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Modeling the casual relationships between the big five personality factors, job satisfaction, life satisfaction and psychological wellbeing in of instructors in Qir and Karzin County

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Abstract

This research intended to test the model for casual relationship between the big five personality factors, job satisfaction, life satisfaction and psychological wellbeing in of instructors in Qir and Karzin County. The respondents gave response to a series of research instruments including The Job Descriptive Index (JDI), Diener life satisfaction questionnaire (SWLS), NEO Five-Factor Inventory (NEO-FFI) and Psychological Well-Being scale (RSPWB). For this, among 1028 instructors working in Qir and Karzin County, 159 men and 141 women were selected of the elementary and the first and second grade of high school via stratified random sampling. Results from analysis made via software SPSS 20 indicated that relationship between neurosis and life satisfaction, job satisfaction and psychological well-being has been negative and significant ($p \leq 0.05$). There has been a positive significant relationship between "extraversion and conscientiousness" and life satisfaction, job satisfaction and psychological well-being ($p \leq ۰/۰۵$). There is not a significant relationship between Openness to experience and life satisfaction and job satisfaction. On the other hand, the obtained results using structural equation modeling (Amos-20) indicated that most of path coefficients between variables have been significant and the rest have not been significant. Fitness indicators indicated that the model with data has a proper fitting. Indirect hypotheses were examined using Bootstrap Macro method which all the indirect hypotheses were confirmed. To sum up, findings indicate that the big five personality factors affect psychological well-being, life satisfaction and job satisfaction in a direct and indirect way.

Keywords: big five personality factors, psychological well-being, life satisfaction, job satisfaction

Introduction:

Indeed, education is considered as one of the largest and the most complicated social systems, i.e. an organization which has had a constructive role in continuity of human culture and civilization from the

long lost past and has the leading role for cultural, political, social and economic development at any community today(Arjomand Siahpoosh, Moghadash Jaffari, Farbaghlani, 2011). It can perhaps say that teaching is the major job which founds the basis of other existing jobs in the community as well as all the scientific and cultural progresses in human communities. Without caring and hardworking by teachers who work diligently and seriously to educate the future generation of the country, the progress in country is almost impossible. Survival of any community depends on the individuals who live in that community. Due to progress in the communities, needing to teaching individuals in the community at various areas has increased. To teach members of community, the individuals specialized at the considered area should be employed. Instructors are among the specialists who involve in teaching to the members in the community. To teach properly by instructor to the student, the preconditions are required, that some depend on the student such as interest to the subject, attention, hardworking, cognitive and intelligence level; some of the preconditions such as having necessary information, the power for transfer of information and satisfaction with job depend on the instructor. Having job satisfaction causes increase in efficiency and feeling of personal satisfaction (Shafie Abadi, 2007). Any community requires motivated and effective instructors as one of the pillars of the community so as to foster the youths under the framework of their education system and preparing them as the future labor. Under such conditions, our needing to such individuals is felt more than the past. However, less attention has been paid to instructors' needs and demands including material and spiritual needs and/or just attention has been paid to their material needs by the officials, but these needs have not been met thoroughly due to economic problems of government. The result from this process is that we face the instructors who are not satisfied with their jobs despite interest and sense of responsibility to their job and students and the results from this dissatisfaction emerge in community in long term (Boroumand, 2004). Job satisfaction and factors affecting it are the most important social issues considered by many researchers and psychologists at the organization in the last two decades. Job satisfaction refers to the positive feelings or willingness of individuals to their job, i.e. the more person's satisfaction with his job, he will love his job to a large extent and through which he meets his needs, and as a result he will have positive feelings to it (Ma, Samuels & Alexander, 2003). Cortese(2007) knows the job satisfaction as a positive affective state which is the result from the person's assessment of his job or job experiences. In developing communities including Iran, there is no possibility for continuous economic growth, but if it exists, it causes socioeconomic inequalities in hands of a small percent of members of community regarding the studies by Moler(1995), thus the possibility for greater dissatisfaction comes to realize. In addition, being on the path of modernization of the underdeveloped countries reduce their fatalistic beliefs which this cause increase in dissatisfaction (Rafie pour, 1998). Thus, we face a phenomenon which encompasses a large population of the youth in the community, i.e. reduction in this population's life satisfaction is followed by the outcomes which can pave the way for many other social events. Life satisfaction is a judgment process in which individuals evaluate their quality of life based on their distinctive criteria. Life satisfaction is not an objective and stable characteristic, but it is susceptible to the situational changes, considered based on individuals' impression and outlook (Rafie poor, 1998). Life satisfaction is an emotional state which emerges by achieving a goal (Shaghabi, 2011). Life satisfaction implies the emotional-cognitive assessment of life. These assessments have developed from the sensational reactions to the events in addition to cognitive judgments on satisfaction and meeting demands (Mordzadeh, 2014). Life satisfaction refers to a sign of a adjustment at various dimensions of people's life (Nasami, Sohrabi, Ebrahimi, Heidari fard, Golchin, 2014). Psychology at first had put emphasis on negative emotions such as anxiety and depression and issues of well-being and happiness had undergone negligence, but at the 21th century psychology perceived that the man should spend his rational energy for positive aspects of his experience (Seligman& Mihali, 2000). Thus, nowadays, research on psychological well-being and positive psychology is increasingly growing (kashdan, 2004). Mental well-being refers to the major part of the mental health which means lack of negative emotions and life satisfaction (Fist Bender Jakobz Milz

