



## The contribution of the six major factors of personality to the environmental empowerment of unemployed graduates

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### Abstract

The current research aims to identify the six major personality factors of unemployed graduates (each worker independently). The relationship between the Big Six factors of personality (independently) and environmental empowerment among unemployed graduates.

- Statistically significant differences in the correlation between the six major factors of personality (independently) and environmental empowerment according to the gender variable and the duration of unemployment.

The contribution of the six major personality factors to the environmental empowerment of unemployed graduates. The current research has identified unemployed graduates according to two variables: A: Gender (male/female) B: Unemployment period (2014-2021 AD)

To achieve the objectives of the research, the researchers relied on the following:

1- Using the (descriptive associative approach) to reveal the contribution of the six major personality factors to environmental empowerment

2- Adoption of the scale of the six major factors of personality, which they prepared (Ashton & Lee, 2009). The scale, in its final form, after completing the conditions of honesty, stability and ability to distinguish, consisted of (46) items. To complement that, the two researchers applied the tool to the statistical analysis sample of (30) male and female unemployed graduates, and the psychometric characteristics of the tool were extracted, while the final application sample amounted to (400) male and female unemployed graduates were applied in a stratified random manner with proportional distribution and after data collection And processed statistically using the statistical package (SPSS).

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### Introduction

The problem of unemployment prevails in society, which is one of the most complex problems facing Iraqi society in general. It is not only an economic problem, but rather a social, psychological, security and political problem, as well as the devastating effects that may threaten countries with collapse after leading people to homelessness, loss and crime. Unemployment does not face the ordinary individual. Only, it also stands in the face of the young graduates, the generation of work and production, because it represents the generation of strength and skill, the generation of experience and energy, whose first thought is

to correct the economic and social conditions by relying on themselves, because they possess the competence because they spent the important part of their lives studying, specializing, and acquiring scientific expertise (Abdul-Hassan and Majid, 2022: 12), and as a result, the unemployed may practice bad habits such as alcohol and drug abuse, to escape from reality and forget their concerns and problems. For everyone looking for it is one of the most complex challenges facing countries, especially since unemployment in Iraq is expected to last for a long time Well, this is due to the presence of large numbers of university graduates without work, which confirms that the level of



unemployment in Iraq is very high. For example, in Najaf Governorate, according to the data of the Employment Department\*, the unemployment rate of young people looking for work from the year (2014-2021) ranged from (76-85) % of young graduates looking for work (Department of Business and Employment, Najaf, 2022), and that the process of employing them and addressing unemployment is a difficult issue because large numbers of young people are still looking for a job in the government sector. Unemployment, the labor market has changed, and there has been a development in the technological field and modern management, at a time when education systems are still the same, and this in turn requires a review of educational curricula and goals. Without this, the problem of unemployment can increase (Hammad and Youssef, 2015: 21), ) In this regard, "unemployment is considered one of the factors that prepares some individuals to turn to terrorism and terrorist groups that seek to attract some unemployed individuals by offering temptations, and the resentment they spread in their souls on society, and then violence, extremism and depravity increase in their souls. b with the abhorrent effects of terrorism." Therefore, the unemployed feel unhappy and dissatisfied, and it may lead them to their inability to psychologically master (Oswald, 1997: 1828),

Therefore, environmental empowerment is a secondary dimension of positive mental health as described by (Ryff, Singer, 1998) because it includes a sense of empowerment, competence and confidence in dealing with the environment. With the development of this dimension over time, a person's life becomes more meaningful and a deep sense develops with others. The environment leads to more self-esteem as well as a sense of competence and personal growth, that self-respect and

empowerment help the unemployed to find work as well as create a meaningful interpretation of life and high-quality personal relationships (Tjosvold, Wisse, 2009: 331), and that not everyone can to be environmentally empowered if he does not have a personal development that helps him to empower himself environmentally in a way that helps him interact with the environment

Therefore, the study of personality is one of the most important fields of study in psychology, whether at the psychological or environmental level, and that the study of personality is the main source for knowing the manifestations of Human behavior and that it occupies the essence of the human being and is closely linked to the response of others, as it represents a brilliance and order for all the different forms of behavior practiced by the individual (Abdul Qadir, 1987: 91), and there are other factors affecting the personality that have a major role in the personal formation of the individual and in determining patterns Behavior such as heredity, the internal environment represented by the mother's womb, and the external environment, in both of which are the natural environment and the social environment represented by all that surrounds the individual from the methods of upbringing within the family and other social relations (Abdul-Khaleq, 1992: 28), and among the factors that have a major role in building and forming the personality and in preparing the individual And making him able to face life are the six major factors of personality according to the HEXACO model (Ashton & Lee: 2009), where the study of the model of the six major factors of personality is a modern in the Arab environment and the lack of studies that dealt with it within the limits of the researcher's knowledge, especially its association with many variables Including the variables of psychological-environmental mastery, and from



here the researcher may start her research steps in light of the conditions experienced by the graduate students and during the accumulation of numbers that are increasing as well as the global conditions of health crises, epidemics, and a near-global economic depression with the accompanying disclosure of the personality of individuals with its features that highlight the reality of what they feel and what makes them socially and psychologically incompatible. Hence, she may pose the following basic question:

What is the contribution of the six major personality factors to the environmental empowerment of unemployed graduates?

Second, the importance of research

First: Theoretical importance:

1- The importance of studying the two variables of the study and their role in the impact of theoretical frameworks related to psychological studies in the field of personality psychology, as the variable of the six major factors of personality and environmental mastery are among the basic concepts that play a key role in the lives of individuals in general and the unemployed graduate, especially in terms of dealing effectively with the circumstances of life and facing its pressures on the one hand, and its role in building the personality and its formation represents two important dimensions in the personality, namely the emotional and cognitive dimension on the other hand.

2- The current research may add the foundations of consolidating awareness in eliminating unemployment

3- The current study is the only one (according to the researcher's knowledge) that dealt with the two variables under study together and studied them on a sample of university students, and their impact on gender and academic specialization, which records a new

scientific addition to the field of knowledge and enriching the Iraqi library with new information.

4- The current study may help open new horizons for researchers later, to conduct more studies and scientific research, and on different samples and segments of society.

Practical importance:

1- Clarifying the role of governmental and non-governmental institutions in the class of the unemployed in determining the six factors and which of the factors are stronger and their relationship to environmental empowerment and developing them in a good way, which enables the unemployed to be more in harmony with the environment around them

2- The current study may help in designing and implementing counseling programs at the developmental, preventive and curative levels, to improve positive personality traits, and to improve psychological-environmental empowerment among individuals who have low levels of both.

Third - Research Objectives:

The current research aims to identify:

1- The big six factors of personality among unemployed graduates. From this goal, the following sub-objectives are derived:

☐ Extroversion factor among unemployed graduates.

☐ Conscientiousness factor among unemployed graduates.

☐ The factor of openness to experiences among unemployed graduates.

The neurotic factor of unemployed graduates.

☐ Acceptance factor for unemployed graduates  
The honesty factor - humility among unemployed graduates.

2 - Environmental Empowerment among the unemployed graduates.

3- The relationship between the six major personality factors and environmental empowerment among unemployed graduates.



From this goal, the following sub-objectives are derived:

The relationship between the extraversion factor and environmental empowerment among unemployed graduates

The relationship between conscientiousness factor and environmental empowerment among unemployed graduates.

☐ The relationship between the factor of openness to experiences and environmental empowerment among unemployed graduates.

☐ The relationship between the neurotic factor and environmental empowerment among unemployed graduates.

The relationship between the acceptability factor and environmental empowerment among unemployed graduates

The relationship between honesty-humility factor and environmental empowerment among unemployed graduates

4- There are statistically significant differences in the relationship between the six major factors of personality and environmental empowerment according to the gender variable, and the following sub-objectives are derived from this objective:

☐ The difference in the relationship between the extraversion factor and environmental empowerment among unemployed graduates according to the gender variable.

