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## Emotional labour, psychological distress and Personality traits on Intimate Partner Violence.

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### Abstract

The study examined the predictive role of emotional labour, psychological distress and personality traits on intimate partner violence among IRS staff in Ogun state.

The study adopted a cross-sectional survey. Purposive sampling technique was used to select a total number of two hundred and forty-eight (248) participants (Male = 114, Mean 37.30yrs, Female = 118). A structured questionnaire consisted of demographics and scales were used to collect data in this study. Five hypotheses were tested using multiple regression analysis, t-test for independence measure and one-way analysis of variance.

Result showed that there was significant joint prediction of personality traits, on intimate partner violence in the first model ( $f[5,221]=6.87, R=.38, R^2=.14, P<.01$ ). The result showed significant joint prediction of personality traits, emotional labour, and psychological distress on IPV [ $f(7,219)=5.18, R=.38, R^2=.14, P<.01$ ], demographic variables (age, religion educational qualification and length of marriage) jointly predicted intimate partner violence [ $F(4, 224) = 3.89, p<.05, R^2 = .06$ ]. There is no significant gender difference ( $t=.83, df=227, p>.05$ ) between male ( $X=9.74, SD=9.41$ ) and female ( $X=8.76, SD=8.61$ ) on IPV. Results also revealed a statistically significant difference between groups of the religious affiliation [ $F(2,226)=5.97, P<.01$ ]. Finally, there was also statistically significant difference between groups of educational qualification on IPV as determined by one way analysis of variance [ $F(4,224)=7.02, P<.01$ ].

The study concluded that their emotional labour, psychological distress and personality traits play significant role on intimate partner violence. The study therefore recommends that Professional Psychologist should develop psychological intervention programme tailored toward enhancing necessary emotional skills necessary for couples to handle marital issues.

**Keywords:** emotional labour, psychological distress, personality traits Intimate partner violence.

### Introduction

#### Chapter One

##### 1.1 Background to Study

Scholars have defined Intimate partner violence (IPV) in various ways, Intimate partner violence (IPV) is defined by the WHO as “a physical, sexual, or psychological coercive act by a current or former partner or spouse to a woman” (WHO, 2012). The term domestic violence refers to partner violence but the term can also encompass child or elder abuse, or abuse by any member of a household (Uzoma 2015). Intimate partner violence appears with different manifestations and forms, which include physical abuse, sexual abuse, neglect, spiritual abuse, economic abuse and emotional or psychological abuse (Alokan 2013). It is one of the most common types of violence experienced by women (WHO, 2013). Most reported cases of marital violence are perpetrated by men towards women (WHO 2015).

Globally, violence against women in the domestic and marital context is pervasive, and may occur in various cultures, irrespective of women’s social, economic, religious, ethnic, or racial background (Jewkes, 2002; Kishor & Johnson, 2004; McCloskey, Williams, & Larsen, 2005). The menace of IPV increased during the COVID-19 crisis across the globe, remarkably in Africa (Duncan et al., 2020; Mazza et al., 2020). For instance, the lockdown in the China province of Hubei was associated with more than a threefold increase in cases of IPV (Graham-Harrison, Giuffrida, Smith & Ford 2020). Another report documented 33%,

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30% and 25% rise in IPV cases in Singapore, France and Cyprus, and Argentina respectively (UN 2020). Reports from other countries including Brazil, Canada, Germany, Italy, Spain, UK, and the US also substantiate a soar in IPV occurrence and demand for shelter during the COVID-19 lockdown (UN 2020; Graham-Harrison, Giuffrida, Smith & Ford 2020). In Nigeria, during the COVID-19 lockdown partner violence increased significantly, to about 56%. In the first two weeks of lockdown, IPV cases rose from 346 (March) to 794 (early April) (UN 2020). The Lagos State Domestic and Sexual Violence Response Team reported that hotline calls more than doubled during the lockdown in the state. The response team added extra handlers on its hotlines to cope with the number of calls they are receiving. During COVID-19 lockdowns, existing but limited evidence suggests that the increase in incidence of violence against women, especially IPV, may be because victims remain confined to their homes with perpetrators (DSVRT, 2020; United Nations Women, 2020). The lockdown also meant limited options for women to seek immediate assistance or help (beyond hotline calls), given women's restricted mobility as well as the limited health, legal, and social service infrastructure available (WHO 2020). The increase in IPV during the COVID-19 pandemic is also heightened by economic stress due to disruption of income and earning power, resulting in reduced access to basic necessities and services (Fawole, Okedare & Reed 2021). Over the years, many factors have been investigated as antecedents' domestic violence, but despite the investigation of these variables, few or no studies have investigated the influence of emotional labour, psychological distress and personality traits.

According to Hoschild (2003), emotional labour is defined as the display of expected emotions by individuals. Ehigie, Oguntuase, Ibode and Ehigie (2012) defined emotional labour as a form of emotional regulation in which workers display certain emotions to make them achieve a goal. The intended effects of these emotional displays are on other targeted people, who can be clients, spouses, or friends. It involves manipulation of one's inner feelings or outward behaviour to display the appropriate emotion in response to display rules or occupational norms. Emotional labour is also an attempt by individuals to reduce the discrepancy between felt and displayed emotions (Liu, Perrewe, Hochwarter & Kachmar 2004) by engaging in effort, planning, and control needed to express organisationally desired emotion during interpersonal transactions (Morris & Feldman, 1996).

According to Hoschild (1983), emotional labour often comes in three different mechanisms in individual which are surface acting, deep acting, and genuine acting. Surface acting is an emotional labour strategy that involves faking emotional responses, repression and hiding felt emotions that are considered inappropriate to display. On the other hand, deep acting is also an emotional labour strategy wherein individual makes a cognitive effort to produce the required emotional display by changing both expressions and feelings and aligning them to match to suit the desired emotions. Lastly, Genuine acting emotions are displayed with very little effortful prompting. Research has shown that a continued experience of emotional labour could result in emotional dissonance, emotional disharmony and deep feelings of incongruence (Jung & Yoon, 2014; Lam & Chen, 2012; Kim, 2008). It can be said that emotional

labour could go a long way to determine if spouses will engage in intimate partner violence or not.

Another variable considered in this study is psychological distress. Abiola, Lawal and Habib (2015) define psychological distress as a fundamental component of mental illness, characterized by absence of emotional and social wellbeing. Broadly, psychological distress is defined as a disturbance of the mood state characterized by features of depression and anxiety (Mirowsky 2002). In particular, tenants of the stress-distress model posit that the defining features of psychological distress are the exposure to a stressful event that threatens the physical or mental health, the inability to cope effectively with this stressor, and the emotional turmoil that results from this ineffective coping (Horwitz 2007; Ridner 2004). They argue that psychological distress vanishes when the stressor disappears or when an individual comes to cope effectively with this stressor (Ridner, 2004). There is ample empirical evidence that suggests high incidence of psychological distress tends to disharmony among couples (Solarin, Abikoye & Oke 2018). It can be said that psychological distress among couples could trigger intimate partner violence.