&Tan, 1995). Psychological well-being refers to a wide issue of the phenomena which include the individuals' emotional responses, Realm of life satisfaction and overall assessment (Winhown, 1999). In this regards, the model were represented which had a positive outlook to the individuals. Riff model refers to the most important models for psychological well-being area; Riff (1995) knew his model of psychological well-being as an attempt to progress and growth to achieve the person's potential abilities. In psychology, well-being is defined as the man's proper performance (Nell, 2011). Autonomy, Personal growth, Environmental mastery, Purpose in life, Positive relation with others and Self- acceptance are the components which develop the psychological well-being in Riff model (Riff, 1989). When autonomy takes place that the person finds himself as the reason for the outcomes of his activity (Bauer & Mulder, 2006). Personal growth implies that the individuals should grow to achieve high levels of mental performance constantly at various aspects of life (Riff, 1989). This indicates that the person involves in tasks constantly and resolves the problems so as to extend his abilities. Environmental mastery implies the person's ability for manage life, mentioned that the person who has Environmental mastery can intervene, change and improve various aspects of environment (kiss, 2002). Having a clear understanding of the goal in life is considered as the feeling of orientation and targeting for mental health. This scale is specified via the features such as orientation and targeting in life and experience of sense of meaning in the past and present life (Riff, 1989, quoted from Kadivar et al. 2008). There is a positive relationship between target in life and life satisfaction and happiness (Steger., & Dik, 2010; Bronk., Hll., Lapsley., Talib., Finch, 2009). Personal characteristics are among the areas interested in study on the issues related to job satisfaction, life satisfaction and mental well-being, so that there are a variety of definitions at various outlooks for personality. But if we intend to present an acceptable definition for personality including the common characteristics of mentioned definitions, we can define it with physical, mental and behavioral characteristics which differentiate any person from other persons (Karimi, 2006). Among the personality characteristics defined to date, huge attention has been paid to the big five personality factors including neuroticism, extraversion, openness to experience, agreeableness and conscientiousness. In neuroticism which is called nervousness or emotional instability, negative emotions such as fear, sadness, excitement, anger, guilt, feelings are persistent and pervasive. Instead, extroversion consists of loving others, willingness to participate in gatherings and parties, willingness to resolution, the activities and rhetoric. The third factor which is openness to experience has developed from the elements such as active imagination, aesthetic sensitivity, attention to emotional experiences and independent judgment. The fourth personality factor which is agreeableness has followed altruism, sympathy with others and willingness to assist others; ultimately the last factor, conscientiousness, consists of the ability to control impulses and desires together with use of program in the behavior to achieve the goals(Hagh shenas, 2006). Familiarity with the big five personality factors is of great importance in the business psychology from this perspective that all these traits affect the job performance of the individuals. The meanings of these personality factors cause paying attention to major areas of personal growth. However,a part of these traits are inherited, most of people can enhance these traits in themselves. McCrae & Costa (1985) have introduced these five factors as the tendencies which have biological field; They have stated that the personality traits like moods have been the internal preparation within the path of growth, found independent from environmental impacts. Nature of some jobs and experiences has been in a way that raises problems for the individuals whether or not, in such a way that their mental health might be threatened. therefore, attention to the personal and mental potentials through which the person enables to resist against difficult conditions and improve his personality in experiencing such critical or difficult conditions has been taken into account by positive psychologists. Yannik(2009) in a research entitled "openness to experience in life satisfaction of the aged people using multiple regression analysis" indicated that openness to experience beyond health and financial satisfaction has a greater relationship with marital satisfaction, found a better predictor for life satisfaction. Bakker, A.B (2006) in their research entitled "the relationship between five big personality factors and job burnout" on 80 caregivers of

patients displayed that emotional burnout is predicted just through emotional stability. In another research by Avey, Wernsing & Luthans(2008), it was displayed that there is a positive significant relationship between optimism and job satisfaction, i.e. these individuals had more belonging to their job and made their job better. Rooni(2003), quoted from Bayani et al.(2007), perceived that there is a negative significant relationship between dimensions of psychological well-being and anxiety, depression and hostility. Tomba et al.(2010) examined effect of Well-being therapy and cognitive-behavioral stress management on increase of students' psychological well-being; results from this study indicate greater effectiveness of well-being therapy on extent of students' psychological well-being than stress management. In other studies, a direct relationship was found between fundamental psychological needs and life satisfaction (Tian, Chen and Huebner, 2013) as well as support from the needs of autonomy and belonging and students' life satisfaction(Gilson, 2008). Alexander et al.(2003) knew job satisfaction as a positive affective state which is as the result of person's assessment of his job or job experience. Malouf et al.(2010) in their research entitled "the model for five big personality factors with effect on life satisfaction in a metal analysis " displayed that four models of five big personality factors have a significant relationship with life satisfaction which include low nervousness, agreed extroversion and high conscientiousness. Goal at life has a positive relationship with happiness and life satisfaction (Steger, & Dik, 2010). Further positive relationship with others is a predictor for life satisfaction. Diener. & Biswas-Diener(2008) stated that life satisfaction can be determined with the inter-personal relationship and significance of life. Farahani, Mohammad khani & Jokar(2009) and Martinet & Dormas(2014) displayed that the relationship between life satisfaction and well-being components of target in life and personal growth is positive and significant. At the late 1990s, Devine and Cooper (1998; quoted from Gutierrez, Jimenez, Hernandez and Pent, 2005) displayed that some research examined the relationship between personality traits and affective and cognitive dimensions of mental well-being and perceived that neuroticism is considered as the most important predictor for negative affection and life satisfaction. Yet, extraversion seems important in predicting positive affection, some studies have displayed that agreeableness and conscientiousness increase the probability of experiencing positive affections in social situations and progress. Costa and McCrae (1991; quoted by Gutierrez et al., 2005) displayed that extraversion has a relationship with experiencing positive affection and neuroticism has a relationship with experiencing negative affection. Further, Shay et al. (2007) in a sample of Singapore and Australia evaluated the positive relationship between extraversion and life satisfaction. Quevedo& Abella(2011) conducted a study entitled "the relationship between personality and life satisfaction"; from their point of view, social interactions increase sense of belonging which is required for well-being. With & et al(2002) examined interactive effects of conscientiousness and agreeableness on job performance and perceived that there is a stronger relationship between conscientiousness and job performance in the individuals with high percent of agreeableness than the individuals with low agreeableness. Further, the results indicated that the workers with high degree of agreeableness who had less Interpersonal sensitivity might have less performance especially in the jobs which require common interaction with others. Gharabaghi(2004) in study on the relationship between personality factors and staffs' job satisfaction in a sample group(370 persons) deduced that there is a negative correlation between neurosis and job satisfaction; further there has not obtained a significant relationship between flexibility and job satisfaction. The research by Dr Mansour Beirami & Hossein Gholizadeh(2011) indicated that there is a negative significant relationship between life satisfaction and neurosis and there is a positive significant relationship between life satisfaction and extraversion, agreeableness and conscientiousness. On the other hand, there has not existed a significant relationship between flexibility and life satisfaction, which this finding is consistent with the findings of research by Copper and Denive. Results from research by Gorji(2012) on mediating role of psychological needs in the relationship between goals of life and mental well-being indicated that the more internal goals and greater meeting of psychological needs, the individuals' mental well-being will increase. In the study by Dastourani & Pour Yousef(2011) who

