

Investigation Relationship between Personality Characteristics and Job Satisfaction

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Abstract:

One of the most important factors in improving students' academic is motivation and job satisfaction of teachers. The purpose of this study is to investigate the relationship between personality traits and job satisfaction. In this study, five feature of personality (neuroticism, extroversion, compliance, compatibility, conscientiousness) with dimensions of job satisfaction in a sample of male and female teachers in elementary school, junior high school, high school were investigated. Research method was descriptive and qualitative and population included all of teachers in 3 school years in Kouhdasht. Stratified random sampling was to select 150. Measures were NEO personality test and Job satisfaction test. The findings showed that conscientiousness, extroversion and acceptance had significant relationship with job satisfaction. And neuroticism and openness variables had a significant relationship with job satisfaction. Regression analysis showed that the variables in the equation corresponding to 12.5% of the variance of the dependent variable explained. The study concluded that the variables extroversion,

conscientiousness accepted and had a significant relationship with job satisfaction.

Key words: job satisfaction, personality, extroversion, acceptance

Introduction

Human resource management is the management of the most complex and most difficult part of the task managers in recruiting the right people is of particular importance. In fact, the success of any organization depends on its efficient use of manpower and requires the exercise of the profession who has special talents and abilities. The selection of individuals for different jobs, the general principle is that the characteristics of the candidate's job duties. In order to successfully perform duties of necessary skills, talents, mood and physical characteristics to be considered and job candidate possesses the qualities and talents are. (Hejazi and Iravani, 2002). Some scholars argue that job satisfaction is strongly associated with psychological factors, in other words, this group of job satisfaction in the first place from the psychological point of view and personal justify products they sell. Job satisfaction, positive sense of the job is the result of factors such as working conditions, organization of work, relationships and the work environment is influenced by cultural factors. Therefore, it can be concluded that the psychological sense of job satisfaction is influenced by social factors (Razavieh et al., 2010). Many experts believe that traits such as intelligence or education of the public in all occupations to help professional success, the result is often same factors apply to selection of people in different occupations without regard to their physical characteristics and personality. Sometimes have been observed, despite the fact that the proportion of professional expertise and means of education or the work they are wrong, but the product does is not satisfactory.

One reason could be the lack of attention to the role of psychological factors in human subjects. The human factor can feel his passion for the job and to work in the summary (Hejazi et al., 2002). The job satisfaction in organizations and agencies such as the issues that most managers and employers around the world for that matter. Obviously, the job satisfaction of employees is effective and practical to shows work effectively in their current jobs, the efficiency, effectiveness and preparation for job promotion. Since the first and most important part of organization, human beings with their different personalities, motivations, abilities, desires, beliefs and thoughts that actually constitute an important component of the human personality, expectations of people to each other and in addition to the organization determines (Dastorani et al., 2012).

One reason, according to job satisfaction is job dissatisfaction is likely to cause problems for them. This not only contributes to the breakdown of education system but negative impact on student learning and ultimately irreversible losses inflicted on the quality of education, because a major role in the learning process and the quality of teacher education. The character development is affecting job satisfaction of employees. Character, from different perspectives checked and scientists have defined the basis of the theory, but the most complete character Allport's definition stated: Dynamic organizational character of mental and physical systems that are within the individual and the individual characteristics, behavior and thought he assigns) (Nazarpour Samsami, 2006).

Many studies on the influence of personality type and job satisfaction have been conducted. Among these researches study by using Bern Reuters about teachers and administrative of educated female in Tehran city in which personality of staff and business relationship with personality aspects are examined. The results show that significant differences among graduate employees and teachers, there is no aspect of personality. The findings also showed that degree of willingness

to six personality factors can help us to develop a career and job success (Hejazi et al., 2002). A review and comparison of job satisfaction in teaching and non-teaching staff in Yasuj did to achieve these results: 1. Teaching and non-teaching staff with qualifications of job satisfaction are equal. 2. Job satisfaction among male and female teaching and non-teaching staff is significant, greater job satisfaction among women compared with men (Demato, 2002).

In research, Evi and colleagues showed that optimism is a positive and significant correlation with job satisfaction. These people belong more to your job and do person's job better (Bahadori Khosroshahi et al., 2012). The results of another study on factors affecting job satisfaction officers found that job satisfaction increases with increasing mental health and in the context of the anxiety and personality traits, leadership, and power adjustment is higher than those with higher job satisfaction and social function, controlling instincts and age have a greater share in predicting job satisfaction officers (Rasooli, 2013).