☐ The difference in the relationship between conscientiousness factor and environmental empowerment among unemployed graduates according to the gender variable.

☐ The difference in the relationship between the factor of openness to experiences and environmental empowerment among unemployed graduates according to the gender variable.

☐ The difference in the relationship between the neurotic factor and the environmental empowerment of unemployed graduates according to the gender variable.

☐ The difference in the relationship between the acceptability factor and environmental empowerment among unemployed graduates according to the gender variable.

☐ The difference in the relationship between honesty-humility factor and environmental empowerment among unemployed graduates according to the gender variable.

5- There are statistically significant differences in the relationship between the six major factors of personality and environmental empowerment according to the variable period of unemployment, and the following sub-objectives are derived from this objective:

☐ The difference in the relationship between the extraversion factor and environmental empowerment among unemployed graduates according to the variable duration of unemployment.

☐ The difference in the relationship between the conscientiousness factor and the environmental empowerment of unemployed graduates according to the variable of the duration of unemployment according to the variable of the duration of unemployment.

☐ The difference in the relationship between the factor of openness to experiences and environmental empowerment among unemployed graduates, according to the variable of the duration of unemployment.

☐ The difference in the relationship between the neurotic factor and the environmental empowerment of unemployed graduates according to the variable duration of unemployment.

☐ The difference in the relationship between the acceptability factor and environmental empowerment among unemployed graduates according to the variable duration of unemployment

☐ The difference in the relationship between honesty-humility factor and environmental empowerment among unemployed graduates



according to the variable of unemployment period

6- The contribution of the six major personality factors to the environmental empowerment of unemployed graduates, and the following sub-objectives are derived from this goal:

☐ Contribution of the extraversion factor and environmental empowerment among unemployed graduates

☐ Contribution of conscientiousness factor and environmental empowerment among unemployed graduates.

☐ Contribution of the factor of openness to experiences and environmental empowerment among unemployed graduates.

☐ Contribution of the neurotic factor and environmental empowerment among unemployed graduates.

☐ Contribution of the factor of acceptability and environmental empowerment among unemployed graduates.

☐ Contribution of the honesty factor- humility and environmental empowerment among unemployed graduates

Fourth: The limits of the research: The current research is limited to unemployed graduates of both sexes (males - females) and according to the period of unemployment for the year (2014-2021).

Define terms:

The six factors of personality:

A personality model consisting of six factors that indicate fixed patterns of thinking, feelings and behaviors (Patryluk, 2017:12).

Empowerment Environmental:

- Define it (Ryff, Keyes, 1995): the individual's ability to effectively manage his life and his surrounding world.

- Definition of procedural environmental mastery: the overall degree that the respondent obtains from the sample members on the environmental mastery scale that was built in the current research.

The theory adopted by the researchers:

Environmental mastery, according to Ryff, defines it "as the individual's ability to choose or create environments that are appropriate to his psychological conditions as a basic characteristic of mental health." The evolutionary theories of the life course also emphasize the importance of the individual being able to manipulate and control complex environments, especially in Midlife and the ability to continuously act and change the surrounding world through psychological and physical activities, and Port's criteria for maturity included the ability (self-expansion) and meant the ability to participate effectively in important areas of pursuit that goes beyond the self, these views It assumes that active participation in it and environmental empowerment are two important components of an integrated framework on positive psychological function, although this dimension of psychological well-being appears to have parallels with other psychological structures, such as a sense of control, self-efficacy, and the emphasis on finding or creating an environment context that suits the needs of the individual. Character and his abilities are something special (Ryff, Singer, 2006:22-23)

The two researchers adopted the (Ryff) model of environmental empowerment for the following justifications:

1- Being the only model that referred to the concept of environmental empowerment from a psychological perspective.

2- He was unique in the concept of environmental empowerment in general and did not specialize in organizational and administrative institutions, and this is what made it commensurate with the research sample.

3- Raif's model was able to link the environment with the personality, and this is consistent with



the objectives and sample of the current research

But the researcher did not rely on its scale because it did not address the unemployed, so the researcher built a scale of environmental empowerment.

previous studies :

1- Study (Al-Hanouf Sultan Al-Mulhim Clinic and Muhammad Mansour, 2019) Muhammad Al-Shafi'i, the five major factors of personality and their relationship to attitudes towards electronic violence among students of King Saud University. Identifying the relationship between the five major factors of personality and the trend towards electronic violence among students of King Saud University. Type The research was descriptive, relational, on a sample (496) female students from King Saud University from the departments (College of Translation, College of Arts, College of Business Administration, College of Education). The research found that there is a positive and statistically significant direct relationship between the five major factors of personality and the total degree of electronic violence.

- There are no statistically significant differences between the five factors of personality due to the age variable.

Mahjoub Al-Siddiq, Muhammad Ahmad Al-Mustafa, the five major factors and their relationship to some demographic variables.

2- Study (Mahjoub Al-Siddiq Muhammad Ahmed, 2020) The aim of the research is to identify the five major personality factors and their relationship to some variables among students of Dongola University, College of Education, where the research aimed to identify the effect of some variables (gender, age, academic level) Applied was done on (100) male and female students who were selected by stratified random sampling method. The researcher used the five factors scale prepared

by Costa and Mc Creae (Costa & Mc Creae, 1992).

The research found that the five major factors of personality dominate among university students in a high degree.

- There are statistically significant differences in the five major factors attributed to the gender variable in favor of males. There are statistically significant differences due to (age, educational level)

3- (Abdul Qadir and Tohri study, 2021) The six major factors of personality as plants motivated by mastery among teachers of intellectual disability in the Jazan Education Department. Descriptive associative (predictive) was done on (162) teachers of intellectual disability from all schools of education offices affiliated to the Department of Education in Jazan region. The researchers used Ashton & Lee: 2009 scale. Where the research found a positive correlation with statistical significance between the six factors. The major personality and mastery motive. The mastery motive can be predicted through the degrees of the dimensions of the six major personality factors.

#### Research Methodology and Procedures

- Search procedures:-

In order to achieve the objectives of the current research, it was necessary to define the research and society approach, choose a representative sample, prepare the appropriate tools for measurement, ensure their validity, and then apply them to the selected research sample, and use the appropriate statistical means to analyze and treat the data. The current research community consists of unemployed graduates of both sexes (2014-2021), and the size of the original community reached (6124) unemployed graduates and graduates, as well as a sample of clarity of paragraphs and instructions and a sample of



stability by re-testing as well as a sample of statistical analysis.

Table (1) shows the research community according to gender and duration of unemployment \*

otiar ehT	latot eht	elamef		elam		tnemyolpmenU doirep	raey eht
		otiar ehT	eht rebmun	ehT otiar	eht rebmun		
2 %	127	17 %	22	83 %	105	7	2014
4 %	240	16 %	38	84 %	202	6	2015
6 %	380	24 %	91	76 %	289	5	2016
9 %	553	12 %	66	88 %	487	4	2017
19 %	1180	8 %	94	92 %	1086	3	2018
24 %	1465	14 %	205	86 %	1260	2	2019
32 %	1930	19 %	367	81 %	1563	1	2020
4 %	249	15 %	37	85 %	212	0	2021
100 %	6124	15 %	920	85 %	5204		latot eht

\*The unemployment period has been extracted by subtracting (2021) from each year mentioned.

• Sample search:

Statistical analysis sample.

Its purpose is to obtain data to conduct the statistical analysis process for the items of the scale, which is one of the basic steps for its construction, as the sample of the statistical analysis of the items was chosen randomly, so the two researchers chose a sample of (30) male and female graduates, using a stratified random method, to take into account gender and the duration of unemployment, and the sample was from Najaf Governorate.