examined the relationship between personality traits and mental health and life satisfaction of staffs, the obtained results indicated effect of personality trait of conscientiousness on staffs' job satisfaction as well as effect of personality trait of neurosis on staffs' job satisfaction. Except for the personality trait of agreeableness, other personality traits including extraversion, flexibility and conscientiousness affect staffs' job satisfaction. The personality trait of agreeableness than other personality traits has an inverse effect on staffs' job satisfaction. Hejazi et al.(2014) conducted a study entitled "mediating role of internal motivation in relationship between major psychological needs and life satisfaction". This research was conducted in form of a casual model based on the Self-Determination Theory. Results from path analysis indicated that there is a significant relationship between internal motivation and needing to competence and belonging. Needing to competence with mediating role of internal motivation has an indirect and positive effect on life satisfaction, but indirect effect of needing to belonging has not a significant relationship with life satisfaction. Aein Rouzbahani & Afshari nia(2012) stated that there is a positive significant relationship between life satisfaction and job satisfaction.Khodabakhsh & Kiani(2013) indicated that there is a positive correlation between forgiveness and psychological health and well-being. Shafie zadeh & Kamrava(2014) stated that there is a positive significant relationship between life satisfaction and job satisfaction. Hajizadeh Bakhshayesh, Akbarzadeh, Ahmadi(2014) stated that there is a positive significant relationship between resilience and psychological well-being and job satisfaction. Rasouli, Islami(2013) indicated that there is a significant relationship between personality type and job satisfaction and mental health. Findings of research by Marash, Mehrabian, Mosalman(2014) indicated that the staffs with lower neuroticism have higher life satisfaction. Further, the staffs with higher extraversion, higher agreeableness, higher conscientiousness and higher spiritual intelligence have higher life satisfaction. Ahmadian, Jamhari, Ahadi, Farokhi(2011) indicated that there is a significant effect by extraversion on relationship with others, agreeableness, autonomy and competence. Shokri, Kadivar, Daneshverpour(2007) displayed in their research that agreeableness forecasted the positive relationship with others and self-acceptance; consciousness forecasted independence. Neuroticism forecasted components of independence, positive relationship with others, individual growth and targeting in life. Trait "Acceptance" forecasted components of independence, positive relationships with others, individual growth, targeting in life and environmental mastery. Beta coefficients indicate the forecasting power for six well-being components via extraversion. Khodabakhsh Pir kalani, Kalani, Peivasteh gar(2014) displayed that there is a positive significant relationship between life satisfaction and extraversion. Nouranipour, Akbarzadeh(2011) displayed that there is a positive significant relationship between extraversion, agreeableness and conscientiousness and job satisfaction; there is negative significant relationship between neuroticism and job satisfaction; there is not a significant relationship between flexibility and job satisfaction.Asadi, Abbasi Karjgan, Askari, Sokhan sanj(2014) displayed that there is a positive significant relationship between individual and environmental factors and staffs' job satisfaction. Shaghabi(2011), Asgari, Mehrabian & Arandan(2013) displayed that there is a significant relationship between neuroticism and life satisfaction. There is a positive relationship between extraversion and life satisfaction; there is not a positive relationship between empiricism and life satisfaction; there is a positive significant relationship between agreeableness, consciousness and life satisfaction. Study on mental well-being and factors affecting it has been always an area of interest in psychology. In this research, using the structural equation modeling which is one of the most advanced statistical methods in psychological studies, the researcher has made attempt to examine factors affecting mental well-being by considering the variables such as the big five personality factors, life satisfaction and job satisfaction. This research can display the dynamism relate to this area in the sociocultural context of Iran.

Research method

The present research is of non-experimental pattern, conducted via structural equation modeling. Since evaluation of the designed model based on the theoretical background and findings of the related work are targeted in the present research, structural equation modeling has been used, because structural equation

modeling is a multivariate analysis method through which it can test the hypotheses on the casual relationship between latent and patent variables(Bagozzi, & Yi, 2012). The statistical population consists of the male and female instructors at elementary schools and first and second grade high schools and the staffs working in education system of Qir and Karzin County during 2015-2016, which 300 persons among 1028 persons were selected based on Morgan table using stratified random sampling method.

Research instruments

Psychological Well-being Scale Ryff: Psychological Well-being Scale was made by Carroll Ryff at the University of Wisconsin in 1989. This test consists of 18 questions and 6 items. Respondents give response to the questions in a 6-point scale (totally agree and totally disagree). 10 questions are scored in a direct way and 8 questions are scored in an inverse way. Correlation between short version of Ryff's Scales of Psychological Wellbeing and main scale has varied from 0.70 to 0.89(Ryff, 2006). Khanjani et al.(2014) examined factor structure and Psychometric Properties of the Short Form (18 items) of Ryff's Scales of Psychological Wellbeing among boy and girl students. They have reported that results from single-group confirmatory factor analysis indicated that six-factor pattern of this scale(self-acceptance, environmental master, positive relationship with others, having goal in life, personal growth and autonomy) enjoy proper fitting in total sample and two genders. Internal consistency of this scale using Cronbach's alpha in six factors including self-acceptance, environmental master, positive relationship with others, having goal in life, personal growth and autonomy equaled to 0.51, 0.76, 0.75, 0.52, 0.73 and 0.72 and it was obtained equal to 0.71 for total scale. To sum up, the results indicate that 18-item form of scale of Psychological well-being is a useful and practical instrument to measure psychological well-being among girls and boys. In the present research, Cronbach's alpha was obtained equal to 0.75 for total test.

Satisfaction With Life Scal Diner(SWLS): this scale was made by Dinner et al.(1985). This scale consists of 5 items and each time has 7-point Likert scale(Wu et al, 2009). In original version of questionnaire, the reliability of questionnaire via test and re-test was obtained equal to 0.82 and reliability via Cronbach's alpha was obtained equal to 0.87(Dinner et al. 1985). In Iranian sample, validity of life satisfaction scale using Cronbach's alpha and re-test was obtained equal to 0.83 and 0.69, respectively; validity of construct of this questionnaire has been reported proper using two other questionnaires(Bayani et al. 2007). In another study, reliability of this questionnaire via re-test and Cronbach's alpha was obtained equal to 0.90 and 0.85, respectively(Tagharobi et al. 2012). In the present research, Cronbach's alpha was obtained equal to 0.82 via internal consistency method.