Personality refers to unique and planned set of features owned by a person that uniquely impacts his or her cognitions, motivations and behaviour in various contexts (Luthans, 2005). The big five frameworks are a hierarchical model of personality traits which consist of neuroticism, extraversion, openness to experience, conscientiousness and agreeableness (Gosling, Rentfrow, & Swann, 2003). Extraversion includes revolving the psychic vigour toward the external environment. Agreeableness refers to interactions an individual desires to engage in (Costa & Widiger 1994). Individuals who score low on agreeableness are inclined to be rude, uncooperative and suspicious, as well as been irritable (Edwards 1998). Conscientiousness on the other hand refers to the drive to finish something, such as having high thoughtfulness, good impulse control and goal directed behaviour (De Raad 2000). Neuroticism is the recurrent level of emotional modification. Individuals who score high on the neuroticism trait tend to witness emotional instability, anxiety, moodiness and are prone to excessive worrying, insecure, and nervousness. Openness to experience refers to looking at and acknowledging new experiences as well as imagining new things (Costa & Widiger 1994; Goldberg, Johnson, Eber, Hogan, Cloninger, & Gough, 2006). Individuals who score high on openness to experience are curious to seek new things and easily get bored with things (Edwards 1998). It can be deduced that some personality traits among couples could trigger intimate partner violence. Based on this foregoing, the study examines psychological factors on intimate partner violence among NSCDC personnel in Ogun state.

## 1.2 Statement of the Problem

The issue of intimate partner violence has continued to generate intense research interest among psychologists, health professionals and marriage counsellors in the world and in a developing country like Nigeria. This is because there has been increase in the rate of intimate partner violence which has even worsened the situation of social, economic and financial distress of many people. Managing the fear and uncertainty even with the ongoing COVID-19, disruption of family routine, spending increased time with a violent partner and isolation from others precipitates and

worsens the occurrence of intimate partner violence, as the pandemic meant families sheltered together, and stayed in the close confines of the home for prolonged periods of time (Oguntayo, Popoola, Opayemi, Faworaja & Olaseni 2020).

Cursory observations have shown that due to the peculiar nature of the work of the internal revenue personnel, saddled with the responsibility of collecting tax for the government which involves a long commitment to their work, this set of workers are faced with the menace of domestic violence. The set of tasks that these workers are faced with increases their stress level such that they displace this stress in form of violence at home to their spouses. This could come in form of negative verbal utterances, physical or sexual assault etc. Although another dimension to the problem of domestic violence is caused as a result of both husband and wife staying at home for a long period of time. The issue of domestic violence has continued to have serious negative implications in society, especially among couples who have their own children. The high increase of youth involvement in different crime such as kidnapping, arm robbery, pipeline vandalism, prostitutes, gang membership, and drug addicts is caused as a result of domestic violence (Imhonde, Aluede & Oboite 2017). This is because parents who are supposed to look after these children are not available to take good care of these children, hence they are hijacked by their peers or friends who lure them into engaging in antisocial behaviour in the society (Ebenuwa-Okoh, & Osho 2015; Animasahun & Femi 2011). Also, domestic violence also has reached physical and mental health implications with murder an extreme consequence of domestic violence. It also has negative effect on the organisation such as poor concentration and commitment to work, tardiness and other unacceptable behaviour from both the sufferer and the perpetrators of domestic violence.

The present independent variables (emotional labour, psychological distress and personality traits) were considered important in this study, because past studies have not been able to identify specific personal factors that influence domestic violence. It is only by identifying these important factors that proper and effective interventions for reducing domestic violence can be made. Studies have identified factors such as socio-economic status and marital satisfaction (Okhakhume, Oguntayo, & Aroniyaso, 2016), unemployment of the woman, educational attainment and number of living children (Uzoma, 2016), educational background and length of years in marriage (Abolakale, 2019), socioeconomic distress and contextual factors (Oguntayo, Popoola, Opayemi, Faworaja & Olaseni 2020). Despite the importance of these studies, little or no study has investigated the joint role of emotional labour, psychological distress and personality traits on intimate partner violence. The few studies that have even looked at domestic violence have examined it among couples with different occupational services but no study according to the researcher's knowledge has examined it among internal revenue service (IRS) staff in Ogun state. Hence the need for this study. The following research questions will be answered in this study.

- i. Will there be any relationships among emotional labour, psychological distress and personality traits and intimate partner violence among IRS staff?
- ii. Will there be any joint influence of emotional

labour, psychological distress and personality traits on intimate partner violence among IRS staff?

iii. Will socio demographic factors (age, religion, educational qualification and length of marriage) on intimate partner violence among IRS staff?

iv. Will IRS Male staff score higher on Intimate Partner Violence when compared to IRS female staff?

v. Will IRS staff with Islam religious affiliation score higher on IPV compared to other religious affiliation?

vi. Will IRS staff with Ph.D. Qualification score higher on IPV compared to other IRS staff with other educational qualifications?

### 1.3 Purpose of the Study

The main objective of this study is to investigate the predictive role of emotional labour, psychological distress and personality traits on intimate partner violence among IRS staff in Ogun state. This will be achieved through the following specific objectives:

1. To examine the relationships among emotional labour, psychological distress, personality traits and intimate partner violence.
2. To investigate the predictive role of emotional labour, psychological distress and personality traits on intimate partner violence.
3. To investigate the socio-demographic factors (age, religion, educational qualification and length of marriage) on intimate partner violence.

### 1.4 Significance of the Study

This present study holds practical and theoretical benefits. The outcome of this study will be immense important to professional psychologists, social workers and counsellor through understanding the role that emotional labour, psychological distress and personality traits could have on intimate partner violence and with a view of providing intervention programs that could help reduce this menace among couples. Practically, the study outcome will be of important to marriage counsellors, ministry of social welfare, community development and women affairs, who are frequently confronted with marital and domestic violence issues among couples.

The study outcome will also be important to married couples through understanding how to cope effectively with effective emotional labour which invariably could reduce intimate partner violence. The study outcome will be of immense importance to Ogun state internal revenue service (IRS) management through knowing the level of intimate partner violence among its personnel and strategy to reduce this menace. Theoretically, the study outcome can be used to formulate theory which would be capable of explaining the menace of domestic violence among married couples.

The study would also be of immense benefit to married couples through understanding factors that could lead to domestic violence and how it can strategically minimize domestic violence among married couples. The result of this study can be used to organise workshops and enlightenment program on how to mitigate intimate partner violence. Equally, the findings of this study will provide information for non-governmental organizations (NGOs) who are interested in the area of marriage and family relationship to mount enlightenment programmes for both married couples and the youths who intend to go into marriage later in their lives. Finally, due to the direction of

this present study, it could serve as a take-off ground for other researchers as well as improve existing data and contribute immensely to literature in the areas of intimate partner violence study.

