

**MULTIGROUP MEDIATION MODELLING OF EMOTIONAL
INTELLIGENCE, JOB SATISFACTION AND LECTURERS'
PERSISTENCE TO PUBLISH IN SCOPUS-INDEXED
JOURNALS IN THE UNIVERSITY OF
CALABAR, NIGERIA**

BY

**OWAN, VALENTINE JOSEPH
(REG. NO.: EDT/M.Ed/20/002)**

**DEPARTMENT OF EDUCATIONAL FOUNDATIONS,
UNIVERSITY OF CALABAR,
CALABAR, NIGERIA.**

NOVEMBER, 2023.

**MULTIGROUP MEDIATION MODELLING OF EMOTIONAL
INTELLIGENCE, JOB SATISFACTION AND LECTURERS'
PERSISTENCE TO PUBLISH IN SCOPUS-INDEXED
JOURNALS IN THE UNIVERSITY OF
CALABAR, NIGERIA**

BY

**OWAN, VALENTINE JOSEPH
EDT/M.Ed/20/002**

**A MASTER'S DEGREE THESIS CARRIED OUT IN THE
DEPARTMENT OF EDUCATIONAL FOUNDATIONS
UNIVERSITY OF CALABAR-CALABAR, NIGERIA**

SUBMITTED TO

**POSTGRADUATE SCHOOL,
UNIVERSITY OF CALABAR,
CALABAR-NIGERIA**

**IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE
AWARD OF MASTER'S DEGREE IN EDUCATION (M.ED)
(RESEARCH, MEASUREMENT AND EVALUATION)**

NOVEMBER, 2023.

ON

I Owan, Valentine Joseph, with registration number EDT/M.Ed./20/002, hereby declare that this thesis on Multigroup Mediation Modelling of Emotional Intelligence, Job Satisfaction and Lecturers' Persistence to Publish in Scopus-Indexed Journals in the University of Calabar, Nigeria, is original, and has been written by me. It is a record of my research work and has not been presented before in any previous publication.

Owan, Valentine Joseph
(Student)

Signature: _____

Date: _____

14/12/2023

CERTIFICATION

We certify that this thesis entitled Multigroup Mediation Modelling of Emotional Intelligence, Job Satisfaction and Lecturers' Persistence to Publish in Scopus-Indexed Journals in the University of Calabar, Nigeria, By Owan, Valentine Joseph (Reg. No.: EDT/M.Ed./20/002), carried out under our supervision, has been found to have met the regulations of the University of Calabar. We, therefore, recommend the work for the award of Master's Degree in Educational Research, Measurement and Evaluation.

Prof. Bassey Asuquo Bassey
(Supervisor)

Rank: Professor

Area of specialization: Educational Research, Measurement & Evaluation

Signature: _____

Date: _____

C. Asuquo Bassey
14/12/2023

Prof. Peter Unoh Bassey
(Head of Department)

Rank: Professor

Area of specialization: Educational Psychology

Signature: _____

Date: _____

Peter Unoh Bassey
14-12-2023

Dr. Ibiang Okoi
(PostGraduate School Representative)

Rank: Senior Lecturer

Area of specialization: Peace and Conflict Studies

Signature: _____

Date: _____

Ibiang Okoi
14-12-2023

Prof. Eme Udeme Joseph
(External Examiner)

Rank: Professor

Area of specialization: Research, Measurement & Evaluation

Signature: _____

Date: _____

Eme Udeme Joseph
14-12-23

ACKNOWLEDGMENTS

I would like to begin by expressing my deepest gratitude to the Almighty God for the wisdom, strength, and guidance that have sustained me throughout the challenging journey of completing this thesis. His divine grace has been my constant source of inspiration that has kept me moving from strength-to-strength.

I am profoundly indebted to my supervisor, Professor Bassey A. Bassey, whose invaluable mentorship, constructive feedback, and unwavering support have been the cornerstones of my research success. Your expertise, dedication and fatherly guidance, which has contributed substantially to my academic growth, are genuinely appreciated.