The basic research sample:

The research sample was chosen, by the stratified random method with a proportional distribution, and its idea is based on distributing the sample size between classes in a proportional manner in each layer of the sample population (Al-Zamili and others, 2009). The greater the sample size, the greater the degree of confidence. Thompson took in his equation the percentage of variance and error into consideration, in order to come up with a sample that represents the community (Steven Thompson, 2012: 59-60). He found that the number (400) male and female students

represents a percentage of (1.41%). From the total community, and the sample was from unemployed graduates in the province of Najaf.

- Research tool and its application: For the purpose of achieving the objectives of the current research, the two researchers built a scale to measure unrealistic optimism. The following are the procedures adopted by the two researchers in the construction process
- The two researchers adopted the scale of the six major factors of personality (Ashton & Lee, 2009).
- Building an Environmental Empowerment Scale
  - The researcher reviewed the educational literature, previous studies, and standards related to the subject.
  - Providing a survey questionnaire to a sample of unemployed graduates to know their views on how to achieve environmental empowerment during the period of their unemployment, which consisted of (30) male and female graduates.



- Through the previous two steps, a single (29) was formed in its initial form for the environmental empowerment scale, and in order to reveal the discriminatory power of the obtained paragraphs, the researcher applied it to a sample of (400) individuals that was chosen in a random manner with a proportional

distribution (with a power sample). Discriminatory Psychological Empowerment Scale), and all items were measured by comparing them with the T-table value of (1.96) distinct degrees at the level of (0.05) degrees, and thus (29) items were retained, and Table (2) illustrates this.

Table (2) The discriminatory power of the items of the Environmental Empowerment Scale using the two extreme groups method

level notiacidni (0.05)	detaluclaC(t) eulav yrotanimircsid (rewop)	puorg rewol		puorg roines		earbetrev
		dradnats notiaived	ctiemhtirA naem	dradnats notiaived	ctiemhtirA naem	
noticnuf	7,376	1,123	2,672	0,776	3,640	1
noticnuf	4,432	1,192	2,567	0,897	3,200	2
noticnuf	7,327	0.865	1,549	0,409	3,750	3
noticnuf	6,543	1,765	2,122	0,609	4,547	4
noticnuf	5,654	0,542	2,643	0,333	4,043	5
noticnuf	7,308	0,654	3,760	0,698	5,106	6
noticnuf	6,476	1,089	2,119	0.964	3,090	7
noticnuf	6,507	1,560	2,412	0,902	3,313	8
noticnuf	5,309	0,843	2,087	0,498	4,539	9
noticnuf	2.847	1.00	2,730	0,598	2.750	10
noticnuf	5.662	0,797	2.000	1.016	2.703	11
noticnuf	4,503	1,654	1,286	0,987	3,654	12
noticnuf	6,650	0,582	2,098	0,109	4,654	13
noticnuf	4,620	0,432	3,112	0,398	4,643	14
noticnuf	6,543	0,956	2,654	0,228	3,649	15th
noticnuf	4,010	0,846	1.432	0,390	3,118	16
noticnuf	6,543	0,854	2,804	0.243	3,610	17
noticnuf	5,065	0,790	2,065	0,330	4,650	18
noticnuf	7,111	0,994	1,582	0,450	3,702	19
noticnuf	5,104	0,750	2,885	0,333	3,401	20
noticnuf	6,403	0.893	2,308	0,520	3,640	21
noticnuf	6,542	0,904	2,660	0,273	3,724	22
noticnuf	5,376	0.794	2,843	0,497	4,476	23
noticnuf	6,220	0,844	3,754	0,604	4,308	24
noticnuf	4,497	1,050	1,387	0,400	3,553	25
noticnuf	4,001	0,740	2,299	0,106	3,954	26
noticnuf	5,110	0,731	2,570	0,402	3,883	27
noticnuf	6,022	0,711	2,209	0.222	3,668	28
noticnuf	6,543	0,975	2,854	0,421	4,208	29





International T-value = (1.96) degrees at the level of significance = (0.05) degrees

- In order to reveal the global structure and identify the different factors from it, the scale was applied to a sample of (400) male and female unemployed graduates distributed proportionally between males and females and for periods extended from (2014-2021), (with a sample of psychological empowerment), and using factor analysis Exploratory of the vocabulary of the environmental mastery scale amounting to (29) items by the method of the

basic components (Hottelling) and the orthogonal rotation by the method of (Varimax). (0, 30) and above for each of the paragraphs (Al-Sayed, 1979: 708), and the analysis resulted in the emergence of three factors of psychological empowerment, with (17) paragraphs, and thus (12) paragraphs were deleted because they are not saturated, and Table (3) shows this.

Table (3) shows the results produced by the factor analysis of the environmental empowerment scale

refta nilcyer g	pargarap h rebmun	refta nilcyer g	pargarap h rebmun	refta nilcyer g	pargarap h rebmun	refta nilcyer g	pargarap h rebmun	elbairav
0,618	22	0,266*	15th	0,532	8	0,128*	1	tnemnorivnE la emrewopmE tn
0,602	23	0,131*	16	0,277*	9	0,616	2	
0,179 *	24	0,701	17	0,181*	10	0,614	3	
0,288 *	25	0,283 *	18	0,604	11	0,237*	4	
0,633	26	0,159 *	19	0,686	12	0,609	5	
0,703	27	0,273 *	20	0,502	13	0,568	6	
0,566	28	0,512	21	0,691	14	0,208*	7	
0,703	29							

The validity of the paragraphs of the scale

The two researchers verified the validity of the paragraphs of the scale (Eble) indicated the need to ensure the validity of the paragraphs of the scale, as a number of specialists estimate the amount of their validity in measuring the attribute for which they were set (Eble, 1977:555), so the researcher verified the validity of the paragraphs of the scale Psychological mastery, by presenting them to (20) arbitrators and specialists in the field of

psychology, measurement and evaluation shown in (Appendix 2) (the scale presented to the arbitrators, Appendix 3) to determine the appropriateness of naming the factors that were extracted from the exploratory factor analysis, as well as the direction of the paragraph The researcher relied on the percentage, which is to obtain percentages (80%) or more from the arbitrators' opinions to judge the validity of the paragraph and its acceptance.



Table (4) shows the distribution of paragraphs and their direction of the environmental mastery scale

noticerid hpargaraP		ni shpargaraP elacs eht	rebmun fo argarap shp	dlefi eht
evtiisop	evtiagen			
2,5	1,3,4,6	1,2,3,4,5,6	6	gniniart
7,9,10	8,11	7,8,9,10,11	5	troppus laicos
12,13,14	15,16	12,13,14,15	5	ytinummoC notiapictirap
			16	latot eht

- Correction of the Environmental Empowerment Scale:

After preparing the scale items, the Likert method was adopted in formulating response alternatives because:

- It allows the greatest variance between individuals.
- Provides a more homogeneous scale.
- It collects a large number of items related to the behavioral phenomenon to be measured.
- Flexible and easy to build and debug.

The persistence in it tends to be good due to the large range of permissible responses of the respondents (Stanley & Hopkin 1972:288).

The researcher set the degree of the examinee's response for each item of the Environmental Empowerment Scale, and then combined it to find the total score of the scale, and for each of its dimensions, by placing a five-point scale in front of each item, and placing the appropriate score for each item according to the respondent's answer, where the weights were distributed to The five answer alternatives are as follows: (I have completely available, 5 degrees), (I often have, 4 degrees), (I have some availability, 3 degrees), (I have rarely, 2 degrees), (Not available, 1 degree) The weights are reflected in the negative paragraphs, and thus their distribution on the answer alternatives is as follows: (never available, 5 degrees), (rarely available to me, 4 degrees), (available to me to some extent, 3 degrees),

(mostly available to me, 2 degrees) ), (completely available to me, 1 degree).

