Examining the Moderating Effect of Personality Traits on Intellectual Humility and Religious Tolerance among University

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Abstract

University teachers serve as role models for their students. By demonstrating religious tolerance, they instill values of respect, understanding, and empathy. Therefore, the study conducted a survey on the effect of intellectual humility on religious tolerance while analyzing moderating effect of personality traits between intellectual humility and religious tolerance among university teacher. A survey based method was used to collect data from university teacher (n=332) by using convenience sampling. Comprehensive Intellectual Humility Scale, Big Five Personality Scale, and Religious Tolerance Scale were the measured instruments. The findings illuminated the insight that those university teachers who had high intellectual humility, showed greater religious tolerance.Moreover, the findings also unraveled the moderating effect of personality

traits between intellectual humility and religious tolerance that bolstered the effect of intellectual humility on religious tolerance among university students.The findings of this study contributed to the growing body of knowledge that underscored the interconnectedness of intellectual humility, personality traits, and religious tolerance, offering a foundation for further research and the implementation of effective interventions in educational settings.

Keywords: intellectual humility, religious tolerance, personality traits, university teachers

Tolerance was defined as a deliberate recognition and acceptance of favorable opinions and beliefs guided by principles of justice, equality, compassion, and consideration for others, regardless of their religious, national, ethnic, or other differences (Witenberg's (2007). Religious tolerance involved perceiving and treating individuals from various religious backgrounds in terms of empathy and respect (Nico, 2014).

Religious tolerance was considered a positive recognition of differences as well as identified by respect for people on the basis of principles of equality. It encompassed three crucial dimensions: empathy, fairness and reasonableness (Witenberg, 2019). Tolerancewas very important in fostering peace and happiness and addressing social tensions(Verkuyten& Killen, 2021). Many a studies was conducted on the effect of conflicts on religious tolerance in different universities (Balpanov et al., 2018; Kalin&Siddiqui, 2020; Suradi et al., 2020).

Various researchers examined religious tolerance in context of learning and teaching in educational institutions (Alabdulhadi, 2019; Fahmi et al., 2021; Muhid, 2020; Rahmat&Yahya, 2022; Wajdi&Tobroni, 2020; Wang &Froese, 2020). Religious beliefs influenced religious

tolerance and happiness positively. Happiness was directly affected by the religious tolerance as well as religious tolerance has a moderating effect between religious belief and happiness (Zuhdiyah, Hima&Khodilah, 2023).

Intellectual humility has a positive influence on religious tolerance (Von Tongeren et al., 2016). Intellectual Humility was characterized by being conscious of one's limitations, particularly in relation to one's self-concept. It involved a willingness to critically evaluate one's own perspectives and ideas, without being overly confident in them. Additionally, individuals with intellectual humility showed respect for the viewpoints of others, and they refrained from engaging in aggressive or bullying behavior when faced with conflicting thoughts or opinions (Krumrei-Mancuso & Rouse, 2016). Intellectual humility served as a precursor to reducing religious conflicts and promoting greater religious tolerance and proved to be a valuable factor in enhancing religious tolerance (Zhang et al., 2018).

Intellectual humility was determined as a predictor of religious tolerance by controlling religious commitment and conservatism. Mainly, Intellectual Humility (IH) was linked to religious tolerance, religious exploration, and reduced fundamentalism in various studies (Hodge et al., 2019, 2020; Jankowski et al., 2019).High level of intellectual humility leads to greater religious tolerance on exposing to religious diversity (Hook et al., 2015, 2016).

Both intellectual humility and cognitive flexibility played significant roles in mediating the impact of religiosity on increasing religious tolerance. The study emphasized upon the significance of fostering intellectual humility and cognitive flexibility in promoting tolerant behavior within religious communities (Lubis&Sianipar, 2021). Intellectual humility,

multicultural personality, and religious orientation had a significant positive effect on religious tolerance (Al Fariz&Saloom, 2021). Intellectual humility was correlated with higher levels of benevolence and gratitude, universalism and altruism, empathy and lower levels of power seeking (Elizabeth&Kumeri-Mancuso, 2017).

The study highlighted the significance of promoting religious moderation and fostering intellectual humility to cultivate a more tolerant and harmonious society among young people. This positive relationship is influenced by the presence of intellectual humility as a mediator (Pajarianto et al., 2023). Individuals with greater intellectual humility exhibited less personal biasness, when they were exposed to contradictory perspectives, and displayed greater acceptance and opennesss forming friendships with members of out-groups on social media platforms (Stanley et al., 2021). Individuals with elevated levels of intellectual humility tend to demonstrate greater acceptance of divergent political and religious perspectives (Bowes et al., 2020).

