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Emotional Regulation as a Mediator of Personality Traits and Marital Satisfaction among Academic Staff in Colleges of Education in Oyo State

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Abstract

This study explores how emotional regulation mediates the relationship between personality traits and marital satisfaction among academic staff in Colleges of Education in Oyo State. The study seeks to evaluate marital satisfaction in relation to sexual relationships, financial management, and communication. It will analyse key personality traits such as openness, conscientiousness, extraversion, agreeableness, and neuroticism, while also investigating the impact of emotional regulation techniques, including cognitive reappraisal and suppressive expression, on the relationship between these traits and marital satisfaction. A descriptive survey design was utilised, encompassing 1,150 academic staff from five operational colleges, chosen through intact sampling. The data collection involved a questionnaire that assessed marital satisfaction, personality traits, and emotional regulation, achieving a reliability coefficient of $\alpha = 0.827$. Descriptive and inferential statistics were utilised, demonstrating notable impacts of emotional regulation on marital satisfaction, especially regarding communication. The findings highlight that the satisfaction with communication among staff is significantly high, probably attributed to their teaching responsibilities, while agreeableness emerged as a common personality trait. The influence of personality traits on

marital satisfaction was mediated by emotional regulation, underscoring the importance of counselling and emotional management programs to improve interpersonal harmony within marital relationships.

Keywords: Emotional Regulation**,** Personality Traits, Marital Satisfaction, Academic Staff, Colleges of Education

Introduction

Historically, the union of man and woman in marriage has been regarded as a celebratory event. The original plan was designed to ensure that individuals would share a common positive emotion. Marriage ought to be fulfilling and enriching, enhancing the lives of those involved and fostering personal growth in both parties. It should encourage individuals to contribute positively to society, drawing from the richness of their own experiences in every aspect. Concerns regarding marital satisfaction remain a primary focus, particularly among stakeholders engaged in research related to marriage and family dynamics. It remains a critical area of concern in today's rapidly changing society, characterised by numerous challenges and distractions, particularly for married individuals and professionals in marriage and family life. The level of satisfaction within a marriage plays a crucial role in the overall well-being and stability of couples, affecting their physical, emotional, and social health, (Cao, Zhou, Fine, Li & Fang, 2019). For academic personnel in Colleges of Education, the level of marital satisfaction can influence both personal and professional aspects, as unresolved marital conflicts may result in stress that diminishes work productivity and job satisfaction. According to Ebersold, Rahm & Heise (2019), Personality traits significantly influence marital satisfaction by affecting communication styles and emotional reactions; traits such as extraversion and agreeableness promote positive interactions, whereas neuroticism can lead to conflict. In high-pressure fields such as academia, the influence of these traits may be amplified, highlighting the importance of comprehending how personality interacts with stress and emotional regulation to impact marital

satisfaction in this distinct environment.

The capacity to manage and respond to emotional experiences in constructive ways serves as a crucial mediator in the relationship between personality traits and marital satisfaction. Skilful management of emotions enables individuals to navigate relationship challenges in a constructive manner, minimising the likelihood of negative feelings intensifying into disputes. In the context of Oyo State's Colleges of Education, academic staffs face daily challenges that can deplete emotional resources. Emotional regulation is the process by which individuals modulate their emotional responses to adapt to situational demands. Cognitive reappraisal and suppressive expression are two forms of emotional regulation that have been studied in relation to marital satisfaction. Cognitive reappraisal is the act of changing the interpretation of emotional inputs to modify emotional reactions, whereas suppressive expression is the act of restraining emotional expressions to control emotional responses, (Alhebaishi, 2019).

Numerous studies have demonstrated that emotion regulation is crucial in shaping personality traits and marital satisfaction, as it affects how individuals handle their emotions in the context of intimate relationships. Effective emotion regulation allows partners to engage with one another through empathy, patience, and understanding, thereby improving overall marital satisfaction, (Adam & Abrutyn, 2021). On the other hand, according to Gndonu & Badejo, (2021), inadequate emotion regulation may result in hasty responses, misinterpretations, and emotional detachment, which can influence personality growth and the quality of marital relationships. Consequently, examining the positive and negative effects of emotion regulation on personality and marriage offers valuable understanding of how these elements interact to shape relationship dynamics.