The exploratory sample for clarity of paragraphs, instructions, and time calculation for the environmental mastery scale:

To ensure the clarity of the paragraphs of the scale, and to determine the average time required for the respondent to answer, the researcher applied the scale (psychological ability) to a random sample of (30) male and female unemployed graduates, and it was found that the instructions of the two scales were clear and their paragraphs understood and that the time taken to answer the scale It ranges between (10-15) minutes.

Paragraph analysis of the scale: To calculate the discriminatory power of each item of the Unrealistic Optimism Scale

2The two researchers applied the scale to the analysis sample of (300) male and female students from the scientific and humanitarian specializations, and thus the sample size met the conditions of the analysis. The two researchers applied the t-test for two independent samples to test the significance of the differences between the two groups, because the calculated t-value represents the discriminatory power of the paragraph between the two groups (Al-Batsh and Abu Zina, 2007: 211), and the calculated t-value was considered



an indicator to distinguish each paragraph By assaying it with the tabular value of (1.96) at the significance level (0.05) and the degree of freedom (160) (Allam, 2010: 614), and in light of this procedure, all the paragraphs were distinguished at the significance level (0.05).

Internal consistency method:

The relationship of the paragraph with the total score: using the same data that was adopted in the method of the two extreme groups, according to the Pearson correlation coefficient (person) to extract the correlation between each paragraph of the scale and the total score of the scale, and when testing the significance of the correlation coefficients using the statistical bag for social sciences (spss), All correlation coefficients were significant when compared with the T-table value at a significance level of (0.05) with a degree of freedom (298).

Psychometric characteristics of the scale: The psychometric (standard) characteristics of the scale as a whole indicate its ability to measure what it was prepared to measure, and that it measures the characteristic with acceptable accuracy and with the least possible error (Melhem, 2010: 433), and for the psychological

• Scale stability indicators:

A- Test-retest method B- Half-segmentation method C- Alpha-Cronbach's method for internal consistency:

Table (5) Stability results for the two scales of environmental competence) as a whole and for its domains by the half-segmentation method and Cronbach's alpha

fo rebmun shpargarap	ytilibatS		elacs eht
	ahplA s'hcabnorC dohtem	dohtem flah-tilps eht yb	
17	0.828	0.717	latnemnorivnE tnemrewopmE

Presentation, interpretation and discussion of the results

This chapter includes a presentation of the findings of the current research after the researcher has completed the requirements for building research tools and as shown in the third chapter and after conducting statistical analyzes of the data obtained by applying the current research tools to the basic research sample and discussing those results in the light of previous studies And the theoretical

or educational measurement tool to be effective in measuring the psychological or educational phenomenon and gives us A quantitative description of this phenomenon, it should be characterized by some standard characteristics, the most important of which are honesty and stability (Al-Batsh and Abu Zina, 2007: 250).

Apparent honesty: This type of honesty is represented by the preliminary examination of the contents of the scale, i.e. looking at the paragraphs and knowing what they seem to measure. Weiner & Stewart, 1984:79)

B- Discriminatory honesty: The discrimination coefficients for the items were extracted by the method of the two extreme groups, and all items were distinct for the two scales.

C-Construction Authenticity:

It means analyzing the degrees of the scale based on the psychological construction of the characteristic to be measured, that is, it shows the extent to which the scale contains a specific theoretical construct or a specific feature (Stanley & Hopkin, 1972:111), or it is the extent to which we can decide that the scale measures a specific theoretical construct or Specific property (Anastasi,1988:151))



framework, and a set of conclusions, recommendations and suggestions were reached in the light of those results, as follows:

First: The Big Six Factors of Personality among Unemployed Graduates. From this goal, the following sub-objectives are derived:

- ☐ The level of extraversion factor among unemployed graduates.
- ☐ The level of conscientiousness factor among unemployed graduates.
- ☐ The level of neurotic factor among unemployed graduates.
- ☐ The level of the acceptability factor of unemployed graduates.

The level of honesty factor - humility among unemployed graduates

In order to achieve this goal, the scale of the six major factors of personality was applied to the sample members of the number of ((400 graduates and unemployed graduates). In order to find out the differences between the sample members, the t-test was used for one sample.

Table (6) results of the t-test for the difference between the sample mean and the hypothetical average of the scale of the six major factors of personality among unemployed graduates

notiacidni	eerged fo modeerf	eulav T		lactiehtopyh naem	dradnats notiaived	ctiemhtirA naem	eht elpmas	srotcaf
		ralubat	detaluclac					
noticnuf	399	1.96	28,410	24	4.678	30.65	400	tsrfi ehT rotcaf (cilotsaid)
noticnuf			26.998	24	4.971	30.71		dnoes ehT rotcaf fo ecnaligiv (ecneicsnoc)
noticnuf			10,585	24	6.282	27.33		driht ehT rotcaf ot ssennepo (secneirepxe)
noticnuf			24,556	24	5.286	30.49		VI rotcaf) (msictioruen
noticnuf			22.358	24	5.864	30.56		V rotcaF) (ytilibissimda
noticnuf			22.746	24	5.126	29.83		htxis ehT si rotcaf ytsenoh .(ytilimuh)

It is clear from the following table:

- The arithmetic mean (for the first factor, extraversion) was (30,65) degrees, with a standard deviation of (4,678) degrees, and the calculated T-value amounted to (28,410) degrees, which is higher than the tabular T-table, which amounts to (1.96) degrees of freedom (399) degrees and level of significance. (0.05).



- (The second factor, conscientiousness) has reached the arithmetic mean (30.71) degrees and standard deviation (4,971) degrees, and the calculated T-value reached (26.998) degrees, which is higher than the tabular value of (1.96) at the level of significance (0.05) and the degree of freedom (399)

- (The third factor, openness to experiences), its arithmetic mean was (27,33) degrees, and its standard deviation was (6,282) degrees, and the calculated T-value amounted to (10.585) higher than the tabular value of (1.96) degrees at the level of significance (0.05) and the degree of freedom (399).

- As for (the fourth factor, neuroticism), its mean was (30.49) and its standard deviation was (5,286) degrees, and the calculated T-value amounted to (10.585) higher than the tabular value of (1.96) degrees at the significance level (0.05) and the degree of freedom (399).

- (The fifth factor, (acceptability), its arithmetic mean (30.56) degrees, its standard deviation (5,864) degrees, and the calculated t-value amounted to 22.358) higher than the tabular value of (1.96) at the significance level of (0.05) and the degree of freedom (399).

- The arithmetic mean (for the sixth factor, (honesty - humility) was (29.83) degrees, the standard deviation was (5.126) degrees, and the calculated T-value amounted to (22.746) degrees, which is higher than the tabular value of (1.96) at the level of significance (0.05) and the degree of freedom (933),

Extroversion, conscientiousness, acceptability, openness to experiences, honesty - humility all reflect positive thoughts and attitudes, and mental health indicates that they have imagination, independence, distance, feelings, positive thoughts, passion, curiosity, control, ambition, competition, honesty, altruism, cooperation, humility, seriousness and accuracy. Compassion, charity, loyalty, activity, search for excitement, positive emotions, and

openness to experiences in society (Ashton & Lee, 2009)), as they are going through the youth stage, the stage of interest in the future and achieving ambition. To avoid physical harm, worry in various situations, and tend to be preoccupied with simple problems. Dependency assesses the individual's need for emotional support from others, and this is consistent with the characteristics included in the neurotic trait. It reflects the tendency to negative thoughts and feelings, fear, distress, fanaticism, anxiety and sensitivity. Its causes are the psychological, social and family effects of unemployment And it makes them excited, and this result in relation to the second factor contradicts the result of the study (Hilal, 2017) and it also contradicts the content of the study (Mahjoub Al-Siddiq, 2020) and it also does not agree with the study (Al-Tala'aWaqiq, 2017) with regard to the fourth factor (neuroticism).