I would like to extend my heartfelt appreciation to the esteemed head of my department, Prof. P. U. Bassey, for providing strong leadership and relentless support throughout my academic journey. My sincere appreciation also extends to the following distinguished lecturers, in no particular order, Prof. J. U. Undie, Prof. E. E. Ekuri, Prof. A. E. Asim, Prof. I. E. Idaka, Prof. (Mrs) B. Cornelius Ukpebi, Prof. P. C. Okafor, Prof. (Mrs) N. N. Bisong, Dr I. O. Ubi, Dr. E. E. Emanghe, Dr D. A. Alawa, Dr L. U. Akah, Dr J. O. Ogor, Dr. S. M. Akpan, Dr (Mrs) D. O. Idika, Dr (Mrs) O. Chuktu, Dr (Mrs) P. O. Nwosu, Dr (Mrs) B. A. Ntamu, Dr. K. B. Abang, Dr (Mrs) M. O. Okon, Dr. B. D. Otu, Dr (Mrs) F. O. Odigwe, Dr. M. E. Asuquo, Dr. Janet Petters, Dr. O. E. Okpa, Dr. U. F. Mbon, Dr. G. E. Anagbogu, Dr S. B. Undie, Dr. O. O. Offem, Dr (Mrs) A. N. Bekomson, Dr (Mrs) M. O. Sunday and others, who have contributed to my academic growth. Even if space here limits your individual mention, your collective wisdom and dedication to teaching have left an indelible mark on my educational journey.

To my beloved wife – Mrs. Mercy Owan, and children – Abahcham and Fepsijum Owan, your patience, understanding, and enduring support have been my refuge during the arduous phases of this research. Your encouragement was a constant reminder of the importance of the work I was undertaking. I am thankful beyond words. My heartfelt acknowledgment goes to my parents Mr and Mrs Owan Joshua N. for laying the groundwork upon which I stand tall today. I also appreciate my siblings Tina, David, Augustine and Ruth Owan, whose constant belief in my abilities and support have been a source of strength and motivation. Your sacrifices and encouragement have been instrumental in my academic accomplishments.

I wish to express my gratitude to my circle of friends and course mates, such as

Mr John Ekpenyong, Dr Joseph Ogar, Basil Edwin, Vincent Agrumon, Mrs Theresa B. Assam, Mr Felix Irek, Sylvia Okon, Blessing Linus, Daniel Agurokpon, Mr. Victor Agama, Mr Benjamin Aidam, Mr Godwin Akor, Miss Agnes Abobi, Madam Lucy Otu, Pastor Albert Chidozie, Bassey Enema and all the members of Ultimate Research Network, who shared in my academic endeavours. Our discussions, camaraderie, and shared experiences have greatly enriched the quality of my research.

I would like to extend my appreciation to the study participants and instrument validators who generously contributed their time, expertise, and insights to this research. More specifically, I would like to thank Mrs. Ini-Odu Ekpa for editing and proofreading the work and Mr Joseph Okon, for your quality binding the work at all stages. Your involvement was critical to the success of my study, and I am genuinely thankful for your contributions.

Furthermore, I want to acknowledge the countless researchers and scholars whose significant work in the field of Research Measurement and Evaluation as well as Educational

Psychology has provided the foundation for my research. Your scholarly contributions have been an immense source of inspiration and knowledge.

This thesis is dedicated to my late uncle, Rev. Dr Steve Owan Eka and all those who have played an integral role in my academic journey. I hope it serves as a testament to the collective support, encouragement, and collaboration that have made this accomplishment possible.

ABSTRACT

This study assessed the extent to which job satisfaction mediates the relationship between emotional intelligence and lecturers' persistence to publish in Scopus-indexed journals in the University of Calabar, Nigeria. The study was guided by 12 specific objectives, with their corresponding research questions that were further converted into null hypotheses. The researcher adopted the cross-sectional survey research design for this study. Through a systematic random sampling procedure, 681 participants were selected from a population of 1,253 lecturers in the University of Calabar with at least one document in the Scopus database. Academic Staff Emotional Intelligence Questionnaire (ASEIQ), Lecturers' Job Satisfaction Questionnaire (LJSQ), and the "Persistence to Publish Questionnaire (PPQ) were used for data collection. The instruments were assessed for face and content validity. Exploratory factor analysis provided the dimensionality structure of the three instruments. Cronbach's alpha measure of internal consistency was employed for reliability analysis, with coefficients ranging from .858 to .989 across all the subscales. Primary data were collected for this study through the physical and electronic administrations of the instruments. Although 681 participants were targeted, usable data were gathered from 644 respondents. All the hypotheses of this study were tested at .05 alpha level using Partial Least Squares Structural Equation Modelling and Multigroup Analysis (where applicable). Findings revealed, among others, that job satisfaction significantly mediated the relationship between emotional intelligence and lecturers' persistence to publish in Scopus-indexed journals. This mediation effect is observed even though there is no significant direct association between emotional intelligence and job satisfaction, and job satisfaction itself did not directly predict lecturers' persistence to publish to a significant extent. Gender moderated the mediation effect of job satisfaction in the relationship between emotional intelligence and persistence to publish in Scopus-indexed journals. Job satisfaction was more influential in motivating and explaining persistence in female lecturers compared to males. In contrast, education level did not significantly moderate the mediation effect, with emotional intelligence and job satisfaction being equally important for both master's degree and Ph.D. holders. Marital status does not alter the mediation significantly, indicating that emotional intelligence and job satisfaction are equally

