

**Personal Values, Religiosity, and Personality Traits as Predictors of Attitude  
Towards Formal Employment Among Millennials in Nigeria: A Cross  
Sectional Overview of Four Institutions in Lagos and Ogun State**

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## Certification

This is to certify that Oluwaferanmi M. Onijesude with matriculation number LCU/PG/001086 carried out this research work titled “Personal Values, Religiosity, and Personality Traits as Predictors of Attitude Towards Formal Employment Among Millennials in Nigeria” in the Department of Psychology, Faculty of Management and Social Sciences, Lead City University, Ibadan, Oyo State, for the award of Master’s Degree (M.Sc.) in Psychology and that this has not been previously submitted elsewhere.

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## **Dedication**

This research is dedicated to Jesus Christ of Nazareth my king and God Almighty who made the pursuit of this study dream come true.

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## **Acknowledgement**

First, I will like to thank the management and staff of Lead City University, Ibadan, Oyo State, a pace setting citadel of learning for creating a world-class institution for Nigerians at a time in which educational system in the country needs standard academic institution to bridge the gap in the sector. Also, my sincere appreciation goes to my supervisor Dr. Retta Akingbade for her tireless counsel and invaluable input, thoroughness, patience, support and time invested in the work. Equally, my profound appreciation goes to Prof. Abanihe, Prof. Kolapo, Dr. Jane Adebusuyi, my indefatigable HoD, Dr. Olugbenga S. Falase – PG Student coordinator and Dr. Adeshina Ojo, Dr. J. Ayodele, Dr. Adesanya, for their encouragement and support. My heartfelt gratitude also goes to Mr. Bamidele Osamika, Mr. Olaniyi, Mr. Morakinyo, Mrs. Emmanuel, Mrs. Obisesan, who stood by me, and gave me much needed help to complete this work. This list will not be complete without mentioning Prof. Grace Oluokoi of the Faculty of Basic and Applied Sciences, Lead City University, Ibadan, Oyo State for her moral support and encouragement.

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## Abstract

The overall purpose of this study was to investigate personal values, religiosity, and personality traits as predictors of Millennials' Attitude towards formal employment in Lagos and Ogun state, Southwestern, Nigeria. The participants are 3<sup>rd</sup> and 4<sup>th</sup> wave Millennials in Nigeria, under a 50% high, and escalating unemployment milieu. The study employed seven theories, namely: Schwartz, basic values theory; Durkheim and Weber's theory of religion; the big five theory of personality; Myers-Briggs type indicator, person-situation debate, functional attitude theory.

Quantitative research method, and cross-sectional, survey design was adopted for the study. The target population are Millennials, however, 3<sup>rd</sup> and 4<sup>th</sup> wave Millennials are study population. Purposive sampling technique was used to select participants. Structured, close ended questionnaire was used to gather data which were analyzed using inferential statistical tools.

The results showed that personal values, religiosity and personality traits were significant joint predictors of attitude of Millennials to formal employment. However, personal values and religiosity are the two most significant formal employment independent predictors ( $\beta = .38$ ,  $t = 6.00$ ,  $p < .05$ , and  $\beta = .42$ ,  $t = 7.5$ ,  $p < .05$ , respectively); but personality was not ( $\beta = .05$ ,  $t = 1.00$ ,  $p > .05$ ).

The results suggest that majority of Millennials exhibited positive attitude towards formal employment. It therefore, implies that that they looked forward to being employed in an organized establishment that can absorb them immediately after graduation and on completion of their national service year.

Based on the findings from this study, it is recommended that all stake holders that deal with Millennials in Nigeria use empirical findings to learn more about them in order to harness the strength of the cohort.

**Keywords:** Millennials, Formal employment, Personal values, Personality traits, Religiosity.  
**Word Count:** 276

## Table of Contents

Title Page	i
Certification	ii
Dedication	iii
Acknowledgement	iv
Abstract	v
Table of Contents	vi
List of Tables	ix
List of Figures	xi
List of Acronyms	xii
<b>Chapter One: Introduction</b>	<b>1</b>
1.1 Background to the Study	1
1.2 Statement of the Problem	7
1.3 Aim and Objectives of the Study	8
1.4 Research Questions	8
1.5 Hypotheses	9
1.6 Significance of the Study	10
1.7 Scope of the Study	12
1.8 Limitation of the Study	13
1.9 Operational Definition of Terms	14
Endnotes	17
<b>Chapter Two: Literature Review</b>	<b>24</b>
2.1 Conceptual Review	24
2.1.1 Personal Values	24
2.1.2 Religiosity	24

