

Personality Traits and Attachment Styles as Predictors of Marital Satisfaction among Employed Married Women in Damaturu, Yobe State, Nigeria

Shettima Alhaji Umar

Department of Social Development, Mai Idris Aloomo Polytechnic, Geidam, Yobe State

*Corresponding Author: shettimaalhajiibnumar@gmail.com; Tel: (+234 8022192933)

Abstract

This study discussed the effect of Personality Traits and Attachment Styles as Predictors of Marital Satisfaction among Employed Married Women in Damaturu, Yobe State, Nigeria. Marital satisfaction is an essential aspect of life quality and psychological well-being, particularly for women balancing the demands of marriage and employment. In Nigeria, and specifically Yobe State, the dynamics of marital satisfaction are influenced by cultural, social, and economic factors, making it a critical area of study. A well-structured questionnaire was distributed to two hundred (200) respondents from various job sectors (e.g., education, healthcare, government) are included, making the sample more representative within Damaturu metropolis in which out of which 182 copies were retrieved and used for the analysis. The data collected was subjected to a descriptive Statistics: To summarize the demographic information, as well as the mean and standard deviations for personality traits, attachment styles, and marital satisfaction. Pearson's Correlation Coefficient and Multiple regression. To examine the relationship between personality traits and marital satisfaction, allowing us to identify the strength and direction of these relationships. Then Analysis of Variance (ANOVA): To examine if there are significant differences in marital satisfaction among the different attachment styles (secure, anxious, avoidant). Aided by statistical package for social sciences (SPSS). The study findings revealed that Extraversion personality trait had a significant negative correlation with low marital satisfaction at ($r = -.449, p < .05$). This implies that negative and significant relationship does exist between Extraversion personality trait and marital satisfaction. Similarly, Agreeableness personality trait had a significant negative correlation with marital satisfaction at ($r = -.819, p < .05$). Neuroticism personality trait had a significant positive correlation with marital satisfaction. Secure attachment style had a significant negative correlation with marital satisfaction at ($r = -.862, p < .05$). Avoidant attachment style, had a significant positive correlation with marital satisfaction at ($r = .881, p < .05$). Anxious attachment style, similarly to avoidant attachment style had a significant positive correlation with marital satisfaction at ($r = .875, p < .05$). This means that anxious attachment style has significant positive relationship with marital satisfaction. The study therefore recommended that workplace Support for Married Women in Organizations could provide counseling services or work-life balance programs that acknowledge the unique challenges faced by employed married women, thus indirectly enhancing marital satisfaction also Marriage Counseling Programs should incorporate personality assessment and attachment style discussions in marriage counseling sessions. Such programs can help couples understand their differences and work towards healthier marital relationships and among others.

Keywords: Personality Traits, Attachment style, Marital Satisfaction, Gender, Damaturu

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1. Introduction

Marital satisfaction is an essential aspect of life quality and psychological well-being, particularly for women balancing the demands of marriage and employment. In Nigeria, and specifically Yobe State, the dynamics of marital satisfaction are influenced by cultural, social, and economic factors, making it a critical area of study. Employed married women often experience unique stressors that can impact marital satisfaction, such as balancing work responsibilities, family expectations, and marital roles. This has led researchers to investigate factors that may predict or influence marital satisfaction.

Several scholars defined marital satisfaction as, the consistency between the current situation and the expected one (Golestani et al., 2012); adjustment processes between spouses (Abamara et al., 2018), and the subjective feeling of happiness, satisfaction and pleasure experienced by the couple in all areas of their marriage (Baldwin et al, 2010). Earlier studies defined marital satisfaction as pleasure, happiness, subjective feelings, and process of adjustment among couples. However, in the present work, marital satisfaction is the feelings of accomplishment reported by couples in all areas of marital life. Studies have reported of positive consequences of marital satisfaction with lower risk of cardiovascular disease and all-cause mortality (Smith et al, 2010). Similarly, marital dissatisfaction, separation and divorce have been associated with decreases in psychological well-being, sexual satisfaction, unhappiness, low self-