Job Descriptive Index (JDI): in the present research, Job Description Inventory was used to measure extent of job satisfaction. This inventory was made for the first by esmit kendall &hiolin in Cornell University and then used in various countries. Life satisfaction questionnaire evaluates the person in form of six items including nature of job, supervisors, colleagues, promotion, salary and benefits and the workplace. This questionnaire consists of 37 items and 5 sub-scales. This questionnaire has been scored based on 5-point Likert scale as follow (very poor: 1, very good: 5); reliability of job satisfaction questionnaire has been examined via Cronbach's alpha which has been significant at error level(0.01), indicating proper reliability of measurement instruments. The studies by Smith, kendall &hiolin(1969), kendall &hiolin(1972), reliability coefficient of the questionnaire was estimated ranging from 0.62 to 0.89 and reported for the sub-scales in the first study ranging from 0.59 to 0.92 and reported for the second study ranging from 0.62 to 0.93. Attar(1997) in a study on staffs in an industrial complex has reported the total reliability coefficient equal to 0.75 and reported it equal to 0.62-0.87 at the sub-scales. Concerning validity of research instruments, Smith, kendall &hiolin compared results from this test with other measurements methods on job satisfaction and found it valid (Maraei, 1998). In the present research, using internal consistency method, Cronbach's alpha was obtained for five dimensions of salary, nature of job, supervising, colleagues and promotion equal to 0.78, 0.81, 0.89, 0.83 and 0.80, respectively. Further Cronbach's alpha was obtained equal to 0.91 for total questionnaire.

Big Five Personality Factors (NEO): NEO Personality Inventory has consisted of 60 items which is scored based on Likert scale (1: totally agree, 5: totally disagree). All 12 items measure the big five personality factors (Neuroticism, extroversion, agreeableness, compatibility, accountability). Scores of any factor are calculated separately and ultimately 5 scores are obtained. Kiamehr(2003) validated NEO Five-Factor Inventory (NEO-FFI) on a sample(380 persons) of the students in the faculty of human sciences in university of Tehran. In this research, Concurrent validity and factor analysis have been used to determine the validity. The correlation coefficient from the concurrent validity between the short and long forms of the questionnaire was obtained between 0.41-0.75. To examine reliability of short form of five-point questionnaire, re-test has been used which the correlation coefficient between two tests for the factors of questionnaire has been obtained between 0.65-0.86. The coefficient from internal consistency of this questionnaire via Cronbach's alpha was obtained between 0.54-0.79(Ahadi, 2007). In the research by Atash afrouz(2007), Cronbach's alpha for each of five traits including Neuroticism, extraversion, openness, agreeableness and conscientiousness was obtained equal to 0.74, 0.55, 0.27, 0.38 and 0.77 using the internal consistency method. In the present research, Cronbach's alpha for each of five traits including neuroticism, extraversion, openness, agreeableness and conscientiousness was obtained equal to 0.71, 0.68, 0.13, 0.58 and 0.80 via internal consistency. Further, Cronbach's alpha was obtained equal to 0.70 for Neo test. In the present research, the statistical indices including mean, standard deviation, minimum and maximum score were calculated for the variables under study. To test the assumed relationships in the proposed model, the structural equation modeling has been used. For this, model fitting indices such as CFI (Comparative fit index), Root mean square error of approximation (RMSEA), goodness-of-fit index (GFI), adjusted goodness of fit index (AGFI) have been used.

Findings

Table 1. Descriptive findings on the research variables in total sample

Scale	Mean	Standard deviation	Minimum score	Maximum score
Life satisfaction	٢٣/١٢	٦/١٨	٥	٣٥
Mental well-being				
Self-acceptance	١٣/٥٤	٢/٨٥	٥	١٨
Positive relationships with others	١٢/٨٥	٣/٠٥	٥	١٨
Autonomy	١٢/٣٠	٢/٦٤	٦	١٨
Environmental mastery	١٤/١٥	٢/٥٠	٦	١٨
Purposive life	١٢/٤٥	٢/٨١	٤	١٨
Individual growth	١٣/٦٠	٢/٨٣	٤	١٨
Job satisfaction				
Salary	٢١/٣٨	٤/٩٥	٧	٣٥
Nature of job	٢٨/٩٣	٥/٤٨	١٣	٤٠
Supervisor	٢٩/٢٠	٦/٤٧	٨	٤٠
Colleague	٢٥/٨٥	٤/٩٢	١٢	٣٥
Promotion	٢٣/٥١	٤/٨٩	٧	٣٥
The big five personality factors				
Neuroticism	٢٢/٤٠	٦/٩١	٥	٤٢
extraversion	٢٩/٣٥	٦٧/١٧	١٢	٤٦
openness	٢٤/٧٢	٤/٣٠	١٢	٤٩
agreeableness	٢٩/٤١	٥/٦٦	١٦	٤٥
conscientiousness	٣٣/٤٠	٧/١٥	١٥	٤٨