## **Chapter Two**

### **Literature Review**

#### **2.1 Theoretical Review**

##### **2.1.1 The Marital Communication Theory Model**

The marital communication theory model was propounded by Weakland (1956). According to him, conflict in marriage is due to inappropriate communication. The theory stipulates that conflict ensues in marriage relationships in a situation where there is confusion and lack of clarity in communication pattern of husband and wife. This is a situation when the partner who is receiving the message of the communication finds it very difficult to make a meaning out of the communication. When there is such confusion and lack of understanding in the communication between couples, the tendency is for the confused partner to reject the communication thereby creating a vacuum, which leads to conflict. Also, the presence of noise in the communication network leads to conflict in marriage. However, Filani (1985) reported that lack of communication among couples is an important source of marital problems. This is because many things are repressed and left unsaid, the result of which leads to bitterness, frustration and tension within either of the partners.

According to the theory there are three levels in human communication where conflict can arise. Such levels are at the syntactical level, the semantic level and the pragmatic level in communication network. The syntactical level refers to the way the information is transmitted; the semantic aspect refers to when the information is received by the receiver while the pragmatic aspect has to do with the effect of the information on one another. The marital communication theory model stipulates that problems arise in marriage when couples fail in their relationship to understand information conveyed by each other clearly.

Relating this theory to this study, domestic violence often arises when IRS staff have problems communicating effect information to one another in a relationship. It either the communication is not well conceived or not properly interpreted. This lack of communication could therefore result to domestic violence among couples.

##### **2.1.2 Leonard Pearlins's theory of Psychological Distress**

The theory was propounded by Leonard Pearlins (1995). The theory believes that individuals are in a stage of perpetual change for their entire lives. Development is unique to the individual, although common patterns can be predicted by looking at the various social factors. The theory proposes that life requires distress in order for continuous change. People continuously change due to situations and the stressors that come along with them to help them evolve. Changes in behaviour are from socialized responses to the social clock instead of age-linked interchange. Early adults must make major changes in their behaviour, by meeting new responsibilities and through the transition into adult life (Hogen, 2014).

According to this theory life requires distress for continuous change; however individual characteristics such as gender, intelligence and personality among others can

affect one's life choices. The question remains; does an individual have the skills to cope with distress? Because according to this theory the time of stress can impact an individual psychologically and challenge them mentally. This is the moment where such an individual gets the chance of maturity due to experiencing distress (social clock). Role changing then occurs by socializing and changing behaviour as a result of the social clock. The theory shows that psychological distress determines the difference in vulnerability to stressful circumstances by different individuals in a society (Maeghan & Saemah, 2015). The four elements of Pearlin's theory of psychological distress are individual character (gender, race, intelligence, background personality); skills for coping with stress (how well they work under pressure, skills to deal with pressure); availability of social support network (supportive peoples, family, friends); and nature and timing of stress (Pearlin et al., 1981).

Relating this theory to this study, IRS staff often feel worried, depressed regarding the rigour of their work and this could make them experience severe stress which can trigger domestic violence among couples.

##### **2.1.3 The Broaden-and-Build Theory**

Broaden-and-build theory formulated by Fredrick (1998) describes the form and function of a subset of positive emotions including joy, interest, contentment and love. This theory articulates that individual's optimum affective wellbeing is basically dependent on either of their positive or negative emotional pattern. Furthermore, either emotional style (positive or negative) has its inherent outcomes. While positive emotions diffuse and expands, thus increases optimal functioning; negative emotions are specifically directed, and in the long-term shrinks and deteriorates individual wellbeing (Fredrick, 2004). Positive emotion is linked with greater chances of attaining maximum well-being, while negative emotion attracts a chain of reactions that leads to ill beings. According to broaden and build theory, positive emotions often initiate a cycle of more positive emotions. Specifically, positive emotions can facilitate the development of skills, networks, resources, and capacities, which in turn promote wellbeing and fulfilment. Negative emotions tend to correspond to specific inclinations (Lazarus, 1991; Tooby & Cosmides, 1990). For instance, fear tends to coincide with the inclination to escape or avoid the immediate context. Anger is associated with the inclination to attack or maintain a course of action. Disgust is associated with the inclination to expel or shun some stimulus. The corresponding physiological reactions facilitate these behavioural tendencies. Specification tendencies associated with negative emotions increase cardiovascular activity, which redistributes blood flow to relevant skeletal muscles.

Negative emotions when extreme, prolong or contextually inappropriate produce many grave problems for individuals and society, ranging from phobias and anxiety disorders, aggression and violence, depression and suicide, eating disorder and sexual dysfunction to a host of stress-related physical disorders. Positive emotions do at times imitate these problems, for example, in maniac and drug addiction cases. A specific action tendency work well to describe the form and function of negative emotions. Negative emotions carry direct and immediate adaptive benefits in situations that threaten survival. Negative states like anxiety, depression and failure predict local biases consistent with

narrowed attention and repertoire. Distinct negative emotions on specific action tendencies would shrink arrays of thoughts and actions that come to mind. In contrast, positive emotions seldom occur in threatening contexts and thus such feelings do not need to evoke a specific set of inclinations or responses, rather have a complementary effect. In particular, positive emotions, amplify the breath of attention and thinking called the broaden hypothesis. It broadens the attention of individuals, for example, attention is directed towards a more extensive set of objects in the environment (Wadlinger & Isaacowitz, 2006). Similarly, individuals will consider a more extensive repertoire of possible actions in response to some events (Fredrickson & Branigan 2005). For instance, Joy, interest, and contentment, the three distinct positive emotions, have evident urge and expansion on physical pressure, social resources or bond, and intellectual resources behaviours. When the breath of attention is extensive, individuals can develop skills and capacities that enhance their resilience, wellbeing, progress, flourish and satisfaction called the build hypothesis. That is, individuals might develop problems-solving skills, emotional intelligence flexible thinking, stable and trusting relationships and improved physical health.

Otherwise, when positive emotions are in short supply, people get stuck, lose their degree of behavioural freedom and become painfully predictable. Generally, positive emotions move people forward and lift them to a higher level of optimal well-being. In review, several studies have shown that interventions designed to promote positive emotions do indeed enhance resilience, relationships, well-being and satisfaction. In contrast, not all negative emotions seem to confine attention to limited range of cues. Indeed, the level of activation, arousal, instead of the valence of emotions, might determine whether attention is confined or distributed across a broad space. Also, positive emotions that are arousing, demanding an immediate response tend to direct attention to specific features or details (Hamon-Jones & Gable, 2009).

The same is true to an employee who, for instance, uses his or her negative emotion (e.g. fear) to a productive end. He or she may achieve this through one of eustress (Selye, 1956) or salutogenesis - the process of using negative experience as a basis for greater strength, understanding and purpose (Haslam, 2004). Again, an employee, especially a marketer, who experiences positive emotion (e.g. interest) in meeting his or her financial target within a limited time range will solely be the means of getting his or her customers to patronize their bank during that short range of time. Deep acting truly alters the inner emotional state and turns the negative emotion into a positive one. This makes the individual actually experience positive emotions which should lead to further increases of positive effect and happiness. This theory posits that positive emotions are not only pleasurable in the present, but that they trigger upward spirals, thereby leading to higher future levels of wellbeing (Fredrickson & Joiner 2002). Positive emotions create a positive mind-set, broaden attention and cognition, and thereby build up personal resources and coping mechanisms. Following these lines of explanations, actively inducing positive emotions in oneself by means of deep acting can thus buffer employees against stress induced by emotional Job demands.