acceptance and increases in health problems, risk of mortality, social isolation, financial strain, negative life events, depression, and alcohol use (Hawkley and Cacioppo, 2010). Other studies have related marital satisfaction with some attachment style (Mohammadi et al, 2016). Several literature have defined attachment style as the relational behaviors that occur between the individual and the primary care giver (Mohammadi et al, 2016); mutual emotional bond that can establish security and determine mental health (Asfichi et al, 2013; Beyranv, et al, 2016).

Personality traits and attachment styles have been identified as significant predictors of marital satisfaction. Personality traits, such as openness, agreeableness, and conscientiousness, shape interpersonal interactions and can affect emotional responses within marital relationships. Attachment styles, categorized as secure, anxious, or avoidant, reflect early relationship patterns that influence intimacy, communication, and conflict resolution in marriage. Exploring these factors among employed married women in Yobe State can provide valuable insights into how these individual differences impact marital satisfaction, thus contributing to family well-being and stability.

Literature holds that the most important aspect of the attachment theory is that early relationship creates active internal patterns in childhood, which affect future knowledge and relationships (Bell, 2012). Meyers and Landsberger (2002) found among a set of 73 married women in a community based sample in Chicago Illinois, the existence of a

direct relationship between adult attachment style and marital satisfaction. In all the studies, it was evident that secure attachment is positively associated with marital satisfaction among couples whereas, insecure attachment styles, especially the anxious attachment predicts a negative correlation between attachment style and marital satisfaction.

The social exchange theory (SET) is a model of human relationship. According to the SET, people are motivated to by desire to maximize profit and minimize loss in their social relationship, similar as it is obtainable to business (Homans, 1961; Thibaut & Kelley, 1959). Therefore, marital relationship that provide rewards are appreciated as satisfying, while those marriages that cost high are regarded as unsatisfying. According to Thibaut and Kelley (1959), each partner comes to a new relationship with comparison level (CL). At the point of honeymoon of a relationship, the CL may not be very necessary to couples. As the relationship progresses, the CL gradually becomes more important definition of the relationship. The comparative level is an examination of what one expects to receive and what the personal actually actual thing received. If the partner receives more than the expectation, then the comparison level is high he would stay in the relationship. The other important aspect of SET is the comparison level of alternate situation (CLalt). The CLalt is the perception of chances a partner in romantic relationship has in a prospective partner outside the present relationship. If the comparative level is high (that is reward), the spouse may report dissatisfaction in marriage. Furthermore, consistent with SET model is the investment aspect. Investment is the aspect of costs

individuals come with in romantic relationship that is rather impossible for them to take back when relationship comes to an end. High investment perception may make it extremely hard for partners to leave a romantic relationship even in abusive situations (Ruburt and Bunk, 1993). It is believed that investment level determines commitment in relationship.

Objectives of the Study:

- i. To examine the relationship between personality traits and marital satisfaction among employed married women in Damaturu, Yobe State, Nigeria.
- ii. To assess the influence of attachment styles on marital satisfaction among employed married women in Damaturu, Yobe State, Nigeria.

Research Questions:

- i. What is the relationship between personality traits and marital satisfaction among employed married women in Damaturu, Yobe State, Nigeria?
- ii. How do attachment styles influence marital satisfaction among employed married women in Damaturu, Yobe State, Nigeria?

Research Hypothesis:

- i. **H₀₁:** There is no significant relationship between personality traits and marital satisfaction among employed married women in

- Damaturu, Yobe State, Nigeria.
- ii. **H02:** Attachment styles does not significantly influence marital satisfaction among employed married women in Damaturu, Yobe State, Nigeria.

This research will complement and improve on the previous studies that are been conducted on marital satisfaction among married women equally, the findings will contribute to social psychology literature that is useful for learning purposes and future research engagements. The study will have an equal and valuable impact on the practical understanding within marital satisfaction.