Furthermore, Xiao & Song, (2022), affirmed by a positive effect of emotion regulation on personality traits is its reinforcement of traits such as emotional stability and agreeableness. When individuals learn to manage their emotions effectively, they are less likely to be swayed by temporary feelings of anger, sadness, or frustration, which fosters resilience and calmness. Emotionally regulated individuals tend to exhibit greater tolerance and adaptability, traits that promote healthy communication and cooperation in marriage. This stability, in

turn, helps both partners feel secure and understood, enhancing marital satisfaction through reliable support and conflict resolution.

In addition, effective emotion regulation promotes openness, a personality trait characterized by receptiveness to new experiences and ideas. Partners who can control their emotions are more willing to engage in honest discussions, explore different perspectives, and compromise on differences. Openness is beneficial for marital satisfaction because it nurtures a sense of shared growth and exploration within the relationship, making partners feel valued and respected. This positive reinforcement fosters a healthy environment for mutual understanding and minimizes resentment, which often stems from unresolved emotional conflicts, (Esha-tur-Razia & Shoaib, 2022).

Conversely, inadequate emotion regulation may contribute to heightened traits linked to neuroticism, including anxiety, insecurity, and irritability. Neuroticism can negatively impact marital satisfaction by leading partners to experience emotional burdens or feelings of disconnection. When one partner frequently responds with negativity or has difficulty handling emotional triggers, it can create tension in the relationship, complicating efforts to sustain intimacy and effective communication. This emotional instability may result in regular conflicts and diminish the perceived steadiness of the relationship, ultimately affecting overall marital satisfaction, (Uye, Shittu, Atunwa & Olapegba, 2023)..

In a similar vein, Goyal & Narayan (2024) agreed that poor emotion regulation can intensify personality traits like aggression or hostility, particularly during stressful circumstances. People who find it challenging to manage anger or frustration might exhibit unrestrained responses, which can affect their partners' emotional health and the overall satisfaction within the relationship. These reactions can create a cycle of emotional instability, where each partner becomes increasingly reluctant to engage in constructive discussions, resulting in an atmosphere filled with ongoing criticism and defensiveness. Personality changes may intensify over time, leading to a decline in marital satisfaction as communication deteriorates and resentment accumulates, Jardine, Vannier & Voyer, (2022).

The Personality Theory and the Emotion Regulation Theory suggest that certain personality traits, including openness, conscientiousness, extraversion, agreeableness, and neuroticism, influence the level of happiness individuals

experience in their marriages and interpersonal relationships. Effectively handling negative emotions can enhance the satisfaction couples feel in their marriages through robust emotion regulation skills, Jardine, Vannier & Voyer, (2022). Therefore, the studies investigate emotion regulation as a mediator of personality traits and marital satisfaction among academic staff in Colleges of Education in Oyo State.

Statement of the Problem

Marital satisfaction plays a vital role in enhancing individual well-being and ensuring family stability. For academic personnel in colleges of education, who frequently encounter high work demands and stress, the level of marital satisfaction can have a considerable impact on their emotional well-being and job performance. Traits like openness, conscientiousness, and neuroticism significantly influence how individuals manage marital relationships, affecting communication, empathy, and conflict resolution. Nonetheless, personality traits by themselves do not fully explain the differences in marital satisfaction; emotion regulation plays a vital intermediary role. The capacity to manage and respond to emotional experiences effectively is crucial for alleviating stress and maintaining healthy interpersonal relationships. There has been minimal exploration into the ways in which emotion regulation could influence the connection between personality traits and marital satisfaction, especially within the context of academic professionals who often navigate high-stress work environments that may exacerbate these dynamics. In the context of academic personnel in Oyo State, Nigeria, comprehending the mediating influence of emotion regulation on the relationship between personality traits and marital satisfaction is essential for tackling marital difficulties and enhancing overall well-being. Academic personnel often encounter distinct pressures, including substantial workloads, research demands, and the challenge of managing both professional and personal responsibilities. The existing pressures could intensify the necessity for proficient emotion regulation to uphold marital harmony. Although this issue holds significant importance, there exists a clear gap in the examination of how emotion regulation may connect personality traits and marital satisfaction within this demographic. This study seeks to explore the mediating effect, aiming to offer insights that may guide interventions and policies

designed to improve marital satisfaction and emotional well-being among academic staff in colleges of education, thereby fostering a better work-life balance and enhancing professional fulfilment.