Relating this theory to this study, IRS staff who do not

build positive emotion toward their work could have challenges which could come in form of domestic violence.

#### **2.1.4 Trait Theory**

The theory was postulated by Allport (1964). Allport in his definition says a trait is a generalised and focalized neuropsychic system that has the ability of bringing enough stimuli functionally equivalent and to bring and guide consistent forms of expressive behaviour. Allport label a trait has been neuropsychic in nature. He has the thought that traits exist and are true in human beings. Allport did not say traits are called genetic although some are regarded as been hereditary (Pervin & John, 1997). Allport simply means that traits makeup behaviour to be occurrence and a trait will occur if nobody sees it around.

According to Allport traits direct an individual's behaviour, and so doing the behaviour become repetitive. Allport classify traits into three levels which are cardinal, central, and secondary trait. A cardinal trait is the one that is so universal that most people's behaviour and activities are linked to this exact trait. Very little have these traits. On the other hand, Central traits are easily known features within a person, five to ten people have this trait on average as reported by Allport. Lastly, secondary traits are not very important and not too hard to see, they are often aroused by a small range of corresponding answers; Besides, people don't often notice secondary traits in a person unless if they are very close to such person (Allport, 1937).

Trait theory consists of broad disposition, called traits. In another vein, people can be defined in the way they behave, such as whether they are outgoing and friendly or whether they are dominant and assertive. The model is considered to be the most comprehensive empirical and data driven enquiry into personality. The Five factors of personality consist of emotional stability (neuroticism), extraversion, agreeableness, openness to experience, and conscientiousness. Studies have revealed that these factors are very vital to an individual dimension of his or her personality (Costa & McCrae, 1998). In the last two decades, there has been an agreement that five factors of personality are used to explain the relevant part of personality. These factors are widely known across culture, measure and well rated (McCrae & John, 1992).

Relating this theory to this study, IRS staff have different personality traits which can predispose them to engaging in domestic violence.

### **2.2 Review of Related Studies**

#### **2.2.1 Emotional labour and Intimate Partner Violence**

Studies directing linking Emotional labour and intimate partner violence is scarce in literature but there are studies on emotional intelligence on domestic violence. Kaur and Sokhey (2011) examine the differences among Personality, Emotional Intelligence and Marital Satisfaction of Violent and Non-Violent Couples. The study found that emotional intelligence independently predicts Marital Satisfaction of Violent and Non-Violent Couples. Tsirigotis and Łuczak (2016) examine emotional intelligence of women experiencing domestic violence. The study found that emotional intelligence of study women experiencing domestic violence is lower than emotional intelligence of women not experiencing domestic violence. Zmaczyńska-Witek, Marta, and Rogowska (2019) investigate the relationship between emotional intelligence (EI) and marital communication (in terms of support, involvement and depreciation) among married couples at different stages

of marriage. Hierarchical regression analysis indicated that EI was a strong predictor of all the communication dimensions, when demographic variables were under control.

### 2.2.2 Psychological Distress and Intimate Partner Violence

Oginyi, Mbam, Sampson, Adaobi and Chukwuemeka (2020) also found psychological distress positively and statistically predicted domestic violence among married couples. Studies such as Antai, Oke, Braithwaite & Lopez, 2014; Bebanic, Clench-Aas, Raanaas & Nes, 2015) have found that Couples with psychological distress may carry elevated risk for domestic violence with basic resource. Fortin, Guay, Lavoie, Boisvert and Beaudry (2011) explore the links between IPV, help-seeking behaviours and psychological distress by gender in a sample of 233 young couples. The result found that frequency of sustained psychological violence, but not physical violence was positively associated to distress. Villeneuve, Trudel, Dargis, Pr'éville, Boyer and B'egin (2015) examined the relation over time between psychological distress and marital functioning among 394 community-dwelling couples. The study found that marital functioning at baseline significantly predicted women's psychological distress.

### 2.2.3 Personality Traits and Intimate Partner Violence

Fasasi and Alabi (2020) examine the relationship between personality type and experience of domestic violence among currently married women in Southwestern Nigeria. The Findings of the study revealed personality trait was a significant predictor of domestic violence among women. Women with neuroticism, agreeableness and conscientiousness personality had higher likelihood of experiencing domestic violence relative to women with the extraversion personality. Oginyi, Mbam, Sampson, Adaobi and Chukwuemeka (2020) investigated psychological distress, personality profiling and psychological well-being as predictors of domestic violence among married couples. The study comprised a sample of 750 Nigerian married couples within age range of 19-45 years as well as mean years of marriage of 15years. Results following hierarchical multiple regression analysis showed that psychological well-being and personality profiling jointly and separately predicted domestic violence and psychological distress. Carbone-Lopez, Kruttschnitt and MacMillan (2006) found that social neglect as well as personality profiles predispose perpetration of domestic violence. Almedina and Milena (2014) found that neuroticism and extraversion have significant correlation perpetration of domestic violence

### 2.3 Statement of Hypotheses

1. There will be significant independent and joint prediction of emotional labour, psychological distress and personality traits on intimate partner violence among og
2. There will be significant independent and joint prediction of socio demographic factors (age, religion, educational qualification and length of marriage) on intimate partner violence
3. IRS Male staff will significantly report higher score on Intimate Partner Violence than the female counterparts
4. IRS staff who practice Islam will significantly score higher on Intimate Partner Violence than those who practice Christianity and traditional religion
5. IRS staff with Ph.D. Qualification will significantly score higher on Intimate Partner Violence compared to IRS

staff with primary/secondary, NCE/OND, Degree/HND, and M.Sc. educational qualification.

### 2.4 Operational definition of Terms

**Intimate partner violence:** In this study, it refers to disagreement or conflicts that occur among married couples in a family. This variable was captured using the 12-item composite abuse scale (CAS) developed by Ford-Gilboe et. al (2016)

**Emotional labour:** In this study, it refers to how NSCDC display and manage their emotion in their day-to-day activities. This variable was measured using the 14-item Emotional Labour Scale developed by Brotheridge and Lee (1998).

**Psychological distress:** In this study, it refers to an uneasy feeling of sadness, frustration, anxiety and a number of other negative mood states that adolescent suffering from halitosis experienced. This variable was captured in this study using 10 item Psychological Distress Scale (K10) developed by Kessler (2001).

**Personality traits:** In this study it refers to lasting personal features which occur in a particular form of behaviour in a diversity of circumstances. This variable was measured using the 10-item BFI big five model of personality traits developed by Rammstedt, and John (2007).

## Chapter Three

### Methods

This chapter involves design, setting, population of study, sample and sampling technique, research instrument, research procedure, and finally, method of analysis.