Intellectual humility played a vital role in preserving interpersonal relationships, especially during times of social adversity (Peetz& Grossmann, 2021). High emotional intelligence and highe satisfaction were found in leaders who had high level of intellectual humility (Hodge et al., 2020). By embracing intellectual humility, leaders were more likely to foster positive relationships with their team members and create a more supportive and satisfying work environment (Krumeri-Mancuso &Rowatt, 2021). In essence, intellectual humility fostered an attitude of openness, receptivity, and humility in one's approach to knowledge and interactions with others.

Poter et al (2021) described the measures and definitions of intellectual humility in psychological research. Intellectual humility was recognized as playing a prominent role at intra and inter-individual level in human functioning (Leible&Rochat, 2021). Psychological conceptualizations of intellectual humility; cognitive functioning, social relations, personality traits, and religiosity have been studied in previous studies (Bak&Wójtowicz, 2021). Cultural norms of individualism versus collectivism could affect levels of intellectual humility as well as social identity and group membership can impact willingness to revise one's beliefs (Leung et al., 2021, Mallett et al., 2018).

High intellectual humility was associated with higher intelligence (Cacioppo, 2017). Both intelligence and cognitive flexibility were significant predictors of intellectual humility (IH) (Zmigrod et al., 2019). Children with high intelligence exhibited higher levels of IH even after accounting for age differences (Danovitch et al., 2019).

Gorichanaz (2021) studied the relationship between IH and information use and seeking. The findings showed higher IH led to more information seeking behavior. Intellectual humility has a moderating effect on the Dunning-Kruger Effect and found that less intellectually humble individuals were more susceptible to the effect(Lemon et al., 2021). Intellectual humility (intellectual humility) related to reading. Intellectual humility had more general knowledge but was not correlated with cognitive ability and with significantly less GPA. Eventually, intellectual humility was related to an innate enthusiasm for reading (Labouff&Rowatt, 2020).

Relationship between intellectual humility (IH) and foreign language enjoyment and foreign language classroom anxiety was found complex. Some aspects of IH negatively

predicted foreign language enjoyment while others negatively and positively identified foreign language classroom anxiety (Moskowitz&Dewaele, 2020). The intellectual humility associated with better academic learning, as measured in the schools (Rowatt, 2020). The study conducted by Hook et al. (2017) found that conservatism, humility, religious commitment, and religious intelligence are associated with religious tolerance(Mushtaque et al., 2021).

The study depicted a positive association between intellectual humility and organizational forgiveness, with intellectual humility and regulatory forgiveness (Abedi et al., 2021). Much of the researches revealed that experiences of awe and flow facilitate wise reasoning and epistemic humility, which are component of good moral character (Kim, Nusbaum&Yang, 2022). The study explored that intellectual humility is linked with behavior through self-ratings and peer ratings. Self-reported intellectual humility was interlinked with openness while peer rating were associated with agreeableness (Meagher et al., 2020).

Intellectual humility is a predictor of mastery behaviors, which include seeking challenges and persisting after setbacks, independent of a growth mindset (Portera et al., 2021). Krumrei et al. (2020) indicated that the intellectual humility is linked to a vast array of religious / spiritual variables and parabolic is linked to those with the lowest, highest degrees of intellectual humility.

Intellectual humility has been found to be linked to various psychological attributes, including rational and objective thinking, the Big Five personality traits, academic achievement, and interpersonal relationships, among others (Du &Cai, 2020).Personality addresses human variations in actions, intellect, and emotions. Personality traits refer to enduring characteristics

and tendencies in how individuals experience emotions, behave, and think, which remain relatively stable across different situations and throughout the lifespan (Wilt et al., 2016).

Personality traits vary throughout life phases (Schwaba et al., 2017). The Big Five model is a widely accepted framework for personality that includes conscientiousness, agreeableness, extroversion, openness to experience, and neuroticism. Personality is defined by a characteristic pattern that appears to be consistent across time and in similar situations (Soto, 2018). Intellectual humility correlates moderately with the open nature of openness and exaggeration in the cognitive capabilities (Krumrei, 2015). Personality traits and religiosity seem to be interconnected in significant ways (Gebauer et al., 2014), as a society becomes more religious, individuals with high levels of Conscientiousness and Agreeableness tend to exhibit an increase in their religiosity(Sarfraz et al., 2023).

