking and positive emotionality; openness to experience represents individual differences in curiosity, fantasy, appreciation of art and beauty, and social attitudes; agreeableness reveals individual differences in compliance, empathy, collaboration and altruism;

conscientiousness represents individual differences in being methodical, planning, impulse control, and also to respecting and abiding by conventional social norms and rules (Morizot, 2014).

Studies on alcohol use and alcoholism within the personality framework have been carried out among workers. The Studies indicated that low conscientiousness and low agreeableness are associated with both regular and alcohol misuse (Hakulinen, et al., 2015; Malouff, Thorsteinsson, Rooke, & Schutte, 2007). More so, personality traits dimensions like neuroticism and extraversion were believed to be linked with alcohol misuses workers than non-misuse misuses (Dubey, Arora, Gupta, & Kumar, 2016). It is also believed that alcohol misuses workers were more anxious, hostile, vulnerable to stress and had depressive traits (Dubey et al. 2016).

Similarly, heavy alcohol misuses had been noted to be associated with psychoticism, extraversion and neuroticism of workers (Sher, Bartholow, & Wood, 2018). Despite the fact extraversion/introversion traits had been found to be somewhat discrepant among alcohol misuses workers, because more introversion and low extraversion were noted among heavy alcohol misuse workers (Ebie & Pela, 2017; Rankin, Stockwell, & Hodgson, 2012). And workers with introversion and low extraversion that misuse alcohol are likely to face with opportunities to engage in risky behaviour on a daily basis: This behaviour could lead to difficulties in one's daily life, such as complications with relationships, finances, and jobs (Wang, 2016). Therefore, this study examined the correlates of personality traits on alcohol misuse among workers in Anambra State.

Theoretically, Social learning theory served as theory that linked the variables together (personality traits, gambling and alcohol misuse) because the theory viewed alcohol misuse and gambling as a learned behaviour, learned through imitation, either of an admired figure or from one's peers which might likely alter the personality traits of the individuals (Bandura, 1977). Since, workers with introversion and low extraversion that misuse alcohol are likely to face with opportunities to engage in risky behaviour like gambling on a daily basis: Which could lead to difficulties in one's daily life, such as complications with relationships, finances, and jobs (Wang, 2016).

Consequently, this theory suggests that alcohol misuse, gambling falls along a continuum of problem-free to problem-dominated behaviour with negative consequences on the workers' personality traits (Brown, 1987). Hence, alcohol misuse can be reduced because the behaviour is learned, and it can also be unlearned (Lesieur & Rosenthal, 1991). And when it unlearned, these behaviours may provide an innocuous opportunity for excitement, socialization, or boredom relief: When these behaviours increase, however, problem and pathological personality and alcohol misuse that create negative consequences in an individual's financial, social, and overall health.

Method

Participants Two hundred and twenty-six (226) workers served as participants for the study. They were drawn from Enugu Electricity Distribution Company (EEDC) and Ministry of Works in Awka, Nnewi, and Onitsha city, Anambra State. The participants comprise of 91(40.3%) male and 135(59.7%) female. The participants' ages range from 24 to 56 with mean age of 35.22 and standard deviation of 8.53. Marital status data showed

that 107(47.3%) were single, 89 (39.4%) were married, 15(6.6%) were separated, and 15(6.6%) were divorced. Educational level data showed that 76(33.6%) have Masters of Science (M. Sc), 75(33.2%) have Bachelors of Science (B. Sc), 15(6.6%) have Higher National Diploma (HND), 30(13.3%) have Ordinary National Diploma (OND), and 30(13.3%) have Senior Secondary School Certificate. Years of employment data revealed that 121(53.5) have worked for one to nine years, 75(33.2%) have worked for ten to nineteen years, and 30(13.3%) have worked for twenty to thirty years. Employment status revealed that 90(39.8) were administrative staff, 91(40.3%) were management staff, and 45(19.9%) were technical staff. Purposive sampling technique was used to select the organizations, while accidental sampling technique was used to select the participants because their selection was based on availability, accessibility and willingness to participate.

Instruments Two Instruments were used: Alcohol Use Disorders Identification Test (AUDIT) by Saunders, Aasland, Babor, De La Fuente, and Grant (1993), and The Big Five Personality Inventory (BFI) by John, Donahue and Kentle (1991).

Alcohol Use Disorders Identification Test (AUDIT): Alcohol Use Disorders Identification Test (AUDIT) by Saunders, Aasland, Babor, De La Fuente, and Grant (1993): A 13 items scale designed to measure obsessive drinking and specifically for hazardous and harmful alcohol consumption before dependence, physical disease or major life problems. Scores for several scales within the questionnaire were calculated according to a frequency rating (from Never=1, Monthly or less =2, Two to four a month=3, Two to three a week=4, Four or more a week=5) for individual items. The scale has Cronbach alpha of 0.80 in Australia, 0.90 in Bulgaria, 0.97 in Kenya, 0.98 in Mexico, 0.94 in Norway, and 0.88 in United State of America. The researcher conducted pilot test, using 76 workers from ministry of works, Anambra State and Cronbach alpha of 0.88 was reported.