#### 3.1 Design

The study adopted a cross-sectional survey that used an ex-post facto research design. It is an ex-post facto because the researcher did not manipulate any of the variables but measure them as they manifest in the participants. The independent variables in the study are personality traits, emotional labour, and psychological distress while the dependent variable is intimate partner violence.

#### 3.2 Participants

The participants are two hundred and thirty-two (232) officials of the Ogun State internal revenue services. Their age ranges from 20 to 67years with a mean age of 37.30 and SD of 7.32. Their gender revealed that 114(49.1%) were males while 118(50.9%) were females. In terms of religion affiliation, 139(59.9%) practiced Christianity, 82(35.3%) practiced Islam while 11(4.7%) practiced traditional. In terms of educational qualification, 13(5.6%) was primary/Secondary, 48(20.7%) had NCE/OND, 137(59.1%) had degree/HND, 29(12.5%) had Msc while 5(2.2%) had PhD. The length of marriage ranges from 1 to 40years

#### 3.3 Setting

The study was carried out at the Internal Revenue Service headquarters (IRS) in Oke-mosan Abeokuta, Ogun state. This setting was used because it housed representatives of each local government and also each unit of the IRS are available. Proximity and convenience were also the reason why the setting was considered.

#### 3.4 Sample and Sampling Technique

Using the slovin formula, two hundred and forty-eight (248) participants were used. The study used a purposive sampling technique to select the respondents from the ministry. The purposive sampling was used because the questionnaires were administered to the IRS official as they

were found in their different units.

### 3.5 Research Instrument

The instrument for the collection of data was in form of a structured questionnaire, which consists of five sections (A-E); demographic data, intimate partner violence, emotional

labour, psychological distress and personality traits scale.

### SECTION A (Demographic Factors)

This section measured the socio demographic variables such as gender, age, religion, educational qualification, and length of marriage.

### SECTION A: Respondent Socio-Demographic Data

Instruction: Kindly indicate your response by putting a tick (✓) appropriately and fill the gaps where necessary.

1. Age as at last birthday: .....
2. Gender: Male ( ) Female ( )
3. Religious Affiliation: Christianity ( ) Islam ( ) Traditional ( )
4. Highest Educational Qualification: Primary/Secondary ( ) NCE/OND ( ) Degree/HND ( ) Msc ( ) PhD ( )

Length of marriage: .....

### SECTION B (Intimate partner violence scale)

Intimate partner violence was measured using the 12 items short form of the original composite abuse scale (CAS) developed by Ford-Gilboe et. al (2016). Items cover 3 abuse domains: physical, sexual and psychological, with questions asked to assess lifetime, recent and current exposure, and abuse frequency. The scale was adapted to suit the purpose of the research, and a pilot study was conducted among thirty (30) members of Nigeria Police Force, Abeokuta command. The result shows a strong reliability of cronbach alpha.76. Statement on the scale was adapted to "Told my partner he/she was crazy, stupid or not good enough and "Tried to convince my partner's family, friends or children that he/she is crazy or tried to turn them against me". The response format involves; not at all=0, 'once'=1, 'a few times'=2, 'monthly'=3, 'weekly'=4, and 'daily or almost daily'=5. Factor loadings for the final

3-factor solution ranged from 0.81 to 0.91 for the 6 psychological abuse items, 0.63 to 0.92 for the 4 physical abuse items, and 0.85 and 0.93 for the 2 sexual abuse items. Moderate correlations were observed between the CASR-SF and measures of depression, post-traumatic stress disorder and coercive control. Internal consistency of CASR-SF was 0.94. Cronbach's  $\alpha$  was 0.97. The internal consistency of each subscale was acceptable (0.938 for psychological abuse, 0.847 for physical abuse, 0.88 for sexual abuse). The scale is scored by adding all responses together; scores range from 0-75; below 30 is low, 31 to 45 is moderate while above 45 is high.

**SECTION B:** Please read each question, as it assesses your feelings, and circle the number on the scale for each question that gives the best answer for you from not at all=0, 'once'=1, 'a few times'=2, 'monthly'=3, 'weekly'=4, and 'daily or almost daily'=5.

#### How often do you do any of these.

| S/N | ITEMS                                                                                                                   | 0 | 1 | 2 | 3 | 4 | 5 |
|-----|-------------------------------------------------------------------------------------------------------------------------|---|---|---|---|---|---|
| 1.  | Blamed my partner for causing my violent behaviour                                                                      |   |   |   |   |   |   |
| 2.  | Told your partner he/she was crazy, stupid or not good enough                                                           |   |   |   |   |   |   |
| 3.  | Tried to convince your partner's family, friends or children that he/she is crazy or tried to turn them against him/her |   |   |   |   |   |   |
| 4.  | Tried to keep your partner from seeing or talking to his/her friends or family                                          |   |   |   |   |   |   |
| 5.  | Harassed your partner over the phone                                                                                    |   |   |   |   |   |   |
| 6.  | Followed your partner or monitor him/her around                                                                         |   |   |   |   |   |   |
| 7.  | Tried to or forced your partner to have sex                                                                             |   |   |   |   |   |   |
| 8.  | Made to your partner perform sex acts that he/she did not enjoy or like                                                 |   |   |   |   |   |   |
| 9.  | Shook, pushed, grabbed or threw your partner                                                                            |   |   |   |   |   |   |
| 10. | Hit or tried to hit your partner with a fist or object, kicked or bit him/her                                           |   |   |   |   |   |   |
| 11. | Used a knife or gun or other weapon on your partner                                                                     |   |   |   |   |   |   |
| 12. | Locked your partner in the bedroom                                                                                      |   |   |   |   |   |   |

### SECTION C (Personality traits Scale)

This section contains a ten-item scale which was adopted from the big five models of personality traits which consists of extroversion, consciousness, openness to experience, neuroticism and agreeableness. The Big Five Inventory-10 (BFI-10) which was developed by Rammstedt, and John (2007) consists of 10 items for five dimensions. Item 1 and 5 measure the domain of Extraversion, Item 2 and 7 measured the domain of Agreeableness, Item 3 and 8 measured the domain of Conscientiousness, Item 4 and 9 measured the domain of Neuroticism and Item 5 and 10 will measure the domain of

Neuroticism. Each item on the scale begins with the phrase 'is generally trusting' and 'tends to be lazy'. The scale used a 5-point scale ranging from 1 (strongly disagreement) to 5 (strongly agree) to indicate the degree to which the item describes them. The author report a reliability of 0.83 (Rammstedt & John, 2007). A test-retest reliability procedure which spanned between 6-8 weeks gave rise to an average 0.75 for the different BFI dimensions. The convergent validity correlations with the NEO-PI-R (Costa & McCrae, 1992) domain scales averaged 0.67 across Big Five domains (Rammstedt & John, 2007).