As observed in table 1, mean and standard deviation of sample in the life satisfaction equals to 23.12 and 6.18, respectively. Mean and standard deviation of sample in sub-scale of self-acceptance equaled to 13.54 and 2.85 and they equaled to 12.85 and 3.05 at the sub-scale of positive relationships with others and they equaled to 12.30 and 2.64 at the sub-scale of autonomy. Further, mean and standard deviation of sample in the sub-scale of environmental mastery equaled to 14.15 and 2.50, respectively; mean and standard deviation of sample in the sub-scale of purposive life equaled to 12.45 and 2.81, respectively; mean and standard deviation of sample in the sub-scale of individual growth equaled to 13.60 and 2.83, respectively; mean and standard deviation of sample in the sub-scale of salary equaled to 21.38 and 4.95, respectively; mean and standard deviation of sample in the sub-scale of nature of job equaled to 28.93 and 5.48, respectively; mean and standard deviation of sample in the sub-scale of supervisor equaled to 29.20 and 6.47, respectively; mean and standard deviation of sample in the sub-scale of supervisor equaled to 29.20 and 6.47, respectively; mean and standard deviation of sample in the sub-scale of colleagues equaled to 25.85 and 4.92, respectively; mean and standard deviation of sample in the sub-scale of promotion equaled to 23.51 and 4.89, respectively; mean and standard deviation of sample in the sub-scale of neuroticism equaled to 22.40 and 6.91, respectively; mean and standard deviation of sample in the sub-scale of extraversion equaled to 29.35 and 6.17, respectively; mean and standard deviation of sample in the sub-scale of openness to experience equaled to 24.72 and 4.30, respectively; mean and standard deviation of sample in the sub-scale of agreeableness equaled to 29.41 and 5.66, respectively; mean and standard deviation of sample in the sub-scale of conscientiousness equaled to 33.40 and 7.15, respectively; the correlation matrix of the research variables has been represented in table 2 among all male and female instructors. As observed in table 2, some of the relationships between the research variables are significant. In this regards, except the relationship between neuroticism and life satisfaction, neuroticism and openness to experience, extraversion and life satisfaction, extraversion and openness to experience, openness to experience and life satisfaction, openness to experience and conscientiousness, neuroticism and conscientiousness, psychological well-being and life satisfaction, job satisfaction and neuroticism , job satisfaction and openness to experience, the relationship between variables is significant. In the sample group, the highest correlation coefficient (0.52) relates to the sub-scale of psychological well-being and conscientiousness and the least correlation coefficient (0.60) relates to the sub-scale of job satisfaction and openness to experience.

Table 2. explanation: 1-life satisfaction, 2- neuroticism, 3- extraversion, 4-openness to experience, 5-agreeableness, 6-conscientiousness, 7- psychological well-being, 8-job satisfaction.

Variable	۱	۲	۳	۴	۵	۶	۷	۸
life satisfaction	۱							
neuroticism	-۰/۱۸**	۱						
extraversion	۰/۱۸**	-۰/۲۷**	۱					
openness to experience	۰/۱۰	-۰/۱۴*	۰/۱۷**	۱				
agreeableness	۰/۰۴۰	-۰/۲۸**	۰/۳۹**	۰/۳۰**	۱			
conscientiousness	۰/۱۱	-۰/۴۲**	۰/۴۷**	۰/۱۹**	۰/۵۰**	۱		
psychological well-being	۰/۱۷**	-۰/۲۶**	۰/۴۸**	۰/۲۳**	۰/۴۵**	۰/۵۲**	۱	
job satisfaction	۰/۱۷**	-۰/۲۵**	۰/۲۳**	۰/۰۶۰	۰/۳۳**	۰/۲۳**	۰/۳۶**	۱

۰/۰۰۱ P< ** /// ۰/۰۵< P *

In use of structural equation modeling, study on presumptions of this method is required before data analysis (Clyne, 2010). To normalize data, univariate outlier and multivariate outlier were used.

The main hypothesis

The proposed model represents the casual relationships between neuroticism, extraversion, openness to experience, agreeableness, conscientiousness and psychological well-being with mediating role of life satisfaction and job satisfaction.

Direct hypotheses

1- Neuroticism puts a negative effect on life satisfaction.

2- Extraversion, openness to experience, agreeableness, conscientiousness put a positive effect on life satisfaction.

3- Neuroticism puts a negative effect on job satisfaction.

4- Extraversion, openness to experience, agreeableness, conscientiousness put a positive effect on job satisfaction.

5- Neuroticism puts a negative effect on psychological well-being.

6- Extraversion, openness to experience, agreeableness, conscientiousness put a positive effect on psychological well-being.

7- life satisfaction puts a positive effect on mental well-being.

8- job satisfaction puts a positive effect on mental well-being.

Indirect hypotheses

1- neuroticism, extraversion, openness to experience, agreeableness, conscientiousness with mediating role of life satisfaction puts a significant effect on psychological well-being.
2- neuroticism, extraversion, openness to experience, agreeableness, conscientiousness with mediating role of job satisfaction puts a significant effect on psychological well-being.
3- neuroticism, extraversion, openness to experience, agreeableness, conscientiousness with mediating role of life satisfaction and job satisfaction puts a significant effect on psychological well-being.

Results from direct relationships between research variables in the proposed model indicate that just a part of the path coefficients between variables has been significant statistically. In this model, there is a significant positive relationship between agreeableness and job satisfaction, extraversion and job satisfaction, agreeableness and psychological well-being, extraversion and life satisfaction, conscientiousness and job satisfaction, psychological well-being and life satisfaction, psychological well-being and job satisfaction, conscientiousness and life satisfaction, psychological well-being and extraversion, psychological well-being and openness to experience. Further, there has been a significant negative relationship between neuroticism and life satisfaction, neuroticism and job satisfaction, neuroticism and psychological well-being. in addition, there has been an insignificant positive relationship between openness to experience and life satisfaction, agreeableness and life satisfaction, openness to experience and job satisfaction.

Table 3. the parameters to measure direct relationship between variables in the sample

Path	Standard coefficients	Non-standard coefficients	Standard error	Critical ratio	sig

neuroticism and life satisfaction	-۰/۱۹	-۰/۱۷۵	۰/۰۵	-۳/۲۶	≤ ۰/۰۰۱
openness to experience and life satisfaction	۰/۰۶	۰/۰۸	۰/۰۷	۰/۰۹	≤ ۰/۲۷۶
agreeableness and life satisfaction	۰/۰۵	۰/۰۵۳	۰/۰۷	۰/۷۸	≤۰/۴۳۷
extraversion and life satisfaction	۰/۲۰	۰/۲۰	۰/۰۶	۳/۲۵	≤ ۰/۰۰۱
conscientiousness and life satisfaction	۰/۲۲	۰/۱۷	۰/۰۶	۳/۱۴	≤ ۰/۰۰۲
neuroticism and job satisfaction	-۰/۱۶	-۰/۳۹	۰/۱۵	-۲/۶۸	≤۰/۰۰۷
openness to experience and job satisfaction	۰/۱۰	۰/۳۴	۰/۲۰	۱/۷۲	≤۰/۰۸۵
agreeableness and job satisfaction	۰/۱۴	۰/۴۱	۰/۱۹	۲/۲۳	≤ ۰/۰۲۶
extraversion and job satisfaction	۰/۱۲	۰/۳۲	۰/۱۶	۱/۹۸	≤ ۰/۰۴۷
conscientiousness and job satisfaction	۰/۲۲	۰/۴۵	۰/۱۵	۳/۰۵	≤۰/۰۰۲
neuroticism and psychological well-being	-۰/۱۴	-۰/۱۷	۰/۰۸	-۰/۸۶	≤۰/۰۳۲
openness to experience and psychological well-being	۰/۱۵	۰/۳۳	۰/۱۱	۳/۰۴	≤۰/۰۰۲
agreeableness and psychological well-being	۰/۱۰	۰/۱۸	۰/۱۰	۱/۷۹	≤۰/۰۴۲
extraversion and psychological well-being	۰/۲۰	۰/۳۴	۰/۰۹	۳/۷۸	***
conscientiousness and psychological well-being	۰/۳۴	۰/۴۵	۰/۰۸	۵/۴۹	***
life satisfaction and psychological well-being	۰/۱۴	۰/۱۴	۰/۰۸	۰/۵۰	≤۰/۰۴۷
job satisfaction and psychological well-being	۰/۱۴	۰/۱۳	۰/۰۳	۰/۸۸	≤۰/۰۴۳