2.1.3	Personality-trait	25
2.2	Theoretical Framework	25
2.3	Review of Empirical Studies	40
2.4	Conceptual Framework	53
2.5	Summary of the Reviewed Literature	53
	Endnotes	56
	<b>Chapter Three: Methodology</b>	63
3.1	Research Design	63
3.2	Population of the Study	65
3.3	Sample and Sampling Techniques	65
3.4	Description of the Research Instrument	65
3.5	Validity of Research Instrument	68
3.6	Reliability of the Research Instrument	68
3.7	Administration of Research Instrument and Method of Data Collection	69
3.8	Method of Data Analysis	71
3.9	Ethical Approval	72
	Endnotes	94
	<b>Chapter Four: Results and Discussions of Findings</b>	95
4.1	Demographic Data Analysis	95
4.2	Presentation of Research Questions	77
4.3	Hypotheses	82
4.3	Discussion of Findings	92
	Endnotes	93

<b>Chapter Five: Conclusion</b>	95
5.1 Summary of Findings	95
5.2 Conclusion	95
5.3 Recommendations	98
5.4 Contribution to Knowledge	100
5.5 Suggested Area of Further Research	101
Bibliography	103
Appendix	124
Questionnaire	128
Lead City University Compliance Form	133
Biodata Page	134

## List of Tables

Table	Title	Page
	Sample Statistics Summary	66
Hypothesis	Title	Page
H <sub>1</sub>	Multiple regression analysis showing the independent and joint influence of personal values, religiosity, and personality traits on attitude of millennials towards formal employment	82
H <sub>2.1</sub>	Descriptive sample statistics analysis showing the dimensions of personal values specifically: Achievement (focusing on a person's capacities, competencies, and ultimately personal success); Self-direction (emphasizing freedom, creativity, and curiosity); and Stimulation (tendencies toward exciting, varied, and challenging life), will be significant independent and joint predictors of attitude of Millennials towards formal employment.	83
H <sub>2.2</sub>	Descriptive sample statistics analysis showing the dimensions of personal values specifically: Achievement (focusing on a person's capacities, competencies, and ultimately personal success); Self-direction (emphasizing freedom, creativity, and curiosity); and Stimulation (tendencies toward exciting, varied, and challenging life), will be significant independent and joint predictors of attitude of Millennials towards formal employment.	85
H <sub>2.3</sub>	Descriptive sample statistics analysis showing the dimensions of personal values specifically: Achievement (focusing on a person's capacities, competencies, and ultimately personal success); Self-direction (emphasizing freedom, creativity, and curiosity); and Stimulation (tendencies toward exciting, varied, and challenging life), will be significant independent and joint predictors of attitude of Millennials towards formal employment.	87
H <sub>2.4</sub>	Multiple regression analysis sample statistics showing the dimensions of personal values specifically: Achievement (focusing on a person's capacities, competencies, and ultimately personal success); Self-direction (emphasizing freedom, creativity, and curiosity); and Stimulation	89

(tendencies toward exciting, varied, and challenging life), will be significant independent and joint predictors of attitude of Millennials towards formal employment.

- H<sub>3</sub> Multiple regression results of openness to experience as a more significant predictor of Millennials' attitude towards formal employment than conscientiousness, extraversion, agreeableness and neuroticism 90
- H<sub>5</sub> Independent groups t-test showing gender differences gender differences on Millennials' attitude towards formal employment 91

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## List of Figures

Figure	Title	Page
1.1	Nigerian Youth Unemployment	124
2.1	P.R.I.S.M.A Diagram showing Literature Screening and Review	39
2.2	Conceptual Framework	53
5.1	Researcher's Diagrammatic Postulations of Personal Values, Religiosity and Personality Traits in a High and Escalating Unemployment Setting	97

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## List of Acronyms

<b>Abbreviation</b>	<b>Meaning</b>
4IR or (industry 4.0)	4 <sup>th</sup> Industrial Revolution
ADP	Advance Digital Production Patents
AHSS	Art, Humanities and Social Sciences
AIO	Activities, Interest and Opinion Variables
MBTI	Myers-Briggs Type Indicator
COVID-19	Corona Virus Diseases – 2019
DJ	Disc Jokey
FAT	Functional Attitude Theory
GDP	Gross Domestic Product
GNI	Gross national Income
DV	Dependent Variable
IO Psychology	Industrial and Organizational Psychology
OECD	Organization for Economic Co-operation and Development
IV	Independent Variable
KPI	Key Performance Indicators
NYSC	National Youth Service Corps
STEM	Science, Technology, Engineering and Mathematics
SVS	Schwartz values scale
TIPI	Ten Items Personality Inventory