Ghorbani, et al (2013) established a link between mindful, intellectual perspectives towards religiosity and personality traits. Multicultural personality fosters tolerance, flexibility and particularly open-mindedness (Korol, 2017). Particular dimensions of multicultural personality are particularly relevant in shaping individuals' positive attitudes towards diverse cultures and ethnicity (Korol, 2018).

Several empirical studies have consistently found that individuals who exhibit intellectual humility tend to possess higher levels of conscientiousness, openness, agreeableness and emotional stability. They also tend to have a stronger inclination towards cognition and curiosity (Haggard et al., 2018; Krumrei-Mancuso, 2016; Porter & Schumann, 2018).Workplace stress has mediating influence on the occupational stress led to reduced job (Batool, et al., 2023)**.**Another

study underscored the significance of investigating the moderating influences of personality traits and perceived religious capital when comprehending mental health outcomes (Clark et al., 2016). The study revealed that both personality traits and religion independently and jointly contribute as predictors of intimate partner violence (Isangha et al., 2021).

Therefore, a few studies conducted on the effect of intellectual humility on religious tolerance moderated by personality traits among university teachers. The current study empathized upon the moderating effect of personality traits between intellectual humility and religious tolerance among university teachers in Pakistan.

Research Framework

Moderating variable

> Personality Traits

Independent variable

Dependent variable

Intellectual humility

Religious Tolerance
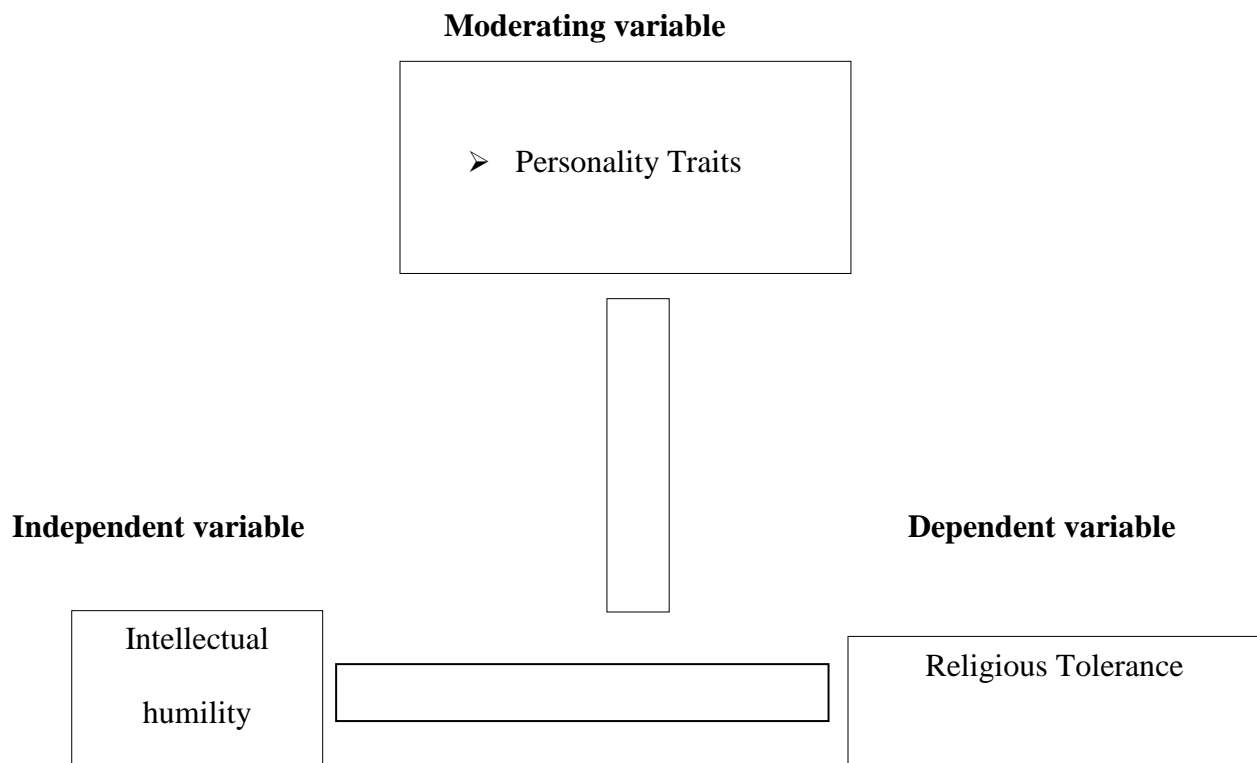
Method

Participants

The participants (N=332) were university teachers taken from different public and private universities of Punjab. 165 female university teachers and 167 male university teachers participated in the study.