Second: Environmental Empowerment of Unemployed Graduates:

In order to achieve this goal, the Environmental Empowerment Scale was applied to the sample members, which numbered (400) male and female unemployed graduates. (48) In order to find out the differences between the members of the sample, the researcher used the T-test for one sample. It was found that the difference was statistically in favor of the sample mean for environmental empowerment, as the calculated T-value for environmental empowerment was (0.701) degrees, which is less than the tabular T-table of (196). And with a degree of freedom (399) at a level of significance (0.05), and the T-value of the dimensions of environmental empowerment was extracted and found to be a function at a level of (0.05) and a degree of freedom (399, and Table 30) illustrates this.



Table (7) results of the t-test for the difference between the sample mean and the hypothetical average of the environmental empowerment scale among unemployed graduates

notiacidni level . ta )0.05 (	eerged fo odeerf m	eulav T		htopyh lactie naem	radnats d otiaived n	emhtirA cti naem	eht pmas el	elbairav
		ralubat	talucac de					
noticnufnon	399	1,96	0,234	18	1.670	15.433	400	gniniart
noticnufnon			0.222	15th	2.233	14.92		laicos troppus
noticnufnon			0.222	15th	2.233	12.92		laicos gnirahs
noticnufnon			0.701	48	5.295	42.78		emnorivnE latn mrewopmE tne

1807

The hypothetical mean of the scale of environmental empowerment as a whole was extracted by summing the weights of the five scale alternatives and dividing them by their number and then multiplying them by the result by the number of the worker's paragraphs which amounted to (16) paragraphs, (the number of paragraphs of the first dimension, training, 6) As for the number of paragraphs) of the first and second dimensions Personal competence and future vision, 5 paragraphs each)

It is evident from the following table (30):

It was found that the average (first dimension, training) is (21.433) degrees, with a deviation of (1,670 degrees).

- (The second dimension, social support) (17.92), with a deviation of (2.233 degrees).
- (The third dimension, community participation) (17.92 degrees, with a deviation of (2.233) degrees.

This indicates that the research sample (the unemployed graduates) do not enjoy environmental empowerment.

The researcher attributes this result to the areas of environmental empowerment, and this is due to the lack of training for the unemployed in a way that makes them unable to empower themselves according to the environment in which they live, and because of the weakness of efforts aimed at providing unemployed graduates with information, knowledge, skills and experiences, whether realistic or Hypothetical, in a way that helps them to perform their role effectively, quickly and with minimal effort in order to control the surrounding environmental resources, as well as the weakness of social support in not supporting unemployed graduates and the lack of opportunities for them to engage in activities and practices and the failure to remove barriers in front of them to obtain a profession or job It is appropriate through the network of social



relations surrounding them, as well as the lack of societal participation in allowing unemployed graduates to practice in effective social and professional activities and practices with others in order to obtain a specific profession or job, and this is what the current research sample (unemployed graduates) lacks. ) to be able to achieve environmental empowerment which, according to Ryff, 2006), the high environmental empowerment that individuals have It is highly sensitive to the ability and efficiency in managing the environment. It controls a complex spectrum of external activities and makes a successful and effective use of the opportunities surrounding it, and this is what the members of the current study sample did not enjoy. With environmental empowerment, and this result is exposed with the result of a previous study such as (JabbarWadi, 2019), and the interest in work, organization and focus on positive qualities, developing and enhancing abilities and skills, developing his social relationships, developing his positive emotions and learning self-well-being, in addition to focusing on the strengths of the unemployed graduate has an impact. Effective and positive on psychological well-being, especially environmental empowerment (Riff, 1989), and according to the theory (Riff) that a high level of sense of well-being increases the level of environmental empowerment and vice versa.

Third: The relationship between the six major personality factors and environmental empowerment among unemployed graduates.

From this goal, the following sub-objectives are derived:

The relationship between the extraversion factor and environmental empowerment among unemployed graduates

The relationship between conscientiousness factor and environmental empowerment among unemployed graduates

☐ The relationship between the factor of openness to experiences and environmental empowerment among unemployed graduates.

☐ The relationship between the neurotic factor and environmental empowerment among unemployed graduates.

The relationship between the acceptability factor and environmental empowerment among unemployed graduates.

The relationship between honesty-humility factor and environmental empowerment among unemployed graduates.

For the purpose of identifying the nature of the correlation between the six major factors of personality and environmental empowerment, the researcher used the Pearson correlation coefficient and the results showed the existence of a positive correlation with all factors except (neuroticism), the relationship was negative, and when testing the moral significance of the correlation coefficient, it became clear that the calculated T value of the correlation coefficients when Comparing it with the tabular t-value, which is equal to (1.96) degrees of freedom (398) degrees at the significance level of 0.05)), and table (32) illustrates this.



Table (8) Pearson correlation coefficients between the six major factors of personality and environmental empowerment and the t-test for the values of correlation coefficients

level ta ecnaciingiS (0.05)	eerged fo modeerf	eulav T		notialerroC	eht elpmas	srotcaf
		ralubat	detaluclac			
noticnuf evtiisop	398	1,96	7.19	0.339	400	rotcaf tsrfi ehT (noisrevartxe)
noticnuf evtiisop			7.02	0.332		rotcaf dnoces ehT fo ecnaligiv (ecneicsnoc)
noticnuf evtiisop			3.59	0.277		rotcaf driht ehT ot ssennepo (secneirepxe)
noticnuf evtiagen			4.33	-0.292		rotcaf htruof ehT (msictioruen)
noticnuf evtiisop			5.82	0.280		rotcaf hftfi ehT (ytilibissimda)
noticnuf evtiisop			8.30	0.384		rotcaf htxis ehT (ytilimuh-ytsenoh)

It is noted from Table (8) that:

Positive correlation values:

- There is a positive correlation between the first factor, extraversion and environmental empowerment, which amounted to (0.339) degrees, and the T-value of the first factor, the diastolic, which reached (7.19) was greater than the tabular value of (1.96 at the significance level of 0.05) and with a degree of freedom (399).
- There is a positive correlation between the second factor, conscientiousness and environmental empowerment, which amounted to (0.332) degrees. The calculated T value for it was (7.02) degrees, which is higher than the tabular value of (1.96) at the significance level (0.05) and with a degree of Freedom (398).
- There is a positive correlation between the third factor, openness to experiences and environmental mastery, amounting to (0.277)

degrees, and the calculated T-value of (3,59) degrees, which is higher than the tabular value of (1.96) degrees at the level of significance (0.05). and a degree of freedom (398).

- There is a positive correlation between the fifth factor of acceptability and environmental empowerment, which amounted to (0.280) degrees, and the calculated T value for it amounted to 5.82) degrees, which is higher than the tabular value of (1.96) at the significance level (0.05) and at the degree of freedom (398).

- There is a positive correlation between the sixth factor, honesty - humility and environmental mastery, amounting to (0.384) degrees, and the calculated T value of (8.30) degrees, which is higher than the tabular value of (1.96) degrees at the level of significance (0.05). and degree of freedom (398).





#### Negative correlation values:

- There is a negative correlation between the fourth factor of neuroticism and environmental empowerment, which amounted to (-0.292) degrees, and the calculated T-value of (4,33) degrees was higher than the tabular value of (1.96) degrees at the significance level (0.05) and with a degree of Freedom (398).