crucial for both single and married lecturers. It was concluded that emotional intelligence alone does not directly predict lecturers' persistence to publish in Scopus-indexed journals; instead, job satisfaction serves as the critical bridge connecting emotional intelligence with the various aspects of lecturers' persistence to publish in Scopus-indexed journals. It is lecturers with higher emotional intelligence and job satisfaction in key aspects of their work who exhibit the dedication, motivation, and adherence to academic publishing standards that drive their scholarly productivity. It was recommended, among others, that universities should consider implementing emotional intelligence training programs tailored to the specific needs of academic staff. These programmes can help lecturers develop skills in self-awareness, self-regulation, motivation, empathy, and social skills, which, in turn, may bolster their resilience and commitment to scholarly publishing.

Word Count: 474 words.

TABLE OF CONTENTS

TITLE PAGE	i
DECLARATION	ii
CERTIFICATION	iii
ACKNOWLEDGMENTS	iv
ABSTRACT	vi
TABLE OF CONTENTS	vii
LIST OF TABLES	x
LIST OF FIGURES	xii
LIST OF APPENDICES	xiii

CHAPTER ONE: INTRODUCTION

1.1. Background to the study	1
1.2. Statement of the problem	9

1.3.	Purpose of the study	12
1.4.	Research questions	14
1.5.	Statement of hypotheses	15
1.6.	Significance of the study	17
1.7.	Assumptions of the study	21
1.8.	Scope of the study	21
1.9.	Limitations of the study	24
1.10.	Definition of terms	25

CHAPTER TWO: LITERATURE REVIEW

2.1.	Conceptual framework	28
2.2.	Theoretical background	51
2.3.	Empirical review	64
2.3.1.	Self-awareness, job satisfaction and persistence to publish	65
2.3.2.	Self-regulation, job satisfaction and persistence to publish	74
2.3.3.	Social awareness, job satisfaction and persistence to publish	83
2.3.4.	Internal motivation, job satisfaction and persistence to publish	91
2.3.5.	Empathy, job satisfaction and persistence to publish	97
2.3.6.	Emotional intelligence, job satisfaction and persistence to publish	103
2.3.7.	Studies on the moderating role of demographic variables	127
2.4.	Appraisal of literature reviewed	140

CHAPTER THREE: RESEARCH METHODOLOGY

3.1	Research design	146
-----	-----------------	-----

3.2	Area of the study	147
3.3	Population of the study	150
3.4	Sampling techniques	150
3.5	Sample	152
3.6	Instrumentation	152
3.6.1	Validity of the instrument	154
3.6.2	Reliability of the instrument	160
3.7	Procedure for data collection	161
3.8	Procedure for data preparation and scoring	163
3.9	Procedure for data analysis	166
3.10.	Operational definition of research variables	170
3.11.	Ethical considerations	174
CHAPTER FOUR: RESULTS AND DISCUSSION		
4.1.	General description of research data	176
4.2.	Presentation of results	181
4.3.	Discussion of research findings	260
CHAPTER FIVE: SUMMARY, CONCLUSION AND RECOMMENDATIONS		
5.1.	Summary of the study	305
5.2.	Implication of the findings	310
5.3.	Conclusion	312
5.4.	Recommendations	313
5.5.	Suggestions for further research	315

REFERENCES	317
APPENDICES	349