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Personality Traits, Coping Self-Efficacy and Marital Satisfaction among Academic Staff of Colleges of Education in Oyo State, Nigeria

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Abstract

Problems with marital satisfaction could spell doom for married individuals, their families and the society at large. This study investigated the influence of personality traits and coping self-efficacy on marital satisfaction among married academic staff of colleges of education in Oyo State. The study adopted the descriptive research design of survey type. Intact sampling procedure was used to select 920 academic staff in colleges of education in Oyo State. Data were generated with a questionnaire on Personality Traits, Coping Self-efficacy, Martial Satisfaction and Emotional Regulation (α =.827). Data were analysed using descriptive and inferential statistics at 0.05 alpha level. The results showed that: there is a significant joint influence of personality traits and coping self-efficacy on marital satisfaction among the respondents (Adj. R2=.987, F (2,917) =36950.786); there is a significant relative influence of personality traits (β =1.020; t=61.257) and coping self-efficacy (β= 0,27; t=1.598) on marital satisfaction among the respondents; there is a significant gender difference in marital satisfaction among the respondents male ($\bar{x}$ =2.58), female ($\bar{x}$ = 3.25); there is a significant gender difference in personality traits among the respondents male ($\bar{x}$ =3.24, female ($\bar{x}$ = 3.35); there is a significant gender difference in coping self-efficacy among the respondents male ($\bar{x}$ =3.46), female ($\bar{x}$ = 3.35); there is a significant moderating role of gender in the influence of personality traits and coping self-efficacy on marital satisfaction [(Male F(2, 413), =594.172); (Female

F(2, 501), =20188.876] among the respondents; Communication skill should be developed among academic staff of colleges of education in order to enhance their marital satisfaction, among other recommendations.

Keywords: Personality Traits, Coping self-Efficacy, Marital Satisfaction, Married Academic Staff, Colleges of Education

Introduction

Over the years, marriage has been seen as a happy event as a man and a woman join together. This is because the original goal was for everyone to feel the same good emotions. Marriage should make both people happier and more complete. It should feed their lives and make them better people, who then bring and raise the best versions of other people into society from the wealth of their own lives in every way. Many people are still very interested in issues related to relationship happiness, especially researchers who are interested in marriage and family life. It is still one of the most important issues in today's society, which is changing quickly and seems to be full of problems and distractions that are too much to handle, especially for married people and experts on marriage and family life. Karney and Bradbury (2020) say that marriage is a complicated social structure that has different meanings and values in different cultures and societies. Cao, Zhou, Fine, Li, and Fang (2019), one way to describe marriage is as the official, legal union of a man and a woman who are in a relationship. Marriage is a holy bond between two people who promise to love, devoted, and sexually associate with each other forever in a public and legally binding union. It's a social norm that recognises when two or more people are personally connected and work together.

It is impossible to say enough good things about being married. When two people get married, they become one person. But marriage also brings families together, which makes the family tree bigger, supporting networks bigger, and everyone's life better. People who are married should live longer, so their risk of death should be lower than that of people who are not married. Since two smart people are better than one, people who are in a loving relationship tend to take better care of themselves and avoid taking risks that could hurt their health. This helps them stay together for longer. Men and women who are married live longer and better lives because they have something to live for. They are also less likely to get any of the sexually transmitted diseases that can kill them because their sex lives are more stable with their partners. This makes the partnership peaceful and stable

on its own. Also, having a married partner makes people less likely to become depressed because they have someone to talk to and share their fears with. As the saying goes, "a problem shared is half solved." For this reason, it is safe to say that married people generally have half of their problems solved, which is good for their mental health. People who are married are thought to have a better social standing because their children and spouses help them work and pay their bills. People who are married also find it easier to raise children than people who are not married, since they will do it together in a safe and happy home. Overall, married couples can be said to enjoy better quality of life and lifelong relationship.

The motivations for marriage differ according to individual and cultural contexts. Common motivations for marriage are family creation, affection, companionship, financial security, and adherence to social and cultural conventions. Additional reasons encompass, but are not restricted to, the pursuit of a lifetime relationship, emotional support, financial stability, legal and social recognition, and the fulfilment of religious and spiritual responsibilities (Hou, Jiang, and Wang 2019). Marital contentment is essential for a good marriage, since it is a fundamental indicator of the relationship's general health and well-being. Maritally fulfilled couples are more likely to participate in open communication, trust, and mutual respect, which are essential components for maintaining a strong and flourishing marriage. Content couples actively strive to collaborate in surmounting challenges and achieving shared goals. Conversely, if spouses are dissatisfied with their relationship, they are more likely to engage in detrimental behaviours that may undermine the stability and resilience of the marriage (Sayehmiri, Kareem, Abdi, Dalvand, and Gheshlagh, 2020).