Big Five Personality Inventory (BFI): The Big Five Personality Inventory (BFI) by John, Donahue and Kentle (1991) was used in this study to measure the Big Five personality dimensions. The (BFI) is a questionnaire with 44 items. The 44 item inventory is one of the six psychological instruments which assess personality from a five-dimensional perspective. The 5 dimension or subscales or BFI are Extraversion, Agreeableness, conscientiousness, Neuroticism and openness. It has a response format of 1=Disagree strongly, 2= Disagree a little, 3= Neither agree nor disagree, 4=Agree a little, and 5= Agree strongly. The scale has a Cronbach alpha co-efficient of .80 and a test re-test reliability of .85 on 3months interval as reported by John e. al., (1991). In addition, a convergent validity coefficient of .75 and .85 were obtained with a Big Five instrument by Costa and McCrea (1992) and Goldberg (1992), respectively. Using Nigerian sample, Umeh (2004) obtained a divergent validity of .05 on Extraversion, .13 on Agreeableness, .11 on Conscientiousness .39 on Neuroticism, and .24 on Openness using maladjustment Scale by Kleinmuntz (1961). In this study, the researcher reported Cronbach alpha of 0.57 for extraversion, 0.91 for agreeableness, 0.61 for conscientiousness, 0.96 for neuroticism, and 0.94, while for the general scale 0.91.

Procedure The researchers' submitted letter of introduction to each of the organizations selected, seeking for permission to use the organization as study settings. The letter also contained the topic of this study. Immediately the permission was granted, the researchers visited the participants and familiarized with each of them as well made

known his intention of carrying out the study in their respective organization. Thereafter, the researchers discussed the details of the study with each of the participants. Meanwhile, another research assistant was employed for this study. The following was the inclusion criteria for this study: (1) The worker must be present; (2) He/She must be a registered worker of that organization; (2) He/She must be willing to participate voluntarily in the study. On the whole, 226 questionnaires were distributed.

Design and Statistics This study was a survey study that used mixed design (i.e. correlational design and cross-sectional design). The correlational design was used because the study evaluated the relationship between personality traits and alcohol misuse. Similarly, cross-sectional design was use because the age bracket of the participants cuts across different age sets. On the statistic, Pearson Product Moment Statistics was use to analyze the data collected.

Result

The summary and table of the results were presented in this section.

Table 1: DESCRIPTIVE STATISTICS AND ZERO ORDER MATRIX CORRELATION CO-EFFICIENT OF PERSONALITY TRAITS AND ALCOHOL MISUSE

Model 1	Mean	Std. D	1	2	3	4	5	6
1. Alcohol Misuse	26.98	5.43	1.00					
2. Extraversion	16.65	4.78	.79**	1.00				
3. Agreeableness	17.90	3.87	.85**	.57**	1.00			
4. Conscientiousness	18.73	4.72	.81**	.82**	.65**	1.00		
5. Neuroticism	18.02	7.80	.14**	-.01	.30**	.12**	1.00	
6. Openness to Exp.	21.08	8.55	.19**	.06	.38**	.19**	.98**	1.00

N=226

Result from the table one $r(226) = .79^{**}$, $p < .01$ (M=16.65, Std. D=4.78) showed that personality trait extraversion correlated with alcohol misuse. Agreeableness trait correlated with alcohol misuse at $r(226) = .85^{**}$, $p < .01$. (M=17.90, Std. D=3.87). Conscientiousness trait correlated with alcohol misuse at $r(226) = .81^{**}$, $p < .01$ (M=18.73, Std. D=4.72). Neuroticism trait correlated with alcohol misuse at $r(226) = .14^{**}$, $p < .01$ (M=18.02, Std. D=7.80). Openness to experience trait correlated with alcohol misuse at $r(226) = .19^{**}$, $p < .01$ (M=21.08, Std. D=8.55).

Discussion

This study examined the correlates of personality traits on alcohol misuse among workers in Anambra State. The study revealed that personality traits (extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) significantly correlated with alcohol misuse among workers in Anambra State. This confirmed observation and statement by Okoli *et al.*, (2020) that openness, agreeableness, conscientiousness personality traits were key cause of relapse in alcohol and misuse among psychiatric

patients. While neuroticism tends not to be a factor alcohol relapses among participants. This also affirmed that high levels of neuroticism distinguish users of sedatives from those of other drugs. Hence, with high levels of openness to experience and low agreeableness and conscientiousness are consistently associated with the use of marijuana, hallucinogens, and stimulants. The results also demonstrated that addicts with high levels of extraversion and low levels of agreeableness and conscientiousness are consistently associated with the use of stimulants (Hokm-Abadi *et al.*, 2018).

Theoretically, this indicated that a trait of personality of worker, psychologically considered, is not the same as a moral quality. Thus, acts, and even habits, that are inconsistent with a trait are not proof of the nonexistence of the trait. A trait may be viewed either in the light of the personality which contains it, or in the light of its distribution in the population at large. To this, it one can assume that individuals, their environment and behaviour work concurrently, thus influencing all aspects of their reality (Bandura, 1986). This perhaps makes people presume positive expectancies and attitudes towards alcohol through the process of observing or imitating positive statements or attitudes of their co-workers (Theodoros & Olga 2014).

Interestingly, the outcomes of this study will help psychologists in understanding the role personality on workers' alcohol misuse. This will also help them in making necessary intervention plans that will checkmate misuse of alcohol in offices. Since, five of part of personality traits (extraversion, agreeableness, conscientiousness, neuroticism and openness to experience) and two out of gambling (enjoyment and harm to others) were notably factors that contribute to workers alcohol misuse. Similarly, workers themselves will benefit from this study by understanding the pros and cons that are associated with personality traits in relation to misuse o alcohol. This, off course will likely make some of these workers to seek for psychological evaluation and help. Further, organizations will gain from this study, because the study centred on workers. This however, will make them to draft policies that will curb misuse of alcohol during working hours.

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