Objectives of the Study

The aim of this study was to investigate emotion regulation as a mediator of personality traits and marital satisfaction among Academic Staff in Colleges of Education in Oyo State. The objectives of the study are to:

i. determine the level of marital satisfaction (sexual relationship, financial management, communication) among academic staff in colleges of education in Oyo State;
ii. ascertain the dominating personality traits (openness, conscientiousness, extraversion, agreeableness, neuroticism) among academic staff in colleges of education in Oyo State;
iii. determine the moderating roles of emotional regulation (cognitive reappraisal and suppressive expression) on the influence of personality traits (openness, conscientiousness, extraversion, agreeableness, neuroticism) and marital satisfaction (sexual relationship, financial management, communication) among academic staff in colleges of education in Oyo State.

Research Questions

The following questions were raised to achieve the objectives of the study:

1. What is the level of marital satisfaction (sexual relationship, financial management, communication) among academic staff in colleges of education in Oyo State?
2. Which is the dominating personality trait (openness, conscientiousness, extraversion, agreeableness, neuroticism) among academic staff in colleges of education in Oyo State?

Hypotheses

$H_0$1: There will be no significant moderating roles of emotional regulation (cognitive reappraisal and suppressive expression) on personality traits

(openness, conscientiousness, extraversion, agreeableness, neuroticism) and marital satisfaction (sexual relationship, financial management, communication) among academic staff in colleges of education in Oyo State.

Methodology

Research Design

The descriptive survey research design was adopted for the study. This research design entailed the process of collecting data from a representative sample of a population to produce a result that can be generalized to the whole population. It is considered appropriate for the study because the research is concerned with the collection of data for the purpose of description and interpretation of data without any form of variable manipulation.

Population of the Study

The population of the study consisted of all academic staff in the colleges of education that are operational in Oyo State at the time of this study. As of that time, there are seven (7) registered colleges of Education in Oyo State, out of which five (5) are operational: Federal College of Education (Special), Oyo, Emmanuel Alayande College of Education Oyo, Oyo College of Education Lanlate, Mufutau Lanihun College of Education Ibadan, and Best Legacy College of Education, Ogbomoso. Across all these colleges of education, there are a total of one thousand one hundred and fifty (1,150) academic staff [1]. Therefore, the population of the study consisted of one thousand one hundred and fifty (1,150) academic staff.

Sample and Sampling Techniques

A total of one thousand, one hundred and fifty (1,150) academic staff members from the five operational colleges of Education in Oyo State were chosen through the intact sampling technique. Oyo State exhibits a diverse and balanced representation of colleges of education, encompassing various ownership types (federal, state, and private), catering to both special education needs and mainstream education. The institutions cover a wide range of disciplines across all fields, are distributed throughout the state's geographical zones, and reflect a

variety of religious beliefs, ethnicities, and tribes within their workforce. Additionally, there exists a substantial population exceeding one thousand staff members, comprising both males and females. Therefore, while intact sampling is a non-probability technique, it ensures that all academic staff have an equal chance of selection without bias. The findings can be generalised due to the diverse representation of participants.

Research Instruments

The essential data for this study were gathered by a questionnaire entitled "Emotional Regulation, Personality Traits and Marital Satisfaction Questionnaire." The study instrument consists of four subsections designed to assess components associated with marital happiness, personality characteristics, and emotional regulation. The initial portion assesses marital satisfaction utilising the ENRICH Marital Satisfaction Scale, developed from scholarly research. This segment has twenty-one items: items 1-7 evaluate the quality of the sexual relationship; things 8-14 examine communication, and items 15-21 measure financial management. Participants are requested to evaluate their level of agreement with each statement using a four-point Likert scale, from Always (4) to Never (1). The second component assesses personality traits with twenty-five items derived from the NEO Personality Inventory (NEO-PI-R) and the NEO Five-Factor Inventory (NEO-FFI). Items 1-5 assess Openness, 6-10 assess Conscientiousness, 11-15 assess Extraversion, 16-20 assess Agreeableness, and 21-25 assess Neuroticism. Participants are requested to evaluate their level of agreement with each statement using a four-point Likert scale, where Always corresponds to 4 and Never corresponds to 1. The third component assesses emotional control with 10 items derived from the Emotion control Questionnaire (ERQ). Items 1-6 assess cognitive reappraisal, whereas items 7-10 evaluate expressive suppression. Participants are requested to evaluate their level of agreement with each statement using a four-point scale from Always (4) to Never (1). The test is meant to systematically evaluate several aspects of respondents' marital happiness, personality characteristics, and emotional regulation.