The results of a survey that was conducted on Yazd city health center staff, it was found that with increasing or decreasing public health impact of personality characteristics, job satisfaction also increases or decreases. (Bakhsheyesh, 2013). Analysis method of dealing with problems, problem solving and decision-making power in relation to the degree of doctor of education, personality traits, and time turned out to be studied that there is no connection between the power to decide the level of education, while the decision extroverted personality and the time spent in direct proportion to decisions of the photo (Hejazi et al., 2002). Select manpower in the education sector is not exempt from this belief. Therefore, sufficient knowledge of aspects of the personality of employees (teachers) does not exist. In order to meet the objective selection and career guidance in the education sector, determining characteristics for obtaining teaching, study on the essential

character. Job satisfaction and employee performance is one of factors that treatment is effective. In organizational behavior studies have proven that job satisfaction factors such as absence, resignation, dismissal and physical and mental illnesses staff has a negative relationship (Nazarpour Samsami,2006).

Study the relationship between personality traits and job satisfaction measures the amount of interest which helps teachers to assess their job based on personality traits and also to help education staff to be aware of the job satisfaction of their employees and the strengths and weaknesses of programs that are run for their employees, their predictions.

Based on the above, the aim of the present study was to investigate relationship between personality traits and job satisfaction of teachers in the school year at Kouhdasht.

Method

The research method is descriptive.

Statistical Population

All of the teachers at Kouhdasht in school year.

Method of statistical and sampling

Cluster sampling of the schools in Kouhdasht ,(3) clusters were randomly assigned and (12) schools were chosen and questionnaires were distributed among the sample. Accordingly, in this study the statistical sample (150) of the teachers working in schools Kouhdasht two questionnaires were distributed among them.

Instruments

Job Satisfaction Questionnaire: It's one of the most common and most accurate tools for measuring job satisfaction. This

Instruments lists the five different aspects of job satisfaction evaluation criteria for each aspect there are some one's feelings about the character of the measure. The questionnaire was translated into Persian by Shekrshekan aspects of the job, supervisor or manager, colleagues, promotion of the rights and benefits of the measure. . Studies on the reliability coefficient (0.92 to 0.89) and the subtests between (0.59 to 0.92) report on Iran's. Validity of this tool is satisfactory. (Ghare Baghi, 2003) in a study on the overall reliability coefficient Tractor factory workers (0.94) and subtests between (0.84 to 0.95) (Badri Gargari et al., 2012)

NEO questionnaire: This questionnaire is a personality test that is based on factor analyzing which has 60 items to assess five main characters.

In this short form each factor is measured by 12 questions. The top five characters include neurosis, extraversion, flexibility, agreeableness, responsibility and conscientiousness (Enferadi, 2011). This scale has been run on normal group consisted of 80 subjects were randomly assigned in 2013 in Mashhad and Tehran. And Cranach's alpha was calculated at $p = 0.05$ was significant and reliability of Mental Health questionnaire %0.81.

In this case, it is expected that all questions be answered. The questionnaires are reviewed by the experimenter, if there is the question of questions unanswered, which encourages veterans to complete the examination. In cases where veterans cannot decide what to give an answer to a specific question, or a question for the experienced meaning is not clear, it can be used in those cases. If you see an answer more than 41 questions without answers, It is not the correct answer, and if less than 41 questions, the answer is an answer to these questions are answered "no comment" to the screw.

Results

Table 1. Correlation coefficients of neuroticism and job satisfaction

Neuroticism	Job		Directly responsible		Colleague		Promotion		Salary		Working conditions		Job satisfaction (total)	
	Sig.	R	Sig.	R	Sig.	R	Sig.	r	Sig.	r	Sig.	r	Sig.	r
	0.003	-	0.05	-	.032	-	0.07	-	.018	-	0.014	-	0.03	-
		0.310		0.412		0.697		0.039		0.829		0.864		0.445

Results Table 1 shows that relationship between neuroticism and job satisfaction in the $p \leq 0.05$ is negative. The table shows there is significant negative relationship the results of all subscales except to promote job satisfaction and neuroticism ($r = 0.039$, $p \leq 0.75$).

Table 2. Correlation coefficients extraversion and job satisfaction

Extraversion	Job		Directly responsible		Colleague		Promotion		Salary		Working conditions		Job satisfaction (total)	
	Sig.	R	Sig.	R	Sig.	R	Sig.	r	Sig.	r	Sig.	r	Sig.	r
	0.009	0.214	0.050	0.160	0.003	0.237	0.07	-	0.020	0.810	0.05	0.046	.020	0.390
								0.156						

Table 2 shows that relationship between extraversion and job satisfaction in is positive ($r = 0.390$). The table shows the results of all subscales of extraversion than to promote job satisfaction and promotion of the rights and benefits are significant and positive relationship.

Table 3. Correlation coefficients openness and job satisfaction

Openness	Job		Directly responsible		Colleague		Promotion		Salary		Working conditions		Job satisfaction (total)	
	Sig.	R	Sig.	R	Sig.	R	Sig.	r	Sig.	r	Sig.	r	Sig.	r
	0.824	-	.286	-	0.216	.102	.228	.099	.043	.166	.175	.146	0.408	0.068
		0.018		0.088										

Results Table 3 shows the correlation between openness and job satisfaction was significant ($r = 0.068$). The table shows the results of any of the subscales of job satisfaction and openness there is no significant relationship.