**SECTION C:** Please rate by responding to each statement how you perceive yourself with the most appropriate response of: 1 = Disagree strongly, 2 = Disagree a little, 3 =

Neither agree nor disagree, 4 = Agree a little, 5 = strongly Agree.

| S/N | ITEMS                                                           | 1 | 2 | 3 | 4 | 5 |
|-----|-----------------------------------------------------------------|---|---|---|---|---|
| 1.  | I see myself as someone who is reserved.                        |   |   |   |   |   |
| 2.  | I see myself as someone who is generally trusting               |   |   |   |   |   |
| 3.  | I see myself as someone who tends to be lazy.                   |   |   |   |   |   |
| 4.  | I see myself as someone who is relaxed and handles stress well. |   |   |   |   |   |
| 5.  | I see myself as someone who has few artistic interests.         |   |   |   |   |   |
| 6.  | I see myself as someone who is outgoing and sociable.           |   |   |   |   |   |
| 7.  | I see myself as someone who tends to find fault with others.    |   |   |   |   |   |
| 8.  | I see myself as someone who does a thorough job.                |   |   |   |   |   |
| 9.  | I see myself as someone who gets nervous easily.                |   |   |   |   |   |
| 10. | I see myself as someone who has an active imagination.          |   |   |   |   |   |

#### SECTION D (Emotional labour Scale)

Emotional labour was measured using the 14-item Emotional Labour Scale developed by Brotheridge and Lee (1998). The scale was scored on a five-point Likert response scale (1 = never, 5 = always). Participants are asked to answer items in response to the stem question, "On an average day at work, how often do you do each of the following when interacting with customers?" Higher

scores on each of the subscales represent higher levels of the dimension being assessed. Brotheridge and Lee (2002) report good, combined coefficient alpha of 0.71.

**SECTION D:** Please respond to the following statement below. 1 = Never, 2 = Rarely 3 = Sometimes, 4 = Often, 5 = Always

| S/N | ITEMS                                                                          | 1 | 2 | 3 | 4 | 5 |
|-----|--------------------------------------------------------------------------------|---|---|---|---|---|
| 1.  | Interact with clients                                                          |   |   |   |   |   |
| 2.  | Adopt certain emotions as part of your job.                                    |   |   |   |   |   |
| 3.  | Express particular emotions needed for your job.                               |   |   |   |   |   |
| 4.  | Express intense emotions.                                                      |   |   |   |   |   |
| 5.  | Show some strong emotions.                                                     |   |   |   |   |   |
| 6.  | Display many different kinds of emotions.                                      |   |   |   |   |   |
| 7.  | Express many different emotions.                                               |   |   |   |   |   |
| 8.  | Display many different emotions when interacting with others                   |   |   |   |   |   |
| 9.  | Make an effort to actually feel the emotions that I need to display to others. |   |   |   |   |   |
| 10. | Try to actually experience the emotions that I must show.                      |   |   |   |   |   |
| 11. | Really try to feel the emotions I have to show as part of my job.              |   |   |   |   |   |
| 12. | Resist expressing my true feelings.                                            |   |   |   |   |   |
| 13. | Pretend to have emotions that I don't really have.                             |   |   |   |   |   |
| 14. | Hide my true feelings about a situation                                        |   |   |   |   |   |

#### SECTION E (Psychological distress Scale)

This section was measured with a 10 item Psychological Distress Scale (K10) developed by Kessler (2001). A four point response format ranges from 1 = None of the time 2 = A little of the time, 3 = Some of the time, 4 = Most of the time, 5 = All of the time. Some of the items on the scale reads " In the past 4 weeks, about how often did you feel

worthless " and " In the past 4 weeks, about how often did you feel tired out for no good reason" . The reliability coefficient (Cronbach's Alpha) was 0.89.

**SECTION E:** Kindly respond by ticking the response that best agree with your opinion out of the following options 1. None of the time, 2. A little of the time, 3. Some of the time, 4. Most of the time, 5. All of the time

| S/N | Items                                                                                    | 1 | 2 | 3 | 4 | 5 |
|-----|------------------------------------------------------------------------------------------|---|---|---|---|---|
| 1.  | During the past weeks, about how often did you feel tired out for no good reason?        |   |   |   |   |   |
| 2.  | During the past weeks, about how often did you feel nervous?                             |   |   |   |   |   |
| 3.  | During the past weeks, how often did you feel so nervous that nothing calmed you down?   |   |   |   |   |   |
| 4.  | During the past weeks, about how often did you feel hopeless?                            |   |   |   |   |   |
| 5.  | During the past weeks, how often did you feel restless or fidgety?                       |   |   |   |   |   |
| 6.  | During the past weeks, about how often did you feel so restless you could not sit still? |   |   |   |   |   |

#### 3.7 Procedure

Questionnaires were used to collect data from the participants in the study. After, the required permissions were obtained from the concerned authorities from the ministry head. Prior to data collection, the researcher recruited two research assistants that were trained on data administration and collection. After that the researcher seeks participant consent and also assures the participant confidence and discretion of the study before administering

the questionnaire. The participant was also informed of the purposes and/or objectives of the study, and its seriousness. Direction on how to complete the questionnaires was given and the participants were encouraged to be truthful as possible in their responses. Honesty in its completeness was highly and continuously emphasized during the course of administration. The researcher assured us that the participant's questionnaires were not personally identified. A total number of two hundred and fifty (250) respondents

but only two hundred and thirty-two was retrieved. The filled questionnaires were subjected to appropriate statistical analysis.

### 3.8 Analysis of Data

The data was analysed using the statistical package for Social Sciences (SPSS) version 23. The descriptive statistics was used to analyze the socio demographic factors while the hypotheses were tested using inferential statistics. Hypothesis one and two was tested using multiple regression analysis. Hypothesis three was tested using t-test for independent measure while hypothesis four and five was tested using one-way analysis of variance all at 0.05 level of significance.

## Chapter Four

### Results

This chapter deals with data analysis and interpretation of the findings. Specifically, the study provided answers to three research hypotheses. The statistical test used includes multiple regression analysis, t-test for independent measure and one-way analysis of variance.

### Hypotheses Testing

Hypothesis one which states that there will be significant joint prediction of emotional labour, psychological distress and personality traits on intimate partner violence was analysed using hierarchical regression analysis as shown in Table 4.1

**Table 4.1: Summary of Hierarchical Regression analysis showing the independent and joint prediction of personality traits, emotional labour, and psychological distress on intimate partner violence**

| Predictors             | $\beta$ | t     | sig  | R   | R <sup>2</sup> | $\Delta R^2$ | R <sup>2</sup> change | F    | P    |
|------------------------|---------|-------|------|-----|----------------|--------------|-----------------------|------|------|
| <b>Model 1</b>         |         |       |      |     |                |              |                       |      |      |
| Extraversion           | .223.52 | <.01  |      |     |                |              |                       |      |      |
| Agreeableness          | -.24    | -.344 | <.01 |     |                |              |                       |      |      |
| Conscientiousness      | -.08    | -1.09 | >.05 | .38 | .14            | .12          | .14                   | 6.87 | <.01 |
| Neurotism              | .15     | .86   | >.05 |     |                |              |                       |      |      |
| Openness               | .15     | 2.33  | <.05 |     |                |              |                       |      |      |
| <b>Model 2</b>         |         |       |      |     |                |              |                       |      |      |
| Extraversion           | .22     | 3.44  | <.01 |     |                |              |                       |      |      |
| Agreeableness          | -.24    | 3.27  | <.01 |     |                |              |                       |      |      |
| Conscientiousness      | -.08    | -1.10 | >.05 | .38 | .14            | .12          | .00                   | 5.18 | <.01 |
| Neurotism              | .05     | 2.04  | >.05 |     |                |              |                       |      |      |
| Openness               | .13     | 2.04  | <.05 |     |                |              |                       |      |      |
| Emotional Labour       | .05     | .77   | >.05 |     |                |              |                       |      |      |
| Psychological distress | .07     | 1.13  | >.05 |     |                |              |                       |      |      |