Validity and Reliability of the Research Instrument

The face and content validity methods were used to assess the instrument's validity. For this reason, the supervisor carefully examined the research tool, assessing the questionnaire's structure, sufficiency, and substance. 40 academic staff members at Federal College of Education, Iwo, Osun State, were given questionnaires as part of a pilot research to test the instrument's reliability. Cronbach alpha was utilised to assess the instrument's reliability, and the co-efficient was employed to ascertain the instrument's dependability. With an average Cronbach alpha value of (α =0.827), the co-efficient was discovered at the Marital Satisfaction Scale (α =0.821), Personality Traits Scale (α =0.784), and Emotional Regulation Scale (α =0.877). This indicates that the instrument is dependable.

Method of Data Collection

The research instrument was administered by the researcher with the help of five (5) trained research assistants. This was done to ensure that the instruments were attended to by the actual respondents and to reduce missing data to the minimum.

Method of Data Analysis

The statistical tools to be used for the analysis of data collected from the sample in this study will be both the descriptive and inferential statistics. The descriptive statistics, through mean and standard deviation will be used to answer the raised research questions. While the inferential statistics through, the Pearsons Product Moment Correlation and multiple regression analyses will be employed in data analyses at 0.05 level of significance to test the formulated hypotheses.

Findings

Research Questions

This section answers the research questions that guide the study:

Research Question One: What is level of marital satisfaction (sexual relationship, financial management, communication) among academic staff of colleges of education in Oyo State?

Table showing the level of marital satisfaction (sexual relationship, financial management, communication) among academic staff of colleges of education in Oyo State

TableOne

S/N	I:	Never	Seldom	Sometimes	Always	Mean	SD
	Sexual Relationship						
1	am completely satisfied with the amount of affection my partner gives me	36 (3.9%)	36 (3.9%)	171 (18.6%)	677 (73.6%)	3.62	0.741
2	am concerned that my partner may not be interested in me sexually	243 (26.4%)	72 (7.8%)	405 (44%)	200 (21.7%)	2.61	1.096
3	find it easy and comfortable for me to talk with my partner about sexual issues	99 (10.8%)	117 (12.7%)	180 (19.6%)	524 (57%)	3.23	1.038
4	I worry that my partner may have thought about having a sexual relationship outside of our marriage (affair).	288 (31.3%)	126 (13.7%)	216 (23.5%)	290 (31.5%)	2.55	1.227
5	Our sexual relationship is satisfying and fulfilling to me.	36 (3.9%)	108 (11.7%)	207 (22.5%)	569 (61.8%)	3.42	0.845
6	am reluctant to be affectionate with my partner because it is often misinterpreted as a sexual advance.	162 (17.6%)	117 (12.7%)	342 (37.2%)	299 (32.5%)	2.85	1.065
7	am concerned that my partner's interest in sex is not the same as mine.	126 (13.7%)	0 (0.0%)	306 (33.3%)	488 (53%)	3.26	1.007
	Weighted Mean					**3.07**	**1.003**
	Communication						
8	It is very easy for me to express all my true feelings to my partner.	18 (2%)	54 (5.9%)	297 (32.3%)	551 (59.9%)	3.50	0.697