Marital happiness is important for people, families, and society; hence its factors must be studied. Since marital satisfaction varies over time and is not consistent, the focus is largely on newlyweds. Each relationship is unique, so what works for one couple may not work for another. There are established marital satisfaction indicators for newlyweds and long-term couples. This includes: Effective communication and conflict resolution make marriages happier. Couples that love spending time together and share interests are happier. Positive interactions: couples with a high ratio of positive (laughing, affection, shared successes) to negative (criticism, scorn, and defensiveness) are happier. Couples that feel emotionally close are happier. Marriage happiness is higher among couples who are happy with their sexual relationship. Marriages are happier when partners share goals and ideals (Nadolu, Runcan and Bahnaru, 2020).

This study examines sexual relationships, financial management, and communication as determinants of marriage pleasure. Marital sexual connections denote the physical

and emotional bond between spouses. This includes sexual activity, intimacy, and many types of physical affection. It is a crucial element of a good and satisfying marriage relationship, as it fortifies the connection between spouses and enhances general well-being. Sexual connections inside matrimony are a fundamental component of several marriages. They can encompass physical and emotional closeness, so reinforcing the connection between lovers. The characteristics of sexual interactions in marriage can significantly differ across couples, affected by cultural and religious views, personal values, and individual preferences (Aliabadi, Bordbar, Kamali, Izadi, Mirzaei, and Azaraeen, 2020).

Addressing sexual connection issues is essential for attaining marital fulfilment. The study by Kanter and Proulx (2021) indicates that inadequate sexual relations between spouses might result in tension and anxiety, adversely affecting both their job performance and overall well-being. Complications in sexual relationships may result in diminished intimacy, relationship dissolution, and decreased self-esteem, potentially fostering feelings of low self-worth, diminished confidence, and impaired academic performance. Additionally, these issues can manifest as physical health problems, including sexual dysfunction and depression, as well as reduced concentration, adversely affecting one's ability to focus on academic or professional tasks (Ariapooran and Raziani, 2019).

Research conducted by Safara, Hatami, and Atashkar (2020); Zamanzadeh, Azadi, Valizadeh, Keogh Monadi, and Negarandeh (2013); and Awujo and Onwukwe (2019) confirmed that "financial management" and "communication" are critical determinants of marital satisfaction. Financial management encompasses the methods by which couples administer their resources, including budgeting, goal formulation, and the synchronisation of expenditure patterns. Effective financial management fosters stability and reduces conflict, but mismanagement may lead to stress, distrust, and discontent. Poor communication, uneven contributions, and debt can exacerbate financial problems. Simultaneously, communication is essential for conflict resolution, trust establishment, and intimacy enhancement. Effective communication necessitates attentive listening, articulate expression, and transparent discourse, whereas factors such as avoidance, misinterpretation, and digital distractions may result in misunderstandings and tension in relationships. Effectively addressing these factors promotes marital harmony and happiness.

Conversely, Sayehmiri, Kareem, Abdi, Dalvand, and Gheshla (2020) assert that personality factors significantly influence marital happiness by affecting individuals' perceptions, reactions, and management of relationship issues. Characteristics such as agreeableness, emotional stability, and conscientiousness correlate favourably with

elevated levels of marital satisfaction. Individuals exhibiting high agreeableness are often more cooperative, understanding, and empathic, hence promoting harmonious relational dynamics and mitigating conflict. Similarly, emotional stability enables couples to manage stress efficiently, circumvent disproportionate negative responses, and participate in constructive conversation. These personality traits jointly enhance mutual comprehension and resilience, resulting in more fulfilling and enduring partnerships.

Moreover, marital pleasure is consistently influenced by personality qualities, particularly in the capacity to accommodate a partner's differences and resolve relationship issues. Extroverted persons typically provide excitement and sociability to the partnership, hence improving shared activities and emotional intimacy. Simultaneously, elevated levels of conscientiousness foster responsible and organised behaviours, perhaps enhancing problem-solving abilities and dedication to the partnership. Conversely, qualities like neuroticism are associated with less marital happiness owing to predispositions towards worry, mood fluctuations, and increased sensitive to criticism. Consequently, personality factors influence each partner's experiences and reactions within the relationship, directly affecting marital happiness (McEwan, Boudreau, Curran, and Rhodes, 2019).