Result in table 4.1 revealed a significant joint prediction of personality traits, on intimate partner violence in the first model ( $f [5,221]=6.87, R=.38, R^2=.14, P<.01$ ), thereby accounting for 14% of the total variance observed in intimate partner violence. Independently, Extraversion ( $\beta=.22, t=3.52, P<.01$ ), Agreeableness ( $\beta=-.24, t=-5.44, P<.01$ ) and openness to experience ( $\beta=.15, t=2.33, P<.05$ ) significantly predicted IPV.

In the second model where Emotional labour, Psychological distress was added, the result showed significant joint prediction of personality traits, emotional labour, and psychological distress on IPV [ $f(7,219)=5.18, R=.38, R^2=.14, P<.01$ ], accounting for 14% of the total variation in IPV while the remaining 86% may be due to other factors not considered in this study.

Additionally, there was no significant change in the prediction of the first model and the second model as denoted by  $R^2$  change (.00). However only three dimensions of personality traits, Extraversion ( $\beta=.22, t=3.52, P<.01$ ), Agreeableness ( $\beta=-.24, t=-5.44, P<.01$ ) and openness to experience ( $\beta=.15, t=2.33, P<.05$ ) independently predicted Intimate partner violence.

Based on the result, the stated hypothesis is partly supported.

Hypothesis two states that there will be joint and independent prediction of socio demographic factors (age, religion, educational qualification and length of marriage) on intimate partner violence was analyzed using multiple regression analysis as shown in Table 4.2

**Table 4.2: Summary of Multiple Regression Showing demographic variables on intimate partner violence.**

| Variables                 | B     | T     | Sig  | R    | R <sup>2</sup> | F    | P    |
|---------------------------|-------|-------|------|------|----------------|------|------|
| Age                       | -0.15 | -1.42 | >.05 |      |                |      |      |
| Religion                  | 0.20  | 3.21  | <.05 |      |                |      |      |
| Educational qualification | 0.15  | 2.15  | <.05 | 0.25 | .06            | 3.89 | <.05 |
| Length of marriage        | 0.08  | 0.84  | >.05 |      |                |      |      |

The table above showed that demographic variables (age, religion educational qualification and length of marriage) jointly predicted intimate partner violence [ $F(4, 224) = 3.89, p<.05, R^2 = .06$ ]. The  $R^2 = .06$  indicates that socio demographic factors (age, religion educational qualification

and length of marriage) explained 6% variation in intimate partner violence. Furthermore, religion ( $\beta = 0.15, t = 3.21, p<.05$ ) and educational qualification ( $\beta = 0.15, t = 2.15, p<.05$ ) have independent prediction on intimate partner violence. The stated hypothesis is accepted.

Hypotheses three states that IRS Male staff will significantly report higher score on Intimate Partner

Violence than the female counterparts

Table 4.3 Summary Table of t-test of independent measures showing the means difference in gender in IPV.

| Variance | Gender | N    | X    | SD   | t | df | P |
|----------|--------|------|------|------|---|----|---|
| IPV      | Male   | 113  | 9.74 | 9.41 |   |    |   |
| .83      | 227    | >.05 |      |      |   |    |   |
| Female   | 116    | 8.76 | 8.61 |      |   |    |   |

Result in table 4.3 shows that there is no significant gender difference ( $t=.83$ ,  $df=227$ ,  $p>.05$ ) between male ( $X=9.74$ ,  $SD=9.41$ ) and female ( $X=8.76$ ,  $SD=8.61$ ) on IPV. This implies that no significant difference was observed in gender on IPV. Based on the result, the stated hypothesis is

not supported.

Hypotheses four which stated that IRS staff who practice Islam will significantly score higher on Intimate Partner Violence than those who practice Christianity and traditional religion.

Table 4.4a Summary table of one way ANOVA showing the mean differences in religious affiliation.

| Source         | SSsquare | df  | Xsquare | f    | p    |
|----------------|----------|-----|---------|------|------|
| Between groups | 927.21   | 2   | 463.60  | 5.97 | <.01 |
| Within groups  | 17559.10 | 226 | 77.10   |      |      |
| Total          | 18486.31 | 228 |         |      |      |

Table 4.5b multiple Comparison Table

| Variables   | 1      | 2   | 3 |
|-------------|--------|-----|---|
| Christian   |        |     |   |
| Islam       | 4.17** |     |   |
| Traditional | -3.58  | .58 | - |

Sig. P<.01

Hypotheses four which stated that participants affiliated to Islam will significantly differ on IPV when compared to other religious affiliation was tested with one way analysis of variance. The result revealed a statistically significant difference between groups of the religious affiliation [ $F(2,226)=5.97$ ,  $P<.01$ ]. To further determine the group with significant difference on IPV, A turkey post hoc test (table 5b) revealed a significant mean difference between Christianity and Islam (mean diff.=4.17, $P<.01$ ); but no

significant difference was observed for Christianity and traditional religion (mean diff.=3.58,  $P>.05$ ) and Islam and Traditional (mean diff. =.58,  $P>.05$ ).

Based on this result, the stated hypotheses is confirmed.

Hypotheses five which stated that IRS staff with Ph.D. Qualification will significantly score higher on Intimate Partner Violence compared to IRS staff with primary/secondary, NCE/OND, Degree/HND, and M.Sc. educational qualification.

Table 4.5a Summary table of one way ANOVA showing the mean differences in Educational Qualification

| Source         | SS square | df  | mean square | f    | p    |
|----------------|-----------|-----|-------------|------|------|
| Between groups | 2059.86   | 4   | 514.97      | 7.02 | <.01 |
| Within groups  | 16426.44  | 224 | 73.33       |      |      |
| Total          | 18486.31  | 228 |             |      |      |

Table 4.5b multiple comparison table

| Variables   | 1       | 2      | 3       | 4      | 5 |
|-------------|---------|--------|---------|--------|---|
| Primary/Sec |         |        |         |        |   |
| NCE/OND     | 6.07    | -      |         |        |   |
| Degree/HND  | 2.21    | 3.87   | -       |        |   |
| M.sc        | 5.04    | 1.03   | 2.83    | -      |   |
| PhD         | 19.59** | 15.51* | 17.38** | 14.54* | - |

The above result showed there was a statistically significant difference between groups of educational qualification on IPV as determined by one way analysis of variance [ $F(4,224)=7.02$ ,  $P<.01$ ]. A turkey post hoc in table 5b revealed that highest mean difference was observed between Primary/Secondary holder and PhD holder (mean diff.=19.59,  $P<.01$ ) which was closely followed by Degree

versus PhD holder(mean diff =17.38,  $P<.01$ ) and M.Sc. versus PhD (mean diff.=14.54,  $P<.05$ ), while lower difference was observed between NCE/OND and PhD holder(mean diff.=13.51,  $P<.05$ ). Based on the result, the stated hypothesis was supported.