9	When we are having a problem, my partner often gives me the silent treatment.	90 (9.8%)	99 (10.8%)	432 (47%)	299 (32.5%)	3.02	0.908
10	I prefer to text my partner than ask them what I want verbally	225 (24.5%)	126 (13.7%)	225 (24.5%)	344 (37.4%)	2.75	1.195
11	I wish my partner was more willing to verbalize his/her feelings with me.	63 (6.8%)	72 (7.8%)	279 (30.3%)	506 (55%)	3.33	0.889
12	I have trouble believing everything my partner says to me.	216 (23.5%)	126 (13.7%)	243 (26.4%)	335 (36.4%)	2.76	1.176
13	I do not tell my partner what I am feeling because he/she should already know.	117 (12.7%)	162 (17.6%)	261 (28.4%)	380 (41.3%)	2.98	1.048
14	My partner is a good listener.	18 (2%)	63 (6.8%)	234 (25.4%)	605 (65.8%)	3.55	0.709
	Weighted Mean					**3.13**	**0.946**
	Financial Management						
15	I wish my partner was more careful in spending money.	90 (9.8%)	90 (9.8%)	306 (33.3%)	434 (47.2%)	3.18	0.964
16	We agree on how to spend our money.	90 (9.8%)	99 (10.8%)	342 (37.2%)	389 (42.3%)	3.12	0.953
17	I am satisfied with our decisions about how much we should save.	108 (11.7%)	162 (17.6%)	216 (23.5%)	434 (47.2%)	3.06	1.056
18	We are both aware of our major debts, and they are not a problem for us.	99 (10.8%)	81 (8.8%)	270 (29.3%)	470 (51.1%)	3.21	0.994
19	We keep records of our spending so we can budget our money.	108 (11.7%)	81 (8.8%)	324 (35.2%)	407 (44.2%)	3.12	0.993
20	Deciding what is most important to spend our money on is a concern for us.	90 (9.8%)	90 (9.8%)	243 (26.4%)	497 (54%)	3.25	0.985

21	It bothers me that I cannot spend money without my partner's approval.	270 (29.3%)	90 (9.8%)	234 (25.4%)	326 (35.4%)	2.67	1.232
	Weighted Mean					**3.09**	**1.025**

Threshold: Mean < 1.0 (very low), 1.00 - 1.99 (low), 2.00 - 2.99 (high), ≥3.00 (very high).

Based on the data shown in table 4.6, sexual relationship, communication, and financial management all have significantly high weighted mean indices. Specifically, communication has the highest index at 3.13, followed by financial management at 3.09, and sexual relationship at 3.07. This implies that academic staff of colleges of education in Oyo State are more content with the amount of communication in their marriage compared to their satisfaction with financial management and sexual relationship. Put simply, they derive the least amount of marital satisfaction from sexual relationship.

Research Question Two: Which is the dominating personality trait (openness, conscientiousness, extraversion, agreeableness, neuroticism) among academic staff of colleges of education in Oyo State?

Table showing the dominating personality trait (openness, conscientiousness, extraversion, agreeableness, neuroticism) among academic staff of colleges of education in Oyo State.

Table Two

S/N	I:	Never	Seldom	Sometimes	Always	Mean	SD
	Openness						
1	enjoy exploring new ideas and concepts	72 (7.8%)	81 (8.8%)	324 (35.2%)	443 (48.2%)	3.24	0.91
2	find myself lost in my own thoughts	36 (3.9%)	108 (11.7%)	387 (42.1%)	389 (42.3%)	3.23	0.804
3	enjoy trying new foods and experiencing different cultures	72 (7.8%)	135 (14.7%)	342 (37.2%)	371 (40.3%)	3.10	0.924
4	am fascinated by art and music	126 (13.7%)	144 (15.7%)	387 (42.1%)	263 (28.6%)	2.86	0.985

5	daydream about the future and the possibilities it holds	45 (4.9%)	171 (18.6%)	225 (24.5%)	479 (52.1%)	3.24	0.920
	Weighted Average Mean					**3.13**	**0.909**
	Conscientiousness						
6	am very organized and like to have a plan for everything.	18 (2%)	27 (2.9%)	333 (36.2%)	542 (58.9%)	3.52	0.653
7	try to do my best and take pride in my work.	27 (2.9%)	81 (8.8%)	351 (38.2%)	461 (50.1%)	3.35	0.763
8	am a reliable and dependable person.	72 (7.8%)	54 (5.9%)	243 (26.4%)	551 (59.9%)	3.38	0.908
9	pay close attention to details and try to avoid making mistakes.	90 (9.8%)	207 (22.5%)	243 (26.4%)	380 (41.3%)	2.99	1.015
10	believe in being punctual and following through on my commitments.	18 (2%)	81 (8.8%)	342 (37.2%)	479 (52.1%)	3.39	0.730
	Weighted Average Mean					**2.622**	**0.814**
	Extraversion						
11	enjoy being around other people and find social situations energizing.	90 (9.8%)	207 (22.5%)	261 (28.4%)	362 (39.3%)	2.97	1.005
12	like to be the center of attention and enjoy being praised or recognized	18 (2%)	27 (2.9%)	324 (35.2%)	551 (59.9%)	3.53	0.652
13	am generally outgoing and assertive.	81 (8.8%)	108 (11.7%)	333 (36.2%)	398 (43.3%)	3.14	0.940
14	seek out new experiences and excitement.	144 (15.7%)	81 (8.8%)	378 (41.1%)	317 (34.5%)	2.94	1.028
15	am comfortable taking risks and trying new things.	90 (9.8%)	126 (13.7%)	333 (36.2%)	371 (40.3%)	3.07	0.963
	Weighted Average Mean					**3.13**	**0.918**
	Agreeableness						
16	am a compassionate and caring person	36 (3.9%)	63 (6.8%)	252 (27.4%)	569 (61.8%)	3.47	0.788