It is possible to explain the positive relationship between extraversion and environmental empowerment, as when the traits of extraversion are available in the members of the current study sample, for example, tact in speaking and communicating and seeking to obtain information and knowledge, enthusiasm and activity, and this is highly correlated with positive feelings such as social advantage and lightness of shade (Viswesvarren, & Ones, Abdel-Khaleq and Al-Ansari, 1996) indicate that extroversion has features of an interactive nature, that is, based on building healthy social relationships that are surrounded by feelings of warmth and altruism (Abdul-Khaleq, and Al-Ansari, 1996). Environmental Empowerment In this regard, environmental empowerment does not occur except through the availability of psychological factors that prepare for environmental empowerment events through training, that is, the efforts made that aim to provide the graduate with support, more information and knowledge, as well as the availability of social support through the availability of opportunities that help him to engage. In activities and practices, and removing the barriers in front of him in order to obtain a suitable profession or job, and thus.

It is noted that there is a positive relationship between conscientiousness and environmental mastery. When the members of the current study sample are characterized by the traits of conscientiousness, such as their ability to self-control and their adherence to morals, values

and correct community standards, conscientiousness indicates the degree of the individual in organization, survival, steadfastness, mastery, perseverance, citizenship, orientation towards achievement and motivation for behavior (Seibert & Kraime, 2001), if he can benefit from the field of training in joining efforts towards achieving the goal by providing the unemployed graduate with information and skills that help them in creating environments or coexisting with an environment in different ways that achieve his goals through his involvement in activities and dysfunctional practices through the availability of community support, Thus, the unemployed person, when he is characterized by the traits of vigilance of conscience, is capable, as he is able to achieve environmental empowerment.

There is a positive relationship between the third factor, openness to experiences and environmental mastery. This factor is characterized by the search for experiences, curiosity, imagination, and willingness to deal with new ideas and has non-traditional values (Kadhim, 2001) and likes to reveal minute details, contemplative and open-minded (Buss, 1996) and people Those who are characterized by these qualities are constantly striving to find a broader, deeper and greater extent of their experiences and have an underlying desire to improve and change the current situation, which leads them to new solutions to problems and new creative ideas (George, & Zhou, 2001). Enable himself environmentally by working to find a profession, job or private work, through continuous training in the presence of continuous support and support through community support that is provided to unemployed graduates in order to become more hopeful in life.

The researcher attributes the reason for this relationship to the individuals who are characterized by acceptance of others and



openness in dealing with people, as Widiger&Trull, 1992 sees that acceptability is an adaptive factor where the person who is characterized by acceptability is adaptive, cooperative, sympathetic, warm-feeling, trustworthy, tolerant, quick to influence and courteous. Flexible, highly receptive, friendly and warm in relationships, tend to respect others, and value and respect the beliefs and traditions of others (Zhang, 2003). Which they aspire to through community participation by the groups to which they belong, and through them and what you possess of acceptable traits among them that make them get a job or a profession and this is done through social support and thus achieving environmental empowerment with its true destination

The researcher attributes this result to the fact that individuals who possess the factor of honesty-humility are characterized by seriousness and are honest and have high characteristics of humility, lack of condescension, dependence, and overcoming the difficulties that face the neighborhood.

He was accused by not making unemployment a problem that keeps them from practicing their lives in the way they aspire to, but rather they try to overcome this problem by searching for work or creating a project of their own that will enable them to overcome the problem of unemployment and thus become able to enjoy environmental empowerment through training. Obtaining support or assistance in obtaining a specific job or profession that helps him to overcome difficulties through social support and community participation that helps him move from the stage of inactivity and inactivity to the stage of work, diligence and

perseverance, and the translation of capabilities and experiences in a way that makes him capable of sound environmental mastery.

There is an inverse correlation between neuroticism and environmental empowerment, and this can be explained. The higher the neurotic characteristics of a person, the less his potential for environmental empowerment. This is because the characteristics of neuroticism center in the presence of characteristics in which the individual is insecure, anxious, and frustrated (Salgado, 1997, and is characterized by emotionality, insensitive to societal values and always inclined to towards frustrating experiences, and poor compatibility and adaptation is the core of neuroticism (Smith, etal, .2001), and the researcher believes that this result is logical, as the unemployed has suffering and internal and external pressures additional to the features of anxiety and tension, which makes him unable to compatibility with himself and his environment, i.e. He suffers from compatibility problems in his social relations with others, and unemployed graduates who have these attributes are unable to achieve their environmental empowerment because of the poor availability of psychological factors that help them in achieving environmental empowerment through poor training and lack of providing them with skills and capabilities, as well as the lack of For social participation in providing support and thus the difficulty of obtaining a profession or a job that would enable them to live the way they want, and the researcher did not find studies to support or contradict this.



Fourth: The statistically significant differences in the correlation between the six major factors of personality and environmental empowerment according to the variable of unemployment period

- ☐ The difference in the relationship between the extraversion factor and psychological mastery among unemployed graduates according to the variable duration of unemployment.
- ☐ The difference in the relationship between the conscientiousness factor and the psychological empowerment of unemployed graduates according to the variable period of unemployment.
- ☐ The difference in the relationship between the factor of openness to experiences and psychological mastery of unemployed graduates according to the variable period of unemployment.
- ☐ The difference in the relationship between the neurotic factor and the psychological empowerment of unemployed graduates according to the unemployment variable.
- ☐ The difference in the relationship between the acceptability factor and psychological empowerment among unemployed graduates according to the unemployment variable.
- ☐ The difference in the relationship between honesty-humility factor and psychological mastery among unemployed graduates according to the unemployment variable.

To achieve this goal, the researcher used the Pearson correlation coefficient between the six factors and psychological empowerment, and the result indicates the existence of a correlation between the variables, and to know the significance of the differences in the correlation according to the unemployment variable, the researcher extracted the decimal and tabular over-value, and extracted the duration of unemployment by subtracting the last year of each year as follows:

- The duration of unemployment in (2014) is equal to (2021-2014 = 7 years)
- The duration of unemployment in (2015) is equal to (2021-2015 = 6 years)
- The duration of unemployment in (2016) is equal to (2021-2016 = 5 years)
- The duration of unemployment in (2017) is equal to (2021-2017 = 4 years)
- The duration of unemployment in (2018) is equal to (2021-2018 = 3 years)
- The duration of unemployment in (2019) is equal to (2021 - 2019 = 2 years)
- The duration of unemployment in (2020) is equal to (2021 - 2020 = 1 years)
- The period of unemployment in (2021) is equal to (2021-2021 = 0 .).

Table (9) illustrates this



Table 9 the differences in the relationship between the six major factors of personality and environmental empowerment according to the duration of unemployment

ingis nacfi ta ec level ) 0.05 (	uclaC detal eulav	adnatS dr erocs	alerroc noti icffieoc tne	eht as lpm e	eht raey	ehT rekroW	ingis nacfi ta ec level ) 0.05 (	clac talu de ulav e	radnatS erocs d	erroc notial ffieoc tneic	eht as lpm e	eht raey	ehT rekroW	1813
ton D	0.20	0.472	0.438	24	2016	tsrfi eht isrevortxe no	ton D	0.15	0.478	0.444	8	2014	tsrfi eht srevortxe noi	
		0.406	0.381	36	2017				0.556	0.503	16	2015		
ton ingis nacfi t	0.24	0.131	0.128	24	2016	dnoceS ecnaligiv fo cneicsnoc e	ton ingis nacfi t	0.22	0.485	0.450	8	2014	dnoceS ecnaligiv fo neicsnoc ec	
		0.648	0.569	36	2017				0.371	0.351	16	2015		
ton ingis nacfi t	1.80	0.510	0.466	24	2016	drihT ssenepO ot cneirepxe se	ton ingis nacfi t	0.09	0.460	0.428	8	2014	drihT ssenepO ot s neirepxe sec	
		0.466	0.434	36	2017				0.412	0.390	16	2015		
ton ingis nacfi t	0.16	0.750	0.631	24	2016	htruof eht ctioruen	ton ingis nacfi t	0.42	0.491	0.453	8	2014	eht htruof ctioruen	
		0.388	0.367	36	2017				0.271	0.263	16	2015		
ton ingis nacfi t	1.30	0.332	0.318	24	2016	hftiF libatpecca yti	ton ingis nacfi t	0.10	0.460	0.426	8	2014	hftiF ibatpecca ytil	
		0.418	0.391	36	2017				0.510	0.468	16	2015		
ton ingis nacfi t	0.31	0.685	0.594	24	2016	htxis ehT ytsehoh si ytilimuh -	ton ingis nacfi t	0.22	0.182	0.177	8	2014	htxis ehT si - ytsehoh ytilimuh	
		0.570	0.513	36	2017				0.299	0.288	16	2015		
ton ingis nacfi t	0.30	0.198	0.192	128	2020	tsrfi eht isrevortxe no	D	2.07	0.611	0.541	76	2018	tsrfi eht srevortxe noi	
		0.285	0.165	16	2021				0.288	0.276	96	2019		