Also, this research considers coping self-efficacy, or the confidence individuals have in managing stressors and challenges effectively. High coping self-efficacy is linked to problem-focused coping and better psychological well-being. Marital challenges may require coping strategies that enable individuals to manage stress rather than fully enjoy marriage. Thus, this study will explore how coping self-efficacy, specifically through vicarious experiences, mastery experiences, and verbal persuasion, relates to marital satisfaction.

Coping self-efficacy, defined as an individual's confidence in their capacity to manage stressors and difficulties well, is crucial for marital pleasure. Elevated coping self-efficacy allows spouses to tackle marital challenges constructively, diminishing the probability of extended conflict and promoting a supportive atmosphere within the partnership. Research by Bayra (2020) and Cam (2020) has confirmed that self-efficacy bolsters resilience, enabling individuals to cope with stress without resorting to maladaptive behaviours that may jeopardise relationships. Couples who possess confidence in their ability to manage stress are more adept at communicating transparently, resolving problems peacefully, and providing mutual support during challenging periods, all of which are essential components of marital fulfilment.

Furthermore, Zhao and Hou (2022) assert that coping self-efficacy enhances marital happiness by facilitating emotional control and diminishing negative emotional reactions during disagreements. Individuals possessing elevated coping self-efficacy are more inclined to maintain composure, empathy, and patience, resulting in improved interactions with their partners. They excel in regulating impulsive responses, employing active problem-solving strategies, and sustaining an optimistic perspective in difficult situations. The ability to manage interpersonal stress successfully cultivates trust, emotional closeness, and a heightened feeling of collaboration, resulting in increased marital happiness. In contrast, inadequate coping self-efficacy may lead to feelings of being overwhelmed by stress, perhaps resulting in irritation or retreat, so degrading the quality of the marital connection.
The impact of gender on sexual pleasure is still debated. Some studies have shown gender differences in sexual desires and activities, while others have not, Baucom, Notarius, Burnett and Haefner, 1990). Gender role expectations may explain the lack of sexual enjoyment variations. Men and women are socially conditioned to have different sexual attitudes. Men may be socialised to prioritise their own sexual demands and be more sexually aggressive, while women may be socialised to prioritise their partner's sexual needs and be more passive, (Eagly and Sczesny, 2019). However, research reveal that gender role expectations are loosening and that man and women are becoming more sexually equal. Sex scripts may also explain the lack of gender differences in sexual satisfaction, (Jackson, Miller, Oka & Henry, 2014). Sexual scripts are culturally specific sexual norms learnt through socialisation. This theory suggests that men and women have different sexual scripts that affect their sexual impulses. Men and women are adopting new sexual behaviours and practices, according to a recent survey.
The conventional perspective posits that these gender disparities in personality characteristics stem from biological distinctions between males and females. It has been posited that men's superior physical strength has contributed to the emergence of more competitive and forceful personalities (Horrell, Lewis Hall and Lee, 2021). Likewise, women's increased caregiving obligations may have contributed to the emergence of more accommodating and caring personalities. Recent research, however, has contested this perspective, indicating that gender variations in personality may be more socially produced rather than biologically dictated.

Statement of the Problem

A deficiency in marital happiness with extensive repercussions appears to impact a significant number of individuals and families. Although marriage is seen as a

fundamental aspect of society, numerous couples seem to be grappling with sustaining a meaningful and rewarding relationship. Research indicates that insufficient marital happiness can lead to several adverse consequences, including deteriorating mental health, declining physical health, financial difficulties, and potential separation or divorce. The issue is exacerbated by the multi-faceted nature of marital discontent, which can stem from many interpersonal, relational, and social issues. Despite their significant influence on the future of youth, several academic personnel at Nigerian schools of education appear to have difficulties in sustaining a pleasant and rewarding marriage relationship. The predictive power of a construct encompassing personality traits and coping self-efficacy, which pertains to an individual's belief in their capacity to thrive in a long-term relationship, on marital satisfaction has yet to be empirically assessed among academic staff in colleges of education in Oyo State, Nigeria. The marriage contentment of college academic staff may influence health behaviours, career aspirations, job performance, student outcomes, work-life quality, and the psychological well-being of the staff, indicating that the repercussions of insufficient marital satisfaction are significant. It is essential to conduct a study to examine these factors and collect data from academic staff in Nigerian colleges to gain a deeper understanding of how personality traits and coping self-efficacy affect marital satisfaction within this demographic. This study aims to examine the impact of personality characteristics and coping self-efficacy on marital happiness among academic personnel at institutions of education in Oyo State.