The study will focus on Marital Satisfaction among employed married women in Damaturu, Yobe State, Nigeria. Personality traits and attachment styles will be used as dimension or as predictors for marital satisfaction among employed married women.

2. Empirical Literature

Several studies were carried out on Marital Satisfaction among Employed Married Women; but according to (Nweke, et. al. 2021) in their study Attachment Styles and Personality Traits as Predictors of Marital Satisfaction among Employed Married Women. Were the study examined attachment styles and personality traits as predictors of marital satisfaction among employed married women. The participants

of the study comprised of one hundred and fifty (150) employed married women who are members of Catholic Women's Organization (CWO) in Awka South LGA, Anambra State. A purposive sampling technique was adopted. Their age ranged from 19 to 55 years, ($M = 35.09$, $SD = 8.076$). Instruments administered include; Index of Marital satisfaction (IMS) by Hudson (1947), Attachment style questionnaire (ASQ) by Feeney & Noller (1994) and Big five inventory (BFI) by John & Srivastava (1999). Multiple linear regression statistical analysis was used as a statistical tool to analyze the hypotheses postulated. Results showed that the first hypothesis which states that attachment style will have a significantly positive prediction on marital satisfaction among employed married woman was confirmed as Avoidant had a positive significant prediction on marital satisfaction at ($\beta = .372$, $p < .01$). As well as Anxious attachment style which had a positively significant prediction on marital satisfaction at ($\beta = .298$, $p < .01$). By implication, this suggests that Attachment style has a significant prediction on marital satisfaction on the avoidant and anxious dimensions, whereas the secure attachment dimension did not predict marital satisfaction at ($\beta = -.1.635$, $p > .05$). The second Hypothesis which states that Personality traits will have a significant positive prediction on marital satisfaction among working married women was not confirmed.

According to (Othman, et. al, 2022) in their study 'a systematic review of marital satisfaction and psychological well-being among career women' were they view

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marital satisfaction as always related to the psychological well-being of career women career women with a high level of work satisfaction will have better marital satisfaction and psychological wellbeing. This review aims to look for the relationship between marital satisfaction and psychological well-being among career women. Scopus, Science Direct and PubMed database was selected to identify relevant articles. Research published between the years 2012 to 2021 was selected to look at the effect of employment on marital satisfaction and psychological well-being and the relationship between marital satisfaction and psychological well-being. The finding shows that employed women will have better marital status compared to those who are housewives. They have greater financial freedom and self-direction. Additionally, emotional stability affects women's marital satisfaction and psychological well-being. Additionally, marital intimacy is critical for marital satisfaction and psychological well-being maintenance. The article's implications are also discussed in terms of how the counsellor might enhance their counselling service to assist career women in achieving optimal psychological well-being and marital satisfaction.

Mahboobeh and Kamran (2017). They stated in their study 'the relation between attachment styles, marital satisfaction and self-regulation of emotion in married people' according to them Marriage is one of the most important decisions that an individual may make in their life. Marital satisfaction is among the main determinants of life quality

and psychological health. The manner of regulating the couples' emotion, which is affected by attachment styles, accounts for the degree of their marital satisfaction. The current research aims to investigate the relation between attachment styles, marital satisfaction and emotion regulation among married people. For this purpose, the questionnaire for intimate relations (attachment styles) (ECR-S), difficulty in emotion regulation (DERS), and empowering marriage life for couples (ENRICH) were distributed among 89 married men and women who expressed their willingness to respond and cooperate in the research. The responses were analyzed by SPSS. The results reveal that the anxious attachment style is the predictor for happiness with sexual relations and religious orientation of the couples.