ton ingis nacfi t	0.11	0.213	0.204	128	2020	dnoceS ecnaligiv fo cneicsnoc e	ton ingis nacfi t	1.04	0.517	0.471	76	2018	dnoceS ecnaligiv fo neicsnoc ec
			0.245	0.239	16	2021					0.354	0.338	96
ton ingis nacfi t	0.22	0.277	0.268	128	2020	drihT ssennepO ot cneirepxe se	ton D	0.74	0.563	0.506	76	2018	drihT ssennepO ot s neirepxe sec
			0.213	0.207	16	2021					0.448	0.419	96
ton ingis nacfi t	1.38	0.141	0.139	128	2020	htruof eht ctioruen	ton ingis nacfi t	1.17	0.655	0.574	76	2018	eht htruof ctioruen
			0.543	0.464	16	2021					0.472	0.439	96
ton ingis nacfi t	0.16	0.239	0.233	128	2020	hftiF libatpecca yti	ton ingis nacfi t	1.56	0.604	0.540	76	2018	hftiF libatpecca ytil
			0.192	0.188	16	2021					0.360	0.344	96
ton ingis nacfi t	0.39	0.266	0.259	128	2020	htxis ehT ytsenoh si ytilimuh -	ton ingis nacfi t	1.06	0.326	0.313	76	2018	htxis ehT si - ytsenoh ytilimuh
			0.151	0.148	16	2021					0.491	0.455	96

Year (2014-2015):

Non-indicative values in the differences in the relationship between the six major factors of personality and environmental empowerment according to the variable duration of unemployment:

- There are no significant differences at the level (0.05) in the relationship between the six major factors of personality and environmental empowerment according to the unemployment variable of the extrovert factor, where the calculated value of ((0.1`5) was less than the tabular value of ( 1.96) degrees.
- There are no significant differences at the level (0.05) in the relationship between the six major

factors and environmental empowerment according to the duration of unemployment for the conscientious factor, where the calculated value reached (0.22) which is less than the tabular value of (1.96) degrees .

- There are no significant differences at the level (0,05) in the relationship between the six major factors of personality and psychological empowerment according to unemployment factor of openness to experiences, where the calculated value of (0.09) is less than the tabular value of (1.96) Degree .
- There are no statistically significant differences at the level of significance (0.05) in the relationship between the six major factors of



personality and psychological mastery according to the unemployment variable of the neurotic factor, where the calculated value reached (0.42) degrees, which is less than the tabular over-value (1.96).

- There are no statistically significant differences at the significance level (0.05) in the relationship between the six major factors of personality and psychological empowerment according to the unemployment variable of the desirable factor, where the calculated value reached (0.10) degrees which is less than the tabular value of (1.96).

- There are no statistically significant differences in the relationship between the six major factors of personality and psychological empowerment according to the unemployment variable of the factor of honesty - humility, where the calculated value reached (0.22) degrees, which is less than the tabular Z-value (1.96).

2 years (2016-2017):

Non-indicative values in the differences in the relationship between the six major factors of personality and environmental empowerment according to the variable duration of unemployment:

- There are no significant differences at the level (0.05) in the relationship between the six major factors of personality and psychological empowerment according to the unemployment variable of the extrovert factor, where the calculated value of (0.24) is less than the tabular value of (1.96). Degree .

- There are no significant differences at the level (0.05) in the relationship between the six major personality factors, the duration of unemployment for the conscientious factor, where the calculated value reached (0.80), which is less than the tabular value of (1.96) degrees.

- There are no significant differences at the level (0,05) in the relationship between the six major factors of personality and psychological empowerment according to unemployment for the factor of openness to experiences, where the calculated value of (0.16) is less than the tabular value of (1.96) Degree .

- There are no statistically significant differences at the level of significance (0.05) in the relationship between the six major factors of personality and psychological mastery according to the unemployment variable of the neurotic factor, where the calculated value reached (0.30) degrees, which is less than the tabular value of (1.96).

- There are no statistically significant differences at the level of significance (0.05) in the relationship between the six major factors of personality and psychological empowerment according to the unemployment variable of the desirable factor, where the calculated value reached (0.31) degrees which is less than the tabular value of (1.96).

- There are no statistically significant differences in the relationship between the six major factors of personality and psychological empowerment according to the unemployment variable of the honesty-modesty factor, as the calculated value reached (0.41) degrees, which is less than the tabular Z-value (1.96).

3- year (2018-2019):

Indicative values in the differences in the relationship between the six major factors of personality and environmental empowerment according to the variable duration of unemployment:

- There are significant differences at the level (0.05) in the relationship between the six major factors of personality and psychological



empowerment according to the unemployment variable of the extrovert factor, where the calculated value of (2.07) is higher than the tabular value of (1.96) degrees. .

Non-indicative values in the differences in the relationship between the six major factors of personality and environmental empowerment according to the variable duration of unemployment:

- There are no significant differences at the level of (0.05) in the relationship between the six major personality factors, the duration of unemployment for the conscientious factor, where the calculated value of (1.04), which is less than the tabular value of (1.96) degrees.
- There are no significant differences at the level (0,05) in the relationship between the six major factors of personality and psychological empowerment according to unemployment for the factor of openness to experiences. )Degree .
- There are no statistically significant differences at the level of significance (0.05) in the relationship between the six major factors of personality and psychological mastery according to the unemployment variable of the neurotic factor, where the calculated value reached (1.17) degrees, which is less than the tabular value of (1.96).
- There are no statistically significant differences at the level of significance (0.05) in the relationship between the six major factors of personality and psychological empowerment according to the unemployment variable of the desirable factor, where the calculated value reached (1.56) degrees which is less than the tabular value of (1.96).
- There are no statistically significant differences in the relationship between the six major factors of personality and psychological empowerment according to the unemployment variable of the honesty-modesty factor, where the calculated value reached (1.06) degrees, which is less than the tabular Z-value (1.96).

4- Year (2020-2021):

Non-indicative values in the differences in the relationship between the six major factors of personality and environmental empowerment according to the variable duration of unemployment:

- There are no significant differences at the level (0.05) in the relationship between the six major factors of personality and psychological empowerment according to the unemployment variable of the extroversion factor, where the calculated value of (0.30) is less than the tabular value of (1.96). Degree .
- There are no significant differences at the level (0.05) in the relationship between the six major personality factors, the duration of unemployment for the conscientious factor, where the calculated value reached (0.11) which is less than the tabular value of (1.96) degrees.
- There are no significant differences at the level (0,05) in the relationship between the six major factors of personality and psychological empowerment according to unemployment for the factor of openness to experiences. )Degree .
- There are no statistically significant differences at the level of significance (0.05) in the relationship between the six major factors of personality and psychological mastery according to the unemployment variable of the neurotic factor, where the calculated value reached (0.38) degrees, which is less than the tabular value of (1.96).
- There are no statistically significant differences at the level of significance (0.05) in the relationship between the six major factors of personality and psychological empowerment according to the unemployment variable of the desirable factor, where the calculated value reached (0.16) degrees which is less than the tabular value of (1.96).