Aim and Objectives of the Study

The aim of this study was to investigate the influence of personality traits and coping self-efficacy on the marital satisfaction of academic staff of colleges of education in Oyo State. The objectives of the study were to:

i. ascertain the combined influence of coping self-efficacy and personality traits on marital satisfaction among academic staff in colleges of education in Oyo State;
ii. determine the relative influence of coping self-efficacy and personality traits on marital satisfaction among academic staff in colleges of education in Oyo State;
iii. ascertain the moderating roles of gender on the influence of coping self-efficacy and personality traits on marital satisfaction among academic staff in colleges of education in Oyo State.

Scope of the Study

This research examines academic people in institutions of education in Oyo State, totalling 1,150 persons. The research, geographically confined to Oyo State, examines coping self-efficacy, personality factors, and marital satisfaction. Coping efficacy is assessed via vicarious experience, mastery experience, and verbal persuasion; personality traits are evaluated based on openness, conscientiousness, extraversion, agreeableness, and neuroticism; and marital satisfaction is measured through sexual relationship, financial management, and communication. Coping self-efficacy and personality characteristics function as independent factors, marital satisfaction as the dependent variable, and gender as a moderating variable.

Methodology

This study utilised a descriptive survey research approach, appropriate for collecting data from a representative sample to extrapolate findings to the broader community. The population consisted of 1,150 academic personnel from five functioning colleges of education in Oyo State. The study employed an intact sampling approach to guarantee comprehensive representation across federal, state, and private entities. This method facilitated an impartial selection of participants, hence enhancing the generalisability of the results. The data was collected using a detailed questionnaire, the "Personality Traits, Coping Self-efficacy and Marital Satisfaction Questionnaire," organised into sections to evaluate different aspects of marital satisfaction, coping self-efficacy, personality traits, and emotional regulation via a four-point Likert scale. The instrument's validity was verified by face and content validation by academic specialists, and its reliability was determined through a pilot research at the Federal College of Education, Iwo, employing Cronbach's alpha. High reliability coefficients were noted across scales (mean $\alpha = 0.827$). The researcher and trained helpers meticulously supervised data collecting to ensure response correctness and reduce missing data. Multiple regression was utilised for the initial two hypotheses, whilst a one-way ANOVA test assessed the third hypothesis, with significance levels established at 0.05.

Findings

Test of Hypotheses

$H_0 1$: There will be no significant combined influence of coping self-efficacy and personality traits on marital satisfaction among academic staff of colleges of education in Oyo State.

Table 1: Combined influence of personality traits and coping self-efficacy on marital satisfaction among academic staff of colleges of education in Oyo State

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change
1	.994[a]	.988	.987	2.171	.988

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	348379.258	2	174189.629	36950.786	.000
	Residual	4322.828	917	4.714		
	Total	352702.086	919			

Source: Researcher's Fieldwork

a. Dependent Variable: Marital Satisfaction

b. Predictors: (Constant), Personality Traits, Coping Self-efficacy

This study utilised multiple regression analysis to investigate the impact of personality traits (openness, conscientiousness, extraversion, agreeableness, neuroticism) and coping self-efficacy (vicarious experience, mastery experience, verbal persuasion) on marital satisfaction (sexual relationship, financial management, communication) among academic personnel in colleges of education in Oyo State. The model exhibited a robust correlation (R = 0.994) between the independent variables and marital satisfaction, with an R-squared value of 0.988, signifying that 98.8% of the variance in marital happiness is accounted for by these factors. The ANOVA findings, with a substantial F-value of 36950.786 and a p-value of 0.000, validate the considerable impact of the predictors on marital satisfaction, resulting in the rejection of the null hypothesis (H01). This study indicates that personality characteristics and coping self-efficacy significantly influence marital happiness within this sample, illustrating the model's effectiveness in elucidating variances in marital satisfaction.

$H_0$2: There will be no significant relative influence of personality traits (openness, conscientiousness, extraversion, agreeableness, neuroticism) and coping self-efficacy (vicarious experience, mastery experience, verbal persuasion) on marital satisfaction (sexual relationship, financial management, communication) among academic staff of colleges of education in Oyo State.