17	try to avoid conflicts and maintain harmonious relationships with others	45 (4.9%)	162 (17.6%)	261 (28.4%)	452 (49.1%)	3.22	0.904
18	am a good listener and am always willing to help others with their problems	90 (9.8%)	126 (13.7%)	333 (36.2%)	371 (40.3%)	3.07	0.963
19	am empathetic and can easily put myself in other people's shoes	171 (18.6%)	135 (14.7%)	261 (28.4%)	353 (38.4%)	2.87	1.121
20	value cooperation and collaboration over competition	45 (4.9%)	36 (3.9%)	342 (37.2%)	497 (54%)	3.40	0.783
	Weighted Average mean					**3.21**	**0.912**
	Neuroticism						
21	worry about things that might go wrong in the future	63 (6.8%)	108 (11.7%)	387 (42.1%)	362 (39.3%)	3.14	0.875
22	am easily stressed out and can become overwhelmed by my emotions	108 (11.7%)	207 (22.5%)	198 (21.5%)	407 (44.2%)	2.98	1.067
23	am highly sensitive to criticism and rejection	45 (4.9%)	81 (8.8%)	252 (27.4%)	542 (58.9%)	3.40	0.843
24	experience mood swings and can be moody or irritable	90 (9.8%)	144 (15.7%)	369 (40.1%)	317 (34.5%)	2.99	0.945
25	am prone to anxiety and often feel nervous or on edge	126 (13.7%)	162 (17.6%)	261 (28.4%)	371 (40.3%)	2.95	1.061
	Weighted Average Mean					**3.09**	**0.958**

Threshold: Mean < 1.0 (very low), 1.00 - 1.99 (low), 2.00 - 2.99 (high), ≥3.00 (very high).

The results in table 4.8 above shows the weighted mean index for the dominating personality traits among academic staff in colleges of education in Oyo State. Of the five personality traits, the dominating trait is agreeableness.

Test for Hypothesis

$H_0$1: There will be no significant moderating roles of emotional regulation (cognitive reappraisal and suppressive expression) on the influence of

personality traits (openness, conscientiousness, extraversion, agreeableness, neuroticism) and marital satisfaction (sexual relationship, financial management, communication) among academic staff of colleges of education in Oyo State.

Significant moderating roles of emotional regulation on the influence of personality traits and marital satisfaction among academic staff of colleges of education in Oyo State

Table Three

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	345265	1	345265	42619	0
	Residual	7436.8	918	8.101		
	Total	352702	919			

Dependent Variable: Marital Satisfaction, personality traits

Moderating Variable: Cognitive Reappraisal

Independent Variables: Emotional Regulation

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	323122	1	323122	10028	0
	Residual	29580	918	32.222		
	Total	352702	919			

Dependent Variable: Marital Satisfaction, personality traits

Moderating Variable: Expressive Suppression

Independent Variables: Emotional Regulation

Source: Researcher's Fieldwork

The above study examines how cognitive reappraisal and expressive repression modulate the relationship between personality qualities (openness, conscientiousness, extraversion, agreeableness, neuroticism) and marital happiness. This research covers sexual connection, financial management, and communication among Oyo State college faculty.