According to table 3, standard path coefficients of agreeableness and job satisfaction (β=0.14, p≤0.026), extraversion and job satisfaction (β=0.12, p≤0.047), agreeableness and psychological well-being(β=0.10, p≤0.042), extraversion and life satisfaction (β=0.12, p≤0.047), conscientiousness and job satisfaction(β=0.22, p≤0.002), life satisfaction and psychological well-being(β=0.14, p≤0.047), job satisfaction and psychological well-being(β=0.14, p≤0.043), conscientiousness and psychological well-being(β=0.22, p≤0.002). There is a positive significant relationship between extraversion and psychological well-being (β=0.20, p≤0.0001) and between conscientiousness and psychological well-being (β=0.34, p≤0.0001). On the other hand, standard path coefficients of neuroticism and life satisfaction (β=-0. 19, p≤0.001), neuroticism and job satisfaction (β=-0. 16, p≤0.007), neuroticism and psychological well-being (β=-0. 14, p≤0.032) are negative and significant. In addition, standard path coefficients of openness to experience and life satisfaction (β=0.06, p≤0.028), agreeableness and life satisfaction (β=0.05, p≤0.044), openness to experience and job satisfaction (β=0.10, p≤0.085) have been

positive but insignificant. Thus, with regard to the standard coefficients and critical values proposed in table, almost half of the direct paths are at p≤0.001. In following, the fitting indices of the proposed model have been proposed and evaluated.

Table 4. Fitting indices of the proposed model in the sample

Fitting indices	Value
chi-square test	۳۵
Sig	≤ ۰/۰۰۰p
df	۱
$df^{۲}\chi$	۲۲/۵۴
GFI	۰/۹۹۸
AGFI	۰/۹۲
NFI	۰/۹۹۷
CFI	۰/۹۹۸
IFI	۰/۹۹۸
TLI	۰/۹۶
RMSEA	۰/۰۶

Table 5. Multiple mediating test on indirect relationships for total sample using bootstrap method

Path	Index					
	Data	bootstrap	Bias	Error	Low bound	Up bound
Neuroticism with mediating role of life satisfaction on psychological well-being	-۰/۱۵	-۰/۱۵	۰/۰۰۲	۰/۰۴۷	-۰/۲۶	-۰/۰۶۶
Neuroticism with mediating role of job satisfaction on psychological well-being	-۰/۱۶۶۱	-۰/۱۵	-۰/۰۰۰۱	۰/۰۴۴	-۰/۲۶	-۰/۰۸۰
Neuroticism with mediating role of life satisfaction and job satisfaction on psychological well-being	-۰/۳۱۵۴	-۰/۳۱۳۱	۰/۰۰۲۲	۰/۰۵۶۴	-۰/۴۴۲۸	۰/۲۱۴۵
extraversion with mediating role of job satisfaction on psychological well-being	۰/۱۲۹۳	۰/۱۲۹۴	۰/۰۰۰۱	۰/۰۴۱۹	۰/۰۶۰۸	۰/۲۲۳۹

extraversion with mediating role of life satisfaction on psychological well-being	۰/۱۰۹۵	۰/۱۰۸۸	-۰/۰۰۰۷	۰/۰۳۶۵	۰/۰۴۹۹	۰/۲۰۱۳
extraversion with mediating role of life satisfaction and job satisfaction on psychological well-being	۰/۲۳۸۸	۰/۲۳۸۳	-۰/۰۰۰۶	۰/۰۵۴۱	-۰/۱۳۸۲	۰/۳۴۹۳
Openness to experience with mediating role of life satisfaction on psychological well-being	۰/۱۵۲۶	۰/۱۵۲۸	۰/۰۰۰۱	۰/۰۴۹۴	۰/۰۵۹۹	۰/۲۵۲۶
Openness to experience with mediating role of job satisfaction on psychological well-being	۰/۱۶۵۴	۰/۱۶۵۳	-۰/۰۰۰۲	۰/۰۴۸۵	۰/۰۸۸۰	۰/۲۸۲۱
Openness to experience with mediating role of life satisfaction and job satisfaction on psychological well-being	۰/۳۱۸۱	۰/۳۱۸۰	۰/۰۰۰۰	۰/۰۶۶۵	۰/۲۰۰۳	۰/۴۵۶۲
agreeableness with mediating role of life satisfaction on psychological well-being	۰/۱۰۹۵	۰/۱۰۸۸	-۰/۰۰۰۷	۰/۰۳۶۵	۰/۰۴۹۹	۰/۲۰۱۳
agreeableness with mediating role of job satisfaction on psychological well-being	۰/۱۲۹۳	۰/۱۲۹۴	۰/۰۰۰۱	۰/۰۴۱۹	۰/۰۶۰۸	۰/۲۲۳۹
agreeableness with mediating role of life satisfaction and job satisfaction on psychological well-being	۰/۲۳۸۸	۰/۲۳۸۳	-۰/۰۰۰۶	۰/۰۵۴۱	۰/۱۳۸۲	۰/۳۴۹۳
conscientiousness with mediating role of life satisfaction on psychological well-being	۰/۰۸۳۶	۰/۰۸۳۲	-۰/۰۰۰۴	۰/۰۳۱۹	۰/۰۳۰۵	۰/۱۵۵۳
conscientiousness with mediating role of job satisfaction on psychological well-being	۰/۱۱۲۱	۰/۱۱۱۱	-۰/۰۰۰۹	۰/۰۳۵۵	۰/۰۵۰۸	۰/۱۹۴۹
conscientiousness with mediating role of life satisfaction and job satisfaction on psychological well-being	۰/۱۹۵۶	۰/۱۹۴۳	-۰/۰۰۱۳	۰/۰۴۳۴	۰/۱۱۲۰	۰/۲۸۵۶

Discussion and conclusion

findings of this model have been discussed and examined in five categories as follows: 1-role of the big five personality factors in life satisfaction, 2- role of the big five personality factors in job satisfaction, 3-role of the big five personality factors in psychological well-being,4- role of life satisfaction and job satisfaction in psychological well-being,5-role of the big five personality factors in psychological well-being with mediating role of life satisfaction and job satisfaction.