## Chapter Five

### Discussion

This chapter presents the discussion of findings, summary of the study, conclusion and recommendations

#### 5.1 Discussion of Findings

The first hypothesis stated that there will be joint predictions of emotional labour, psychological distress and personality traits on intimate partner violence were confirmed. The study found that there was significant joint prediction of personality traits (Extraversion, Agreeableness, conscientiousness, neuroticism and openness to experience) emotional labour and psychological distress on intimate partner violence. The study was in line with Tsirigotis and Łuczak (2016) who found that emotional intelligence of study women experiencing domestic violence is lower than emotional intelligence of women not experiencing domestic violence. The study was also in line with Villeneuve, Trudel, Dargis, Pr'eville, Boyer and B'egin (2015) who found that marital functioning at baseline significantly predicted women's psychological distress. The study found was also in accordance with Almedina and Milena (2014) who found that neuroticism and extraversion have significant correlation perpetration of domestic violence.

The second hypothesis stated that there will be joint and independent prediction of socio demographic factors (age, religion, educational qualification and length of marriage) on intimate partner violence was confirmed. The study found that demographic variables (age, religion educational qualification and length of marriage) jointly predicted intimate partner violence. The study was in accordance with Ononokpono and Odimgwu (2014) who found that age and educational qualification influence intimate partner violence among the sampled respondents. The study was also in accordance with Adesina, Oyugbo and Oladokun (2011) who found that socio demographic factors influence intimate partner violence among couples. The study was also in line with Karaoglu et al (2006) who found that length of marriage and religion jointly predicts intimate partner violence.

The third hypotheses which states that IRS Male staff will significantly report higher score on Intimate Partner Violence than the female counterparts was not confirmed. The result showed that there is no significant gender difference between male and female on Intimate Partner Violence. The study was in line with Derry (2017) who found that there were no differences in the past experience of IPV between males and females who were not currently in a relationship, but males in a current relationship reported they experienced most forms of IPV more often than did females. The study findings were not in line with Onigbogi, Odeyemi and Onigbogi (2013) who found that there was no gender difference on marital conflict among married couples. The study findings were also in line with Anigala and Abidde (2017) who found that gender did not have any influence on domestic violence.

The fourth Hypotheses which stated that IRS staff who practice Islam will significantly score higher on Intimate Partner Violence than those who practice Christianity and traditional religion was confirmed. The result showed that there was significant influence of religion on Intimate Partner Violence. The study finding was in line with Anigala and Abidde (2017) who showed that religion have influence on domestic violence. The study findings were

also in line with Abekhale (2016) who found that religion did not have any role in marital conflict among the sampled respondents. The study findings were also not in line with Kaur and Sokhey (2011) who indicated that there is a significant negative relationship between religion and marital conflict.

The fifth Hypotheses which stated that IRS staff with Ph.D. Qualification will significantly score higher on Intimate Partner Violence compared to IRS staff with primary/secondary, NCE/OND, Degree/HND, and M.Sc. educational qualification was confirmed. The result showed that there was significant influence on educational qualification on Intimate Partner Violence. The study found was in line with Ocho (2014) who found that educational qualifications predict marital conflict. The study findings were in line with Ojukwu, Woko and Onuoha (2016) who found that there was a positive relationship between married people's low and high levels of educational attainment and marital stability while there was no significant relationship between those with medium level of educational attainment and their marital stability. The study was in line with Usoroh, Ekot, and Inyang (2010) found that educational qualification was the singular variable that had significant influence on marital conflict. Also, in line is study done by Imhonde, Aluede and Ifunanyachukwu, (2008) found that educational qualification has a significant relationship on marital conflict among newly wedded couples.

#### 5.2 Conclusion

Based on the findings of this study, the study concluded that there was significant joint prediction of personality traits (Extraversion, Agreeableness, conscientiousness, neuroticism and openness to experience) emotional labour and psychological distress on intimate partner violence while only conscientiousness and openness to experience had independent prediction on intimate partner violence. Furthermore, it was concluded that demographic variables (age, religion educational qualification and length of marriage) jointly predicted intimate partner violence while only religion and educational qualification have independent prediction on intimate partner violence among the sampled respondents. It was also concluded that there is no significant gender difference between male and female on Intimate Partner Violence. It was also concluded that that there was significant influence of religion on Intimate Partner Violence. Finally, educational qualification influences Intimate Partner Violence among the sampled respondents.

#### 5.3 Recommendation of the Study

Based on the findings and conclusion of this study, the following recommendations were made: Professional Psychologist should develop psychological intervention programme tailored toward enhancing necessary emotional skills necessary for couples to handle marital issues. This in turn may reduce intimate partner violence. The study also recommends that personality screening tools should be administered on couples prior to wedding. This will enable this assessment to detect traits that are prone to cause intimate partner violence among couples such that appropriate intervention can be tailored toward reducing this problem. Religion of the couples as well as the educational qualification should be taken into consideration when developing a marriage intervention tailored toward reducing intimate partner violence among couples in

Nigeria. Support from friends and family should be given to couples as this could help reduce psychological distress and in turn avert intimate partner violence among couples. The study also recommends that religion institutions should continue to preach the destructive tendency of intimate partner violence and how it can be avoided among married couples. Finally, marriage therapy should focus on couples with PhD in order to help them resolve any form of intimate partner violence in their marital homes.

#### 5.4 Limitations of the Study

All empirical study is faced with its limitations; this study stands in that line. Firstly, the study is faced with the challenge of generalisability of the results. This is because the respondents of this study were relatively small and only selected from one ministry in Ogun state, Nigeria; therefore, generalizability of the study findings to other police officers in Nigeria may be nearly impossible. However, the study findings still have implications in the study area. Secondly, the attitude of respondents towards filling of the questionnaires was also a major challenge. It took some of the participants several days and weeks before the questionnaire was returned as participants claimed they were too busy to fill a questionnaire. Thirdly, data were collected in this study using self-report questionnaires which often tend to bias findings due to social desirability effect of the respondents. Lastly, the budget at the disposal of the researcher placed a constraint in order to sample from different ministries. Lastly, time constraints were also a major limitation in this study

#### 5.5 Suggestions for Further Studies

This study should be viewed as a starting point from which future research could take place. It is suggested that future studies should employ larger sample and larger settings. Also, more psychological variables should be considered by other researchers who are interested in researching on intimate partner violence. Incentive can also be incorporated by other researchers in order to make respondents have positive attitude toward filling the questionnaire. A qualitative method such as interview, focus group discussion, observation as another form of data collection could also add to the paucity of literature in this area.

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