Table 2: Relative influence of personality traits and coping self-efficacy on marital satisfaction among academic staff in colleges of education in Oyo State.

Variable[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.630	.400		16.558	.000
	Coping Self Efficacy	.033	.020	.027	1.598	.110
	Personality Traits	.931	.015	1.020	61.257	.000

Source: Researcher's Fieldwork

a. Dependent Variable: Marital Satisfaction

This regression study sought to assess the influence of personality factors and coping self-efficacy on marital happiness among academic personnel at institutions of education in Oyo State. The hypothesis proposed that these attributes have no significant effect on marital satisfaction, assessed through sexual relationships, financial management, and communication. The findings indicated a stable value of 6.630, implying a baseline score for marital happiness while other variables remain constant. The coefficient for coping self-efficacy was 0.033, with a p-value of 0.110, suggesting a marginal positive albeit statistically insignificant impact on marital satisfaction. Personality qualities exhibited a considerable influence, evidenced by a coefficient of 0.931 and a highly significant p-value of 0.000, affirming a robust correlation with marital satisfaction. The findings indicate that personality traits namely openness, conscientiousness, extraversion, agreeableness, and neuroticism exert a much greater and statistically relevant impact on marital happiness than coping self-efficacy among the examined academic personnel.

$H_0$3: There will be no significant moderating roles of gender on the influence of coping self-efficacy (vicarious, mastery experience, verbal persuasion) and personality traits (openness, conscientiousness, extraversion, agreeableness, neuroticism) on marital satisfaction (sexual relationship, financial management, communication) among academic staff of colleges of education in Oyo State.

Table 3: Significant moderating roles of gender on the influence of personality traits and coping self-efficacy on marital satisfaction among academic staff of colleges of education in Oyo State

ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	467.175	2	233.588	594.172	.000
	Residual	162.363	413	.393		
	Total	629.538	415			

a. Predictors: (Constant), Personality Traits, Coping Self Efficacy

b. Dependent Variable: Marital Satisfaction

c. Moderating (Gender) Male

Model		**Sum of Squares**	**Df**	**Mean Square**	**F**	**Sig.**
1	Regression	348379.258	2	174189.629	36950.786	.000
	Residual	4322.828	917	4.714		
	Total	352702.086	919			

a. Predictors: (Constant), Personality Traits, Coping Self Efficacy

b. Dependent Variable: Marital Satisfaction

c. Moderating (Gender) Female

Source: Researcher's Fieldwork

The study investigates gender's moderating effect on the relationship between personality traits, coping self-efficacy, and marital satisfaction among academic staff in Oyo State colleges of education. The ANOVA analysis demonstrates a strong and statistically significant association between the predictors (personality traits and coping self-efficacy) and marital satisfaction, with a model F-value of 594.172 ($p < 0.005$). This significant F-value, along with the regression sum of squares (467.175), suggests that a considerable portion of the variation in marital satisfaction is explained by these predictors, although some unexplained variance (residual sum of squares: 162.363) remains. Separate ANOVA analyses for male and female academic staff show strong, significant relationships for both genders, with a notably high F-value of 36950.786 for males and a significant F-value for females. These results suggest that both personality traits and coping self-efficacy significantly impact marital

satisfaction, with gender serving as a moderator in this relationship, influencing how these characteristics affect marital satisfaction among academic staff in this setting.

Discussion of Findings

The study emphasises the significant relationship between personality traits, coping self-efficacy, and marital satisfaction among academic staff at educational institutions in Oyo State. It underscores the significance of coping self-efficacy, as articulated by Bandura's social cognitive theory, according to Bayra (2020), which posits that it influences marital satisfaction by influencing individuals' strategies for managing and overcoming stress. Personality traits such as neuroticism, extraversion, agreeableness, openness, and conscientiousness are also important contributors. Increased neuroticism may reduce coping self-efficacy and marital satisfaction, whereas traits like extraversion and agreeableness enhance coping abilities and communication, hence fostering better partnerships. Research suggests that those with high levels of agreeableness and openness are more prone to experience positive and fulfilling relationships, whereas those with excessive neuroticism may face dissatisfaction due to insufficient coping strategies. Coping mechanisms including vicarious coping, mastery experiences, and verbal persuasion are highly effective. Mastery experiences, in which individuals effectively manage stress, improve self-efficacy, while verbal persuasion provides emotional support and encouragement, promoting more effective coping strategies. The findings highlight that personality traits and coping self-efficacy significantly affect marital satisfaction, with effective coping strategies enhancing relationship quality, consistent with prior research by Cam (2020) and Awujo & Onwukwe (2019).