The enormous F-value (42619.422) and extremely tiny p-value (.000) in the "Regression" section show that the model successfully accounts for a significant percentage of marital satisfaction variability. Cognitive reappraisal as a moderating variable improves the model's marital satisfaction prediction. The "Sum of Squares" and "Mean Square" values show the model's variance and variation per degree of freedom. Small residual sum of squares (7436.832) implies the model accurately captures data with low variability. Cognitive reappraisal as a moderating variable modifies the connection between personality characteristics, coping self-efficacy, and marital happiness, as shown by the F-value of 42619.422 and its p-value of.000. Like the previous example, the "Regression" section shows that expressive suppression as a moderating variable efficiently accounts for marital satisfaction variance, as seen by the large F-value (10027.859) and extremely low p-value (.000). "Sum of Squares" and "Mean Square" values show how much variance the model accounts for and how much variance per degree of freedom. The residual sum of squares (29580.184) is low, indicating a strong model-data fit with moderate volatility. Expressive suppression as a moderating variable affects personality characteristics and marital happiness, as shown by the F-value (10027.859) and p-value (.000). Both situations have extremely low p-values (.000) indicating that cognitive reappraisal and expressive suppression moderate. This suggests that emotional control is crucial to the relationship between personality factors and marital happiness among Oyo State college faculty.

Discussion of Findings

The first research question found that academic staff at Oyo State colleges of education was more satisfied with their marital communication than with sexual relationship and financial management. This may be because teachers routinely communicate with pupils. Given their greater communication delight, they may have used this strategy in their marriage. However, improved and joyful communication will likely lead to improvements in other areas of the marriage connection, so couples should express their actual sentiments rather than texting or stonewalling. The findings also showed that most participants were concerned that their partners may not be sexually interested in them, possibly due to their worry that their partners may have thoughts about having sexual relationships outside of

their marriage, their reluctance to be affectionate with their partner because it is often misinterpreted as sexual advance, and their concern that their partners' sex interests differ from theirs.

Research question two shows that academic personnel at Oyo State colleges are acceptable. Agreeableness is the proven tendency to cooperate, care, and regard others. High agreeableness scores indicate kindness, sympathy, and amiability. Teaching/lecturing entails helping others, therefore those in this field have great traits that should be emulated. To model appropriate conduct for pupils, lecturers are prosocial. Neuroticism, where people worry about the future, get easily stressed out and overwhelmed by emotions, are highly sensitive to criticism, experience mood swings, and are prone to anxiety, can lead to marital dissatisfaction and should be addressed at the first sign. Spouses should assess their neuroticism index every day, discuss it, and resolve difficulties with counselling (Ebersold, Rahm & Heise, 2019).

Hypothesis shows that cognitive reappraisal and expressive suppression moderate significantly. This suggests that emotional control is crucial to the relationship between personality factors and marital happiness among Oyo State college faculty which is in line with previous studies that says Emotion is key in marriage discussions (Jardine, Vannier & Voyer, 2022). Whether married couples express or restrain their feelings affects marital happiness. Also, according to Adam & Abrutyn, (2021); Gndonu & Badejo, (2021), this discovery may be due to the fact that married people's expression and suppression of positive and negative emotions affect their marriage and its success.

Findings also state that association between personality characteristics and marital happiness among Oyo State college faculty depends on emotional control. How people handle interpersonal difficulties, show empathy, and maintain closeness in their marriages depends on their ability to detect, understand, and control their emotions. Academic staff personnel with excellent emotional regulation abilities may better communicate their needs, demonstrate empathy for their partners, and work productively.

Conclusion

This study found that academic personnel at Oyo State schools of education have high marital satisfaction in communication quality, possibly because to the

communication skills they use every day. However, sexual relationship and financial management show lesser satisfaction, with spouses struggling with sexual indifference or mistaken affection. Personality factors also affect marital dynamics. Academic staffs are often amiable, which promotes compassion and cooperation. Neuroticism, which causes worry and emotional instability, can endanger marital harmony and should be treated. Finally, emotional regulation, specifically cognitive reappraisal and expressive suppression, mediates the effect of personality traits on marital satisfaction, emphasising the importance of emotional management in academic staff marriages.

Recommendations

Based on the findings the following recommendations were made based on the findings of the study:

1. Institutions should incorporate specialized marital counseling sessions for academic staff, emphasizing skills for open and empathetic communication to improve marital satisfaction in areas beyond the workplace.
2. Workshops or programs focused on building emotional regulation skills, such as cognitive reappraisal, should be offered to help staff handle interpersonal conflicts and reduce marital dissatisfaction stemming from personality traits like neuroticism.
3. Counseling services should be made accessible to academic staff to address issues around sexual satisfaction in marriage, focusing on reducing misinterpretations of affection and promoting open discussions around intimacy to strengthen emotional and physical bonds in their relationships.

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