(Peter, 2021) in his study 'Trait of Personality as Predictor of Marital Adjustment among Professional Practising Counsellors in Enugu State, Nigeria' were he stated that when a good climate is replaced with marital problems, the consequences are usually devastating. It results in marital instability, marriage separation, divorce or even death of the couple. This has serious effects on the home, family, children of the marriage, society and the nation. This paper is focused on the Personality Trait as Predictor of Marital Adjustment among Professional Practising Counsellors in Enugu State, Nigeria. The study raised two research questions and adopted a descriptive survey research design. The population for the study was 59 married practicing professional counsellors. No sampling was done since the

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number is small and manageable. Data were collected from fifty nine (59) professional practicing counsellors using a well-structured questionnaire. 57 out of 59 copies of the instrument were retrieved. Cronbach Alpha reliability estimate was used to ascertain the internal consistency of the entire instrument. Data collected were used to analyze the two research questions using mean, grand mean and standard deviation. The results showed that extraversion personality trait scores of married practicing counsellor in public secondary schools in Enugu State, Nigeria are warmth, sociable, dynamics and assertive. Secondary, openness to experience personality trait scores of married practicing counsellor in public secondary schools in Enugu State, Nigeria are creativity, imagination, intellectually curious and attentiveness. This suggested that most of the married professional practicing counsellors in public secondary schools in Enugu State are well adjusted in their marriages.

Gathing, Mwarari and Kitonga (2024) in their well-known study Influence of Attachment Styles on Marital Satisfaction among Married Individuals in Presbyterian Church of East Africa Milimani South Presbytery, Nairobi County, Kenya Although studies have been done across the world focusing on attachment styles and marital attachment, limited studies have focused on the influence of attachment styles on marital satisfaction among married individuals. This study investigated the influence of attachment styles on marital satisfaction among married individuals in PCEA Milimani South Presbytery, Nairobi, Kenya. The researcher used proportionate stratified

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random sampling and simple random sampling techniques to identify participants. The Dynamic goal theory of marital satisfaction which suggests the marital goals are facilitated by communication patterns, conflict resolution, nurturing relationships was considered as the subordinate theory. The Explanatory Survey design was used to test the formulated hypothesis and make accurate predictions. Structured tools were used to collect the data from 340 married individuals at the PCEA Milimani South Presbytery. The data collected was cleaned and analyzed quantitatively using Statistical Package for the Social sciences (SPSS) version 26. The findings of this study established the scores in the three subscales as follows (secure= 35.2%, avoidant = 33.5% and Anxious = 31.3%). The findings from a two dimension ENRICH marital satisfaction scale returned low at 32.2%, moderate at 38.4% and high 29.4%. The study rejected the null hypothesis (H₀); there was no influence of attachment style on marital satisfaction among married individuals in Milimani South Presbytery Nairobi, Kenya. According to findings F-value (1, 538.608) = 4.750, and P value = 0.041, which is less than 0.05. The findings indicated that the regression model was significant in establishing the influence of the predictor on the dependent variable. Therefore, attachment styles influenced marital satisfaction among married individuals in Milimani South Presbytery Nairobi, Kenya. The null hypothesis was rejected.

Tolan (2021). In this study 'Predictive Role of Attachment Styles and Personality Traits

in Marital Adjustment' it was aimed to examine the predictive role of attachment styles and personality traits on marital adjustment. 247 married individuals (127 women, 120 men) participated in the study. The Dyadic Adjustment Scale, Experiences in Close Relationships Inventory, Five Factor Personality Scale and Personal Information Form prepared by the researcher were used as data collection tools. The obtained data were analyzed by Pearson correlation coefficient, one-way MANOVA and multiple regression analysis methods. Neuroticism and insecure forms of attachment (anxious and avoidant) were found to be significant predictors of marital adjustment. It was determined that women had a higher level of anxious attachment style. In addition, there was a negative relationship between anxious attachment style and neuroticism and marital adjustment, while a positive significant relationship was found between avoidant attachment style and marital adjustment. The results obtained contribute to a better understanding of the relationships between marital adjustment, attachment and personality traits. Once again, the effect of attachment style on emotional relationship has been revealed. Those working in the field of family and marriage counseling may benefit from these results. While working with couples or married clients, considering their attachment patterns and personality traits can contribute significantly to the therapeutic process. In studies with parents, awareness studies can be conducted on how to develop secure attachment in children.