Table 4. Correlation coefficients acceptance and job satisfaction

Acceptance	Job		Directly responsible		Colleague		Promotion		Salary		Working conditions		Job satisfaction (total)	
	Sig.	R	Sig.	R	Sig.	R	Sig.	r	Sig.	r	Sig.	r	Sig.	r
	.096	.137	.006	.221	.015	.199	.485	.057	.008	.144	.050	.118	.019	.139

Table 4 shows the correlation between acceptance and job satisfaction is significant($r=0.139$). The table shows that there is positive and significant relationship,the results of all subscales of job satisfaction and acceptance subscales except Haas jobs and promote.

Table 5. Correlation coefficients between loyalty and satisfaction

Deontology	Job		Directly responsible		Colleague		Promotion		Salary		Working conditions		Job satisfaction (total)	
	Sig.	R	Sig.	R	Sig.	R	Sig.	r	Sig.	r	Sig.	r	Sig.	r
	.000	.322	.000	.370	.000	.354	.006	.221	.006	.115	.02	.130	.001	.354

Table 5 showed positive correlation between conscientiousness and job satisfaction($r=0.354$). The table shows results there is a significant positive correlation between all subscales of job satisfaction and acceptance

Table 6. Results of regression analysis of personality traits and job satisfaction

stepwise	R	R ²	Adj. R ²	F	Sig.
	0.354	0.125	0.119	21.152	0.000

According to results of multiple regression analysis, the correlation coefficient for variable amount equal to .354 and the coefficient of determination 0.125. Means variables entered into the regression equation could explain 12.5% of the variance of the dependent variable and the adjusted coefficient of determination in the investigation is 0.119.

Table 7. Regression coefficients analysis of personality traits and job satisfaction

	B	Beta	t	Sig.
Fixed amount of Deontology	310.759	-	24.095	0.001
	2.399	0.354	-4.599	0.001

ANOVA results for the independent variables neuroticism, extraversion, openness, acceptance, conscientiousness were entered into the regression equation. The only variable in the equation remains the duty. The beta value is equal to 2.399 amount of change in the dependent variable explained by the variance.

Discussion and Conclusion

There is no employment relationship. In other words, the effect of other factors and thus increase the effect of low neuroticism has no effect on job satisfaction. The study of these features, there is no correlation with job satisfaction. In other words, the effect of other factors and thus increase the effect of low neuroticism has no effect on job satisfaction.

The results showed that there is relationship between extroversion and job satisfaction in other words, by increasing extroversion teachers, job satisfaction increases. Result of this study is consistent with the research of Bakhshipour and colleagues (2012), Amani and colleagues (2012), Bahadori Khosroshahi et al (2012), Badri Gargari et al (2012), it means there was significant relationship between extraversion and job satisfaction.

The research findings can be explained by stating, job satisfaction is more extroverted people, people who extroverted social, decisive action, active, talky and people are talking. These people love the excitement and dynamism and believe that the future success hoped Bashnd.kh extroversion scale represents the interests of development and its work. People

who are extroverted social relationships with colleagues and acquaintances have higher job satisfaction, and this can cause them.

The results showed that there is a relationship between acceptance and job satisfaction. In other words, increase or decrease the acceptance of an increase or decrease in job satisfaction. Amani et al (2012), Gargari Badri et al (2012), the results are consistent with the results of the present study is the acceptance and job satisfaction are significant.

The findings can be explained by stating that job satisfaction is more accepting of people with acceptance trait.

These people have enjoyment of experience, flexibility, variety seeking, feeling pretty friendly, intellectual curiosity and independence of judgment of people and basically kind of love, compassion and desire to help others.

The findings can be explained by stating that there is no relationship between job satisfactions in a consistent trait. Altruistic individuals basically consistent with others and are eager to help them, and they believe that others have the same relationship with him. Compared with the self-incompatible, intentions of others and more people suspected competition to cooperation.

In explaining the findings can be expressed, job satisfaction is more dutiful subjects. In other words we can say that people who are more likely to self-consciousness are more interested and have likely high job satisfaction. Due to characteristics such as feelings of competence, a sense of duty, the need to develop and organize regular, it is natural to have a decent job satisfaction in the workplace.

Another limitation of the study was interesting for researchers; staff fears the spread of information was the answer. Although it was explained to them that are available to answer is impossible and to answer any of the names and details is not necessary and just to be clear that the property in question was for an individual. Yet some people refused to

answer the questionnaire. This was particularly the case among women more visible.

Organizations and government take note for agencies to hire diverse professional.

Volunteers can choose according to their personality and professional individuals with desired consistency and so have better performance in their jobs.

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