- There are no statistically significant differences in the relationship between the six major factors of personality and psychological empowerment according to the unemployment value (1.96).

It is noted from the previous presentation that there are no statistically significant differences in the relationship between the six major factors of personality and the environment, according to the duration of unemployment. In which the country has lost the provision of community support and community activities to support the unemployed youth in obtaining job opportunities, whatever their personal characteristics. To face unemployment, or that there is no one to direct him to direct those alternatives, or that the conditions of unemployment represented by the lack of

variable of the honesty-modesty factor, where the calculated value reached (0.39) a degree which is less than the tabular Z-

access to job opportunities and the nature of employment formulas and laws have not been changed or modified, as it can be said about a common routine situation that made the unemployed youth aware since the beginning of their experience. Because of the unemployment situation, he may live for a long time and not hope to get a job opportunity that fits his university degree, and this explains that the Palestinian entity The youth's C does not change unless his status as a hero changes with the help of the environment in which he lives (Riff, 1989)

Table (10) coefficient of each of the contribution, beta and T-value of the dependent variable Environmental mastery in the independent variable represented by the six major factors of personality

tнемrewopmE latнемnorivnE						
T	BETA	ehT fo tneicffieoc notianimreted	egatnecrep	notianeilA tneicffieoc	notialerroc tneicffieoc	srotcaf
0.039-	0.024	0.11	%14	0.861	0.139	si rotcaf tsrfi ehT noisrevartxe
4.11	0.047	0.21	%43	0.568	0.432	si rotcaf dnoceS ehT ssensuotineicsnoc
7.952	0.029	0.23	%60	0.403	0.597	si rotcaf driht ehT ot ssennepo secneirepxe
-0.586	0.06z	0.04	%10	0.899	0.101	ctioruen htruof ehT rotcaf
0.94-	0.093	0.38	%09	0.902	0.098	fo rotcaf hftfi ehT ytilibatpecca
9.604	0.321	0.26	%61	0.389	0.611	ytsenohrotcaf htxis ehT ytilimuh -





Table (10) illustrates this

The contribution of the six major personality factors to the environmental empowerment of unemployed graduates:

graduates

☐ Contribution of the factor of openness to experiences and environmental empowerment among unemployed graduates.

☐ Contribution of the neurotic factor and environmental empowerment among unemployed graduates.

☐ Contribution of the factor of acceptability and environmental empowerment among unemployed graduates.

☐ Contribution of the honesty factor- humility and environmental mastery among unemployed graduates

It is clear from the table (10)

Indicative values in the contribution of the six major personality factors to the environmental empowerment of unemployed graduates:

- The ratio (the second factor, vigilance of conscience) was the value of the alienation coefficient of (0.568) degrees and that the contribution rate was (43%) of the environmental mastery, and this confirms that the value of the determination was at the value of (0.21) degrees and the t-value of the beta coefficient was at a value of (4.110). degree, and it is clear that the contribution came in an acceptable percentage, and that the contribution to environmental empowerment was significant and came in third place among the contribution of factors.

- The ratio (the third factor, openness to experiences) was the value of the alienation coefficient (0.403) degrees, and the contribution rate was (60%) of the environmental mastery, and this confirms that

☐ Contribution of the extraversion factor and environmental empowerment among unemployed graduates

☐ Contribution of the conscientiousness factor and environmental empowerment among unemployed

the value of the determination was (0.23) degrees and the t-value of the beta coefficient was (7.952) degree, and it is clear that the contribution came in an acceptable percentage and came in second place in the contribution from among the factors and that it is significant.  
- The ratio (the sixth factor, honesty - humility) was the value of the alienation coefficient (0.389) degrees and the contribution rate was (61%) of environmental mastery, and this confirms that the determination value was (0.26) degrees and the t-value of the beta coefficient was (9.604) ) degree, and it is clear that the contribution came in an acceptable percentage, which is the highest contribution and came in the first order among the factors, and that it is significant.

Non-indicative values in the contribution of the six major personality factors to the environmental empowerment of unemployed graduates:

- The ratio (the first factor, extraversion) was the value of the alienation coefficient (0.861) degrees and the contribution ratio was (14%) of the environmental mastery, and this confirms that the determination value was (0.11) degrees and the t-value of the beta coefficient was -) 0.039 It is clear that the contribution came in a weak percentage and that the contribution was not significant.

- The ratio (the fourth factor, neuroticism) was the value of the alienation coefficient (0.899) degrees, and the contribution rate was (10%) of the environmental mastery, and this confirms that the value of the determination was at the value of (0.04) degrees and the t-value of the



beta coefficient was at a value of (-0.586) degree, and it is clear that the contribution came in a weak percentage and is not significant.

- The ratio (the fifth factor, acceptability) was the value of the alienation coefficient (0.902) degrees and the contribution rate was (09%) of the environmental mastery, and this confirms that the value of the determination was at the value of (0.38) degrees and the t-value of the beta coefficient was at a value of (0.94) degrees, It is clear that the contribution came in a weak percentage and is not significant.

It is known that environmental empowerment is predicted by community institutions to provide assistance to the unemployed graduate in terms of social support and community activities through his training and qualification for the labor market. The individual is part of his group or society in which he feels citizenship and enables him to liberate his full energies, and the mechanisms for achieving this include building awareness, building capabilities, building the knowledge base and building clear specific trends on the individual himself and between the environment surrounding the individual and after the individual's compatibility with the surrounding climate according to all his personality contemporaries. His suitability for the profession based on a set of psychological and emotional variables that

## Conclusions

- 1- In terms of the six major personality factors: Unemployed graduates have the Big Six factors of personality.
- 2- In terms of environmental empowerment: Unemployed graduates do not have environmental empowerment.
- 3- The relationship between the six major factors of personality and environmental empowerment among unemployed graduates:

are represented in his appreciation and concept of himself and his profession and his ability to confront stressful events to which he is exposed during the performance of his work as well as his personal characteristics (Riff, 1989).

It is noted from the two tables that the factor of openness to experiences is a common factor in the contribution of the six major factors of personality to psychological mastery and environmental mastery, and the researcher believes that this factor provides the unemployed with global experiences and developments and openness to them, including technological developments and the latest developments in The field of jobs, the labor market, and the efficiency and skill you need from the individual, which makes it an attractive factor for obtaining a job opportunity more than other personal factors.

It is also noted from Table that the two factors (conscience vigilance, honesty and humility) help in environmental mastery and this can be attributed, as the honest, humble, honest and equitable have no special goals and interests, conscientious vigilance and sincerity in work (Ashton & Lee, 2008: 1219) and it may be rare In light of the value changes that have occurred in societies, including the Iraqi society, it has a role in environmental empowerment to qualify the individual to obtain a job opportunity that suits him and succeed in it.

- There is a positive relationship between the factors (extraversion, conscientiousness, openness to experiences, acceptability, honesty- cooperation) and environmental empowerment among unemployed graduates.
- There is a negative relationship between the neurotic factor and environmental empowerment among unemployed graduates.
- 4- Differences in the relationship between the six major factors of personality and environmental empowerment among



unemployed graduates according to the gender variable:

- There are differences in the relationship between the factors (conscience vigilance, openness to experiences) and environmental empowerment among unemployed graduates according to the gender variable.

- There are no differences in the relationship between personality factors (extraversion, neuroticism, acceptability, honesty - humility) and environmental mastery among unemployed graduates according to the gender variable.

5- The differences in the relationship between the six major factors of personality and environmental empowerment among unemployed graduates according to a variable of the duration of unemployment:

- There are no differences in the relationship between the six major factors of personality and environmental empowerment among unemployed graduates according to the duration of unemployment.

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