3. Research Methodology:

3.1 Background of the study Area

Damaturu as the capital city of Yobe State in the North-Eastern Nigeria with total land area of 2,306sqkm² and a population of 88,014 as at (NPC Census, 2006). Located on the edge of the Sahel region. The town lies within a semi-arid climate zone, characterized by sparse vegetation and seasonal rainfall. Its location makes it a hub for agricultural activities like millet, sorghum, and livestock farming. The town also serves as a vital link between Maiduguri in Borno State and other parts of Nigeria through a network of roads. The geographic coordinates of Damaturu, Yobe State, Nigeria, are approximately: Latitude: 11.744° N and Longitude: 11.966° E. These coordinates place Damaturu in the northeastern part of Nigeria, within the semi-arid Sahel region. It is located on the fringes of the Sahel, a semi-arid region south of the Sahara Desert. The town lies approximately 131 kilometers west of Maiduguri, the capital of Borno State. Damaturu experiences a semi-arid climate (BSh), with a long dry season (October to May) and a brief rainy season (June to September). Temperatures are typically high throughout the year, with peaks during the dry Harmattan season. The landscape is predominantly flat, featuring sandy soils and sparse vegetation such as acacia trees and shrubs. The terrain supports agriculture and pastoralism.

In recent years, Yobe State, including Damaturu, has faced challenges from the Boko Haram insurgency, which began in neighboring Borno State but spilled over into Yobe. This significantly impacted Damaturu's security and development, though efforts by the Nigerian military and

local governance have improved the situation.

3.2 Research Design

The study used descriptive survey research design. Survey research is a widely used method for collecting data from a large number of participants in a systematic and standardized manner. It is particularly useful when the aim is to gather information on people's opinions, attitudes, behaviors, and experiences (Rumsey, 2012). A correlational survey design is appropriate for this study, as it aims to examine the relationship between personality traits, attachment styles, and marital satisfaction among employed married women. This design will allow the researcher to collect quantitative data that can be used to identify patterns and test hypotheses without manipulating any variables.

3.3 Population and Sampling Techniques

The study population comprises of population of Damaturu metropolis the headquarters of Yobe state which is eighty-eight thousand and fourteen (88,014) as at Census, 2006.

The target population for this study is employed married women in Damaturu, Yobe State, Nigeria. A sample size of approximately 200 participants was selected through multi stage random and stratified random sampling techniques which ensure that respondents from various job sectors (e.g., education, healthcare, government) are included, making the sample more representative.

The sample size of 200 was drawn using Krejcie and Morgan (1970) sample size

determination table. Similarly, a multistage sampling technique was employed. The first stage will be through stratification based on education, healthcare and government. The second stage will be proportionate sampling method which will be used to allot the value of samples to each stratum randomly.

Data Collection Instrument, Procedure and Techniques:

A structured questionnaire was used for data collection, which consisted of three (3) standardized sections:

a. Personality Traits: Measured using the Big Five Personality Inventory, assessing traits like openness, conscientiousness, extraversion, agreeableness, and neuroticism.

b. Attachment Styles: Measured using the Adult Attachment Scale, which categorizes individuals into secure, anxious, or avoidant attachment styles.

c. Marital Satisfaction: Measured with the Marital Satisfaction Scale, designed to assess satisfaction in various aspects of marital life, such as communication, intimacy, and shared activities.