Design

A web based survey method was used to collect data from the participants. The study collected data from in-service university teachers in public and private universities who were actively teaching online and had access to the internet. The data collection period spanned from July 05, 2023 to 5 August, 2023. Google Forms were used as the data collection tool, and participants provided responses voluntarily after being informed about the study's purpose and giving their consent. Convenience sampling was used due to challenges of obtaining ethical approval of all respondents, and the survey was distributed through specific social media groups. Formal permissions were also sought from relevant private and public sector educational institutions to circulate the form among their university teachers through social media forums. The sample size was calculated to be 350 using G power, but 332 responses were received within the allocated time.

Instruments

Comprehensive Intellectual Humility Scale

The Comprehensive Intellectual Humility Scale is a 22-item likert scale was used to measure intellectual humility (Krumrei-Mancuso & Rouse, 2016).

Big Five Personality Scale

Big Five Personality Scale (Hee, 2014) is a 44 items scale was used to measure five personality traits (extraversion, conscientiousness, agreeableness, opennessand neuroticism,).

Religious Tolerance Scale

Religious Tolerance Scale(Witenberg, 2007) is a 30 items scalewas used to measure religious tolerance with three dimensions, fairness, empathy, and reasonableness.

Results

SPSS was used to analyze the collected data. Pearson Product Moment was applied to describe the correlation between intellectual humility, personality traits and religious tolerance among university teachers. Simple linear regression was used to determine linear relationship between intellectual humility and religious tolerance among university teachers. The Hayes Macro Process model 01(Igartua& Hayes, 2021)was used to analyze the moderating effect of personality traits on religious tolerance among university teachers.

Table 01

Frequency Distribution on the Basis of Demographics

Title	Description	Frequency	Percentage
Gender	Female	165	49.7
	Male	167	50.3

Ageof	25-35 Y	182	54.8
	36-45Y	128	38.6
Respondents	46-55Y	22	6.6
	>55	25	7.00
Designation	Lecturer	227	68.4
	Assistant Professor	105	31.6
Profession	Bachelor	81	24.4
	Master	155	46.7
Qualification	M. Phil	86	25.9
	PhD	10	3.0
Area of Posting	Rural	146	44.0
	Urban	186	56.0
Divisions	Lahore	18	5.4
	Multan	81	24.4
	Gujrat	33	9.9
	Sargodha	18	5.4
	DG Khan	111	33.4
	Bahawalpur	26	7.8
	Faisalabad	23	6.9
	Gujranwala	10	3.0
	Sahiwal	12	3.6
Experience	1-5 Y	188	56.6
	6-10 Y	120	36.1
	11-15 Y	20	6.0
	>15 Y	4	1.2
		332	100

Table 2

Correlation coefficients of variables

Scale	IH	RO	PT

IH	----		
RO	.710**	----	
PT	.544**	.590**	----

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

Note. IH= Intellectual Humility, RO= Religious Tolerance, PT= Personality Traits

The table 02 showed that intellectual humility has significant positive correlation with religious tolerance among university teachers ($r = .710$, $p= .01$). Moreover, personality traits are positively correlated with religious tolerance ($r = .590$, $p= .01$) and intellectual humility among university teachers ($r = .544$, $p= .01$).

Table 3

Regression Analysis Summary for Intellectual Humility and Religious Tolerance
Religious Tolerance

	β	SE	B	*F*	*P*
IH	.710	4.42	.789	309.53	.000

P<0.05

Table 3 showed that intellectual humility has a positive significant effect on religious tolerance among university teachers. Simple linear regression explained significant amount of variance in

the religious tolerance, $F(2,330) = 309.53$, $p=0.000<0.001$, R square=.542, R square adjusted=0.539. The regression coefficient (B=0.99, 95% Cl [0.86, 1.11]) indicated that significant increase in religious tolerance among university teachers due to increase in intellectual humility.