Role of the big five personality factors in life satisfaction

Neuroticism

In this research, it has been assumed that neuroticism puts a negative effect on life satisfaction. Findings of this research confirmed the mentioned hypotheses. This finding is consistent with findings of other studies by Beirami et al.(2011), Shaghabi(2011), Asgari et al.(2013), Marashi et al.(2014). to explain this finding, it can say that neuroticism refers to a personality trait which has a close relationship with life satisfaction, followed by emotional instability and negative emotions such as fear, sadness, excitement, anger, rage, guilt and hatred. the individuals who gain higher scores in this personality trait might use inefficient coping mechanisms such as aggressive responses and self-blame when they face mental pressures(Shaghabi, 2011).

Extraversion

In this research, it has been assumed that extraversion puts a positive effect on life satisfaction. Findings of this research confirmed the mentioned hypotheses. This finding is consistent with other research such as the research by Beirami et al.(2011), Salahshour(1999), Sari Saraf et al.(2003), Bonab & Salahshour(2008), Quevedo & Abella(2011), Shaghabi(2011), Asgari et al.(2013), Marashi et al.(2014), Ahmadian et al.(2011), Kalani pour et al.(2014), Nourani pour et al.(2011). to explain the significant relationship between extraversion and life satisfaction, it can say that extroverted people seem people-oriented, active and talkative and tend to be cheerful and peppy. Further, they have high optimism, euphoria and high energy and act well in social activities. Further, they might be seen in greater social supports. traits of the individuals associate to life satisfaction, so that their social interactions and energy can increase their life satisfaction.

Openness to experience

In this research, it has been assumed that openness to experience puts a positive effect on life satisfaction. Findings of this research did not confirm the mentioned hypotheses. This finding with other research by research by Beirami et al.(2011), Marashi et al.(2014), Asgari et al.(2013) indicated that there is not a significant relationship between openness to experience and life satisfaction, which this finding is consistent with the studies by Dino Cooper . But it is not consistent with the research by Yannick(2009) and Mehrabian & Arandan(2013). the obtained results in this research confirm or reject some previous studies. it can perhaps justify the difference in the results from research through difference in the populations under study, so that the present research has been conducted among instructors but the research entitled "openness to experience in life satisfaction of the elderly" by Yannick has been conducted among the elderly, with this probability that the respondents have not filled the questionnaires with accuracy, required for further research in this context.

Agreeableness

In this research, it has been assumed that agreeableness puts a positive effect on life satisfaction. Findings of this research did not confirm the mentioned hypotheses. This finding is not consistent with other studies such as Beirami et al.(2011), Shaghabi(2011), Asgari, Mehrabian, Arandan(2013), Khodabakhsh, Kiani(2013), Marashi et al.(2014). Agreeableness indicates social orientation against the hostile feedback to others which include the traits such as Altruistic, kind-heartedness, confidence and humility (Costa and McCrae, 1990). Insignificance of this hypothesis refers to the social conditions of the population, i.e. In a society full of lies and hypocrisy and deception, a pleasant person who is really kind hearted and humble

becomes crazy and should not be satisfied with life. With regard to the results in this research, further research is required.

Conscientiousness

In this research, it has been assumed that conscientiousness puts a positive effect on life satisfaction. Findings of this research confirmed the mentioned hypotheses. This finding is consistent with other studies such as research by Shaghabi et al.(2011), Asgari et al.(2013), Khodabakhsh, Kiani(2013), Maraashi et al.(2014). To explain the relationship between conscientiousness and life satisfaction, it can say that these individuals have the traits including efficiency, discipline, conscientiousness, attempting to success, self-restraint and caution in decision-making. They did not retreat when faced with problems and try to reduce their tensions in order to achieve success so that the individuals qualified with mentioned traits have higher life satisfaction. With regard to the present research and previous research, the individuals who have more control in life, found more active, organized and punctual, will enjoy more life satisfaction.

Role of the big five personality factors in job satisfaction

Neuroticism

In this research, it has been assumed that neuroticism puts a negative effect on job satisfaction. Findings of this research confirmed the mentioned hypotheses. this finding is consistent with other research such as research by Narimani et al.(2007), Gharabaghi(2004), Hori(1999), Buker et al.(2006), Dastourani & Pour yousef(2011), Judge, Heller and Monte(2002), Dehghani(2003), Khodabakhsh, Kiani(2013), Rasouli, Islami(2013). to explain findings of this hypothesis, it can say that with an attitude that neurotic individuals tend to nervousness, impatience and moodiness and they are usually worried, insecure and are very rush, so that these people have lower job satisfaction than those with other personality characteristics. With regard to the big five personality traits in Costa and McCrae Model (1992), the individuals with higher score in neuroticism more likely experience more problems such as outcomes of negative moods such as anxiety, fear, depression and physical symptoms and are under influence of negative events.

Extraversion

In this research, it has been assumed that extraversion puts a positive effect on job satisfaction; findings of this research confirmed the mentioned hypotheses. This finding is consistent with other research such as the research by Narimani et al.(2007), Gharabaghi(2004), Hori(1999), Buker et al.(2006), Dastourani pour yousef(2011), Judge, Heller and Monte(2002), Dehghani(2003), Khoda bakhsh, Kiani(2013), Rasouli, Islami(2013). Findings indicated that there is a significant relationship between managers' personality traits and job satisfaction. To explain this finding, it can say that extent of job satisfaction is greater in extroverted individuals. Extroverted individuals tend to challenging tasks and tend to decide upon their tasks themselves and/or consult with manager and other staffs. They less likely tend to tolerate autocratic management, they have more excitability and they do not tend to repetitive and monotonous tasks. Further, the extroverted individuals are more successful in the jobs which require social relationship. With regard to the results from this research, the extroverted individuals enjoy higher job satisfaction.