Respondents were contacted through workplaces, and consent was obtained to ensure ethical standards. Surveys was administered in person (i.e using a well-structured questionnaire) based on convenience, to ensure a high response rate. Only one hundred and eighty-two (182) questionnaires were filled correctly and returned. The data was analyzed using Statistical Package for the Social Sciences (SPSS) as where: A descriptive Statistics to

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summarize the demographic information, as well as the mean and standard deviations for personality traits, attachment styles, and marital satisfaction. Pearson's Correlation Coefficient and Multiple regression. To examine the relationship between personality traits and marital satisfaction, allowing us to identify the strength and direction of these relationships. Then Analysis of Variance (ANOVA): To examine if there are

significant differences in marital satisfaction among the different attachment styles (secure, anxious, avoidant).

4. Result Presentation and Analysis:

This is the result summary of the analysis of the relationship between attachment style and personality trait on marital satisfaction.

Table 1: Summary table of relationship between Personality traits and Attachment Style on Marital Satisfaction:

N	Factors	R.cal	P. value
182	Extraversion	-.447**	.000
182	Agreeableness	-.815**	.000
182	Neuroticism	.817**	.000
182	Secure	-.860**	.000
182	Avoidant	.884**	.000
182	Anxious	.879**	.000

**** Correlation is significant at the 0.01 level (2-tailed).**

According to research findings, Extraversion personality trait had a significant negative correlation with low marital satisfaction at ($r = -.449, p < .05$). This implies that negative and significant relationship does exist between Extraversion personality trait and marital satisfaction. Similarly, Agreeableness personality trait had a significant negative correlation with marital satisfaction at ($r = -.819, p < .05$). Neuroticism personality trait had a significant positive correlation with marital satisfaction. Secure

attachment style had a significant negative correlation with marital satisfaction at ($r = -.862, p < .05$). Avoidant attachment style, had a significant positive correlation with marital satisfaction at ($r = .881, p < .05$). Anxious attachment style, similarly to avoidant attachment style had a significant positive correlation with marital satisfaction at ($r = .875, p < .05$). This means that anxious attachment style has significant positive relationship with marital satisfaction

Table 2: Statistical significance of the Model Summary:

Model I	R	R2	Adjusted R2	Std. Error of the Estimate
Regression	.895a	.809	.795	10.120

n
 Computation aided by statistical tool SPSS, (2024).

From the table, using multiple linear regression enter method, results show that Attachment Styles (Anxious, Avoidant, Secure) and personality traits (Agreeableness, Extroversion, Neuroticism) predicted 80% of marital satisfaction of the

present participants. The Adjusted R2 which is called the coefficient of determination is approximately (.80). Therefore 80% is proportion of variance of marital satisfaction that is accountable by attachment style and personality traits.

Table 3: Summary table of unstandardized coefficients:

Model II	Unstandardized coefficient			T	Sig
B	Std. Error	B	B		
Constant	12.669	15.460		.881	.379
Extroversion	.100	.170	.031	.610	.542
Agreeablene	-.104	.211	.050	.478	.631
Neuroticism	.109	.208	.050	.528	.603
Secure	-.340	.207	-.180	-1.639	.101
Avoidant	.758	.250	.379	3.033	.004
Anxious	.510	.200	.295	2.629	.010

Source: Field survey, (2024).

From Table 3, Secure attachment dimension did not significantly and positively predict marital satisfaction at ($\beta = -.335, P > .05$). Avoidant had a positive and significant prediction of marital satisfaction at ($\beta < .755, P < .05$). Anxious attachment style which have positively and significant prediction on marital satisfaction at ($\beta = .298, P < .05$). Therefore, hypothesis one was confirmed. Extraversion has no significant and positive prediction on marital satisfaction at ($\beta = .103,$

$P > .05$). Agreeableness also has no significant prediction at ($\beta = -.103, P > .05$). Neuroticism has no significant and positive prediction on marital satisfaction at ($\beta = .108, P > .05$). By implication, this means that Personality traits has no significant and positive prediction on marital satisfaction, hence hypothesis two was not confirmed.