Table 4

The Moderating Effect of Personality traits on Religious Tolerance

Interaction Variables		Beta (β)	SE	Sig (p)	t-value	*LL UL*
IH *PT → RO		.97	.06	.000	15.97	.85 1.09

The Process-Macro Model(Igartua& Hayes, 2021)was used to determine moderating effect of personality traits between intellectual humility and religious tolerance in a bootstrapping sample of 332 persons. The table 04 showed the moderating effect of personality traits on religious tolerance, which has a positive and bolstered effect on religious tolerance among university teachers ($β$ = .97, SE= .06, p=.000, t= 15.97).

Discussion

Religious tolerance among university teachers is crucial for fostering an inclusive and intellectually vibrant academic environment. The study analyzed the effect of intellectual humility on religious tolerance among university teachers. Moreover, the study was aimed at determining the moderating effect of personality traits between intellectual humility and religious tolerance among university teachers. The study found that intellectual humility has a

positive significant relationship with religious tolerance among university teachers. Furthermore, the findings illuminated the fact that religious tolerance enhanced by enhancing the level of intellectual humility among university teachers. The findings were found congruent with previous studies as intellectual humility has greater impact on religious tolerance (Von Tongeren et al., 2016).Greater religious tolerance achieved byhigh level of intellectual humility on exposing to religious diversity (Hook et al., 2015, 2016).Intellectual humility reinforced positively religious tolerance as well as proved to be a precious predictor of promoting religious tolerance (Zhang et al., 2018). Intellectual Humility (IH) was linked to religious tolerance, religious exploration, and reduced fundamentalism in various studies (Hodge et al., 2019, 2020; Jankowski et al., 2019).Individuals with elevated levels of intellectual humility tend to demonstrate greater acceptance of divergent political and religious perspectives (Bowes et al., 2020).

The study also analyzed the moderating effect of personality traits between intellectual humility and religious tolerance. The results depicted that personality traits has moderating effect on religious tolerance and boosted the effect of intellectual humility on religious tolerance. The findings were supported by the previous researchers. Fostering intellectual humility and cognitive flexibility promotes tolerant behavior within religious communities (Lubis&Sianipar, 2021). A study found positive significant effect between intellectual humility, religious orientationand multicultural personality toward religious tolerance (Al Fariz&Saloom, 2021).Intellectual humility correlates moderately with the open nature of openness and exaggeration in the cognitive capabilities (Krumrei, 2015). Personality traits and religiosity are interlinked in significant ways (Gebauer et al., 2014), as a society becomes more religious,

individuals with high levels of Conscientiousness and Agreeableness tend to exhibit an increase in their religiosity. Mindfullnes and intellectual perspectives are associated with religiosity and personality traits (Ghorbani et al., 2013).Multicultural personality fosters tolerance, flexibility and particularly open-mindedness (Korol, 2017).

Limitations and Future Directions

The study's participants were limited to university teachers, potentially creating a sampling bias. The future studies can be conducted on students or other professionals outside the academic setting.The cross-sectional nature of the study restricts the ability to establish causal relationships. Longitudinal research designs could offer a more in-depth understanding of the dynamic interactions among intellectual humility, personality traits, and religious tolerance over time.While the study touched upon certain personality traits, a more extensive exploration of various traits and their nuanced impact on the association between intellectual humility and religious tolerance could yield richer results. Future research should incorporate a more diverse and culturally sensitive approach, considering the impact of cultural factors on the interplay between intellectual humility, personality traits, and religious tolerance.

Practical Implications of the Study

The study's outcomes carried practical implications for educational institutions aiming to cultivate environments that foster religious tolerance. By emphasizing the development of intellectual humility and incorporating an understanding of diverse personality traits, educators and administrators can work towards creating a more tolerant and inclusive academic atmosphere.

Conclusion

In conclusion, the present study delved into the critical relationship between intellectual humility and religious tolerance among university teachers, with a specific focus on the moderating influence of personality traits. The analysis revealed a positive linear relationship between intellectual humility and religious tolerance, affirming the notion that a high level of intellectual humility corresponds to greater acceptance and tolerance of diverse religious perspectives. Furthermore, the study analyzed the moderating effect of personality traits on the relationship between intellectual humility and religious tolerance. The results underscored the significance of personality traits in influencing and amplifying the impact of intellectual humility on religious tolerance.

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