Openness to experience

In this research, it has been assumed that openness to experience puts a positive effect on job satisfaction. Findings of this research did not confirm the mentioned hypotheses. This finding is consistent with the studies by Khodabakhsh, Kiani(2013), Gharabaghi(2004), Judge, Heller and Monte (2002). in this regards, it is not consistent with the studies by Khakpour(2004), Samie Zadeh(1998), Hori(1999), Maman poush(2009), Narimani(2007), Rasouli, Islami(2013). With regard to the results from this research and previous research, further studies are required so as to reveal the relationship between job satisfaction and openness to experience.

Agreeableness

In this research, it has been assumed that agreeableness puts a positive effect on job satisfaction. Findings of this research confirmed the mentioned hypotheses. This finding is consistent with other research such as Maraashi et al.(2014), Narimani et al(2007), Amirnejad & Mohseni nasab(2008), Gharabaghi(2004), Hori(1999), Beirami et al.(2011), Khodabakhsh, Kiani(2013), Rasouli, Islami(2013). To explain this finding, it can say that the trait related to agreeableness results in less interpersonal conflict and more support by others, resulted in reduction in conflict at workplace. The individuals with high scores at this dimension experience less conflict and receive more affective support by other staffs or family members.

Conscientiousness

In this research, it has been assumed that Conscientiousness puts a positive effect on job satisfaction. Findings of this research confirmed the mentioned hypotheses. This finding is consistent with other research such as Narimani et al.(2007), Gharbaghi(2004), Hori(1999), Amir nejad & Mohseni nasab(2008),Gharabaghi(2004), Roeini(2011), Dastourani & Pour yousef(2011), Khoda bakhsh & Kiani(2013), Rasouli, Islami(2013). To explain findings of this hypothesis, it can say that since the individuals with the personality trait (Conscientiousness) have the traits such as a sense of competence, a sense of duty, need for progress, it is natural that they enjoy job satisfaction at work place. Since every human being with mental health is responsible for his life and behavior and behaves in a normal way, he faces the facts in a realistic way and decides upon his emotion and logic. With regard to the big five personality traits of Costa and McCrae (1992), it can deduce that since the conscious individuals have streaks of perseverance, self-discipline, planning and discipline and they are almost accurate, reliable and reasonable, Conscientiousness is a major factor to predict life satisfaction; life satisfaction puts emphasis on cognitive aspect and value of mental health. Further, conscientiousness can be considered a predictive factor for happiness (Cooper, Diener, 1998).

Role of the big five personality factors on psychological well-being

In this research, it has been assumed that neuroticism puts a negative effect on psychological well-being. Conscientiousness, Agreeableness, openness to experience and extraversion put a positive effect on psychological well-being. Findings of this research confirmed the mentioned hypotheses. This finding is consistent with findings of other research by Ahmadian et al.(2011), Shokri et al.(2007), Creed & Evans(2002), Chan & Josef(2000), Hayes & Josef(2003), Spangler & Palrecha(2004), Swickert ,Hittner ,Kitoz &Cox-Fuenzalida(2004), Van den berg & pitariu(2005), Gutierrez , Jimenez , Hernandez & Puente(2005), Libran(2006). sense of well-being has affective and cognitive components. the individuals with high sense of well-being experience positive emotions to a large extent and evaluate the events in their surrounding positive, while the individuals with low sense of well-being evaluate the events in their life adverse and experience negative emotions such as anxiety, depression and anger(Bayati et al. 2008).

Role of life satisfaction and job satisfaction on psychological well-being

Life satisfaction

In this research, it has been assumed that life satisfaction and job satisfaction put a positive effect on psychological well-being.

Findings of this research did not confirm the mentioned hypotheses. this finding is consistent with other research such as Molaei Yasavoli et al (2013), Reef & Singer (1998), Dick Steger (2010), Bronk et al (2009), Diener and Diener (2008), Farahani et al (2009), Friend and colleagues (2014), Tian et al. (2013), Gilson, Astandag (2008), Hajizadeh Bakhshayesh and colleagues (2014), Abbasi Karjgan et al (2014), Rasouli & Islami (2013), Hamedi (2003), AVI and colleagues (2008), Dehghani (2003). Extent of life satisfaction in individuals refers to one of the indices of mental health. Further, life satisfaction can be explained with the interpersonal relationships and significance of life(Farahani et al. 2009). Therefore, life satisfaction indicates the person's assessment from various dimensions of life, and the person who is more satisfied with his life feels that he proceeds well at various areas of life such as education, job, family and inter-personal relationships (Dineer, 2000). Life satisfaction refers to a pleasant feeling of the person with his job. A majority of scholars know the social factors, workplace and the nature of job

effective in job satisfaction. Finding of research indicated that there is a positive correlation between mental well-being and job satisfaction, i.e. the staffs' job satisfaction increases by increasing mental well-being, in such a way that the individuals with mental well-being can manage effectively and they have high creativity, resulted in their commitment to their job and also their satisfaction with their job. Indeed, the individuals with high level of mental well-being, believe that they have the ability to do the tasks assigned to them and they can become successful, thus such individuals consider the stressful factors and problems as the challenges which are required to cope with them to achieve success and try to work out more efficient when they face a problem.

Role of the big five personality factors on psychological well-being with mediating role of life satisfaction and job satisfaction

This study deduced that indirect hypotheses for there is a significant relationship between neuroticism with mediating role of life satisfaction and job satisfaction on psychological well-being, Extraversion with mediating role of life satisfaction and job satisfaction on psychological well-being, openness to experience with mediating role of life satisfaction and job satisfaction on psychological well-being, agreeableness with mediating role of life satisfaction and job satisfaction on psychological well-being, Conscientiousness with mediating role of life satisfaction and job satisfaction on psychological well-being.

Research limitations

In the present research, self-report instruments have been used. This might persuade the participants to use the methods based on social recognition and avoidance of stigmatization of Personality Assessment, which this has been observed by the researcher.

Suggestions

It is suggested to add exogenous variables such as identity, mental health and mental needs to the model in future research so as to increase the value of research.

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