Discussion

The results of the study shows a significant prediction was indicative between marital

satisfactions and anxious-ambivalent as well as avoidant attachment dimensions, Nonetheless Secure attachment style did not significantly predict marital satisfaction. The finding appears to be inconsistent with earlier studies (Meyer and Landsberger, 2002). Thus, hypothesis one was confirmed. Perhaps, been a married employed woman may have given rise to the result of the study. Also, earlier studies were conducted in the western and Asian cultures, and it appears that quite scant studies have been done in the locality. It is assumed that upbringing of the spouses may have given rise to the present result. According to the social exchange theory, it may be possible that the participants due to occupational status are investing more than they are receiving reward in relationship. Therefore, as more investment is provided for the welfare of the relationship, the cost line becomes quite enormous for the woman to bear, when this happens report of less satisfaction may come. The danger with this situation is that the woman may gradually be less committed in the marital relationship. This state may give room for comparison level, once it high the woman becomes less satisfied in marriage. At this point, the possibility of comparison level of perceived alternative relationship may lead to more reports of less satisfaction if she appraises high chances of less cost in that relationship. Therefore, the tendency of separation or divorce may be eminent at this stage. More so, the result also indicated a no significant prediction of personality traits on marital satisfaction. Thus hypothesis two was not confirmed. This was clearly evident in the Extraversion; Agreeableness and

Neuroticism dimensions indicated a non-significant prediction with marital satisfaction. This result disagrees with Attari et al (2006) and Amiri et al (2011) studies found a significant relationship between the big five personality traits and marital satisfaction. This is to say in other words, that certain personality traits are not responsible for marital satisfaction among working married women. Perhaps, the SET may have explanation in this result. For instant, as individuals employed married women irrespective of their traits, is compelled to make sacrifice in the relationship (marriage). As this goes on, during the honeymoon period most people do not notice amount of resource that the new relation is demanding. According to the SET, a time comes when the honeymoon is over and costs are analyzed. Once, the woman perceives that the amount of stress and resource she needed to sustain the marital relationship is high she will be unsatisfied. Therefore, confirming the result of the present study, that no significant difference between personality traits and marital satisfaction may be a reflection of employed married women especially as a result of more challenges in assisting or even bread winning for the general house hold.

The findings of the study are expected to contribute to a deeper understanding of the factors that influence marital satisfaction among employed married women in Yobe State. If personality traits such as agreeableness and conscientiousness are significantly associated with higher marital satisfaction, this would align with existing literature suggesting that positive personality traits contribute to relationship quality.

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Additionally, if secure attachment style is found to predict higher marital satisfaction, this would support attachment theory's claim that securely attached individuals experience healthier, more stable relationships.

The results could highlight the need to focus on these individual differences when counseling couples, as personality traits and attachment styles may be essential in understanding marital dynamics, particularly in a cultural context that emphasizes family stability and social support.

5. Conclusion:

This study provides insights into the impact of personality traits and attachment styles on marital satisfaction among employed married women in Damaturu, Yobe State, Nigeria. The findings indicate that certain personality traits and attachment styles are significant predictors of marital satisfaction. Employed married women who exhibit positive traits, such as agreeableness and conscientiousness, or have a secure attachment style, are more likely to experience higher levels of marital satisfaction.

These findings underline the importance of individual differences in marital satisfaction and the need for targeted support for women in balancing work and family demands.

6. Recommendations:

Based on the findings of this study, the following recommendations were made;

- Marriage Counseling Programs should incorporate personality assessment and attachment style discussions in marriage counseling sessions. Such programs can help couples understand their differences and work towards healthier marital relationships.
- Workplace Support for Married Women in Organizations could provide counseling services or work-life balance programs that acknowledge the unique challenges faced by employed married women, thus indirectly enhancing marital satisfaction.
- Community and Family Education should create awareness within communities about the impact of personality traits and attachment styles on marital relationships. Family support systems can benefit from understanding these factors to provide better emotional and social support for married women.
- Further Research: Future studies could examine additional variables, such as cultural expectations and economic status that may influence marital satisfaction among employed married women in Nigeria.

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