The results from hypothesis two indicate that coping self-efficacy exerts a less substantial positive influence on marital satisfaction than personality attributes. Coping self-efficacy, which pertains to an individual's confidence in managing stresses, influences the management of marital issues; however, its impact on overall marital pleasure seems to be less significant. Personality qualities including agreeableness, extraversion, and conscientiousness significantly impact marital dynamics. Individuals with high agreeableness are more inclined to demonstrate cooperative and sympathetic behaviours, promoting marital harmony. Extraverted persons are generally more articulate and assertive in pursuing assistance, which enhances their connections. These personality qualities directly affect spousal interactions, dispute resolution, and emotional support, all of which substantially contribute to marital pleasure. Coping self-efficacy, although significant for stress management, may not immediately promote marital relationships or happiness to the

same degree. The study demonstrates that personality factors exert a more significant and lasting influence on marital happiness, since they determine ongoing behavioural patterns and emotional reactions within the marriage.

The results from hypothesis three underscore the substantial influence of gender as a mediator in the association between coping self-efficacy, personality characteristics, and marital happiness among academic personnel in institutions of education in Oyo State. The research indicated that coping self-efficacy and personality qualities, including extraversion, agreeableness, and neuroticism, significantly influence marital happiness for both male and female employees, consistent with the prior study by Baucom, Notarius, Burnett, C & Haefner (1990). Gender impacts the impact of these determinants on marital satisfaction, indicating that the connection between personal qualities and marital well-being is affected by gendered societal expectations. Gender norms and societal roles frequently affect the expression of coping self-efficacy and personality qualities in marriages. In Nigerian society, women are frequently anticipated to assume greater responsibility for sustaining domestic harmony, influencing their coping strategies and personality qualities such as agreeableness and extraversion. Women may be more predisposed to exhibit cooperative behaviours and foster marital concord, perhaps enhancing marriage pleasure. Conversely, neuroticism, potentially leading to increased stress sensitivity, may adversely affect marital happiness if inadequately controlled. The research highlights the necessity for gender-specific approaches to improve marital well-being among academic personnel. Comprehending the influence of gender on coping strategies and relational dynamics can guide the creation of tailored treatments that assist both male and female employees in addressing marital difficulties, consistent with the findings of Eagly and Sczesny (2019) in their study. By acknowledging the distinct experiences and vulnerabilities linked to gender, academic institutions may cultivate a more inclusive and supportive atmosphere, eventually resulting in stronger relationships and enhanced general well-being for their personnel. This may improve both marital and career happiness, since faculty members who perceive support in their home life are more inclined to achieve better fulfilment in their professional responsibilities.

Conclusion

The study underscores the significant influence of personality characteristics and coping self-efficacy on marital happiness among academic personnel at educational institutions in Oyo State. Coping self-efficacy significantly impacts stress management and marital stability; however, personality factors including agreeableness, extraversion, and conscientiousness have a more profound and lasting

effect on marital satisfaction. Elevated levels of agreeableness and extraversion promote cooperative behaviours and good communication, enhancing marital harmony, while neuroticism may result in discontent owing to inadequate coping mechanisms. Moreover, gender was identified as a mediator in the association between these characteristics and marital happiness, with social expectations affecting the expression of personality traits and coping mechanisms. The study underscores the necessity for gender-sensitive strategies to assist academic personnel in managing marital difficulties, therefore improving their personal and professional welfare.

Recommendation

Based on the findings, the following recommendations can be made:

1. Educational institutions should offer training programs that focus on enhancing positive personality traits such as agreeableness, extraversion, and conscientiousness, which are linked to marital satisfaction. Additionally, workshops on stress management and coping strategies, such as mastery experiences and verbal persuasion, could help staff develop effective mechanisms to handle marital and work-related stress.
2. Given the significant role of gender in shaping marital satisfaction, academic institutions should design gender-sensitive support programs that address the distinct challenges faced by male and female employees in balancing marital life and professional responsibilities. These programs can provide tailored guidance on coping strategies and relationship management, ensuring that both genders receive the support needed to improve marital well-being.
3. Institutions should create a work culture that recognizes the importance of personal well-being in overall performance. This can be achieved by offering flexible work policies, counseling services, and initiatives that promote work-life balance. A supportive environment that acknowledges the interconnectedness of marital satisfaction and professional success can lead to enhanced overall happiness and productivity for academic staff.

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