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The Effect of the Type of Personality Managers on Job Performance (Case Study: Iranian Hekmat Banks)

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ABSTRACT: Every manager must be able, through people to achieve organizational goals. For years, the executives are learning that their ability to achieve goals directly related to their ability to inspire those around her. This is even more important today, because human affairs, communications and relationships between managers and employees has risen. Character variable is undeniable that, effective leadership is effective. The equations of organizational behavior, the psychological variables, the character of the individual. Given the importance of personality in the organization, it seems natural to choose the right person to take the position should also be based on networks and special Choices. Accordingly, the aim of this study was to analyze the influence of the type of personality directors, employees' job performance wise Iranian banks, in the province of Kermanshah. The population of this study consisted of 100 employees of the Bank, which, among them, 86 people randomly, using Cochran formula, for example, for the first half of 2014 were selected. Therefore, the research method is descriptive- survey, the type of correlation. For data collection, the 5 Factor Personality Inventory Types Costa and Mack Gray (1992), and job performance questionnaires Paterson (1992), was used. Validity of the questionnaire was confirmed by a number of university professors. The reliability was obtained with Cronbach's alpha coefficient for the first questionnaire, 0.71 and for the second questionnaire, 0.76. By using linear regression and stepwise by SPSS software the data were analyzed. Results in a significant level of 0.95 showed that that the character of managers had a significant effect on job performance.

Keywords: Manager Personality, Staff Job performance, Iranian Hekmat banks.

INTRODUCTION

Job performance is affected by several factors. One of the factors associated with high levels of motivation, or in other words "work incentives" is. On the other hand, the performance implications are many, one of the consequences, is job satisfaction, job satisfaction and in turn enhance job performance, is. Therefore, efficient performance is a function of the interaction of role clarity, competence, work, work values, desires and preferences of the individual, and reward and most importantly healthy interaction with the management of the organization. Improve performance, and increase productivity, in order to achieve the maximum efficiency of human and material resources, handled, such as axioms and important tasks administrators. Perform administrative duties, in accordance with the standards and criteria are defined, so as to achieve the desired goals, as best as possible, depends on several factors. Purposes of clarity and understanding, the facilities and equipment required to provide favorable conditions and organizational climate, leadership, competent and accepted by the employees, as some of the components necessary to achieve the desired performance are considered (Alavi, 1998). The importance of character, and its impact on organizational effectiveness and optimal performance, and improve the performance of its employees for the character, which is perhaps the most fundamental issue of Psychological Science, the management has been addressed. Without accurate information, rather than individuals, organizations, and particularly administrators will not be harmony between personality and job creation, and the problem is that many organizations are grappling with it (Moshbeki, 2001). Character of the reason, it is important for management, most managers think a major role in how we perceive, assess, and react to the

environment, many management experts as "Katz and Kahn" believe, for the effective organization director of the organization must be able to psychological aspects of personality, motivation and participation in the work, the priorities of their work place. Thus it is seen that, in organizational effectiveness, managers of great importance is the type of character. So much so that today demands that psychologists, personality tests in hiring practices, or accept their directors and employees (Parvin, 2002). What is important is that we are social organizations, industrial, administrative, military, and educational institutions often need to assess personality, and especially our managers and manager's personality, behavior and attitudes of his known to others, and also an area that is unknown to others, including (Moghimi, 2001). Current research also relied on the evidence, to examine the influence of managers on job performance wise Iranian bank, is the province of Kermanshah. Considering the above, researchers are looking for answers to these questions, the type of personality managers on job performance has a significant impact? Or not. Literature can be said about the countless research on the variables that have been investigated, some of the studies cited in the following result: Ghaffari (2012), to investigate Isfahan University employee relationship between personality and job performance are discussed. The results showed that, the character of university employees, and job performance relationship significant there. Hashimi and Shabani (2011), the role of personality traits in predicting job performance of police officers. Results showed that personality traits can predict job performance. Aghayoosefi and Saleh Mir Hasani (2011), Relationship bit of personality and job performance managers, insurance companies paid. The results showed that, between personality and job performance relationship significant there. Hejazi and Irvani (2011), to investigate the relationship between personality characteristics, job performance agriculture began. The results showed that, among personality traits, job performance relationship significant there. Karimi (2009), the relationship between personality characteristics and job performance of police. The results showed that personality traits and job performance has a significant relationship with each other. Khakpoor and colleagues (2008) examined the relationship between the characteristics of the five factor model of personality, with two pitches later job performance, and task managers, schools, began. The results showed that, among the five factor model of personality traits, with two pitches later job performance and multitasking, significant relationship there. Kark (2003), the relation between the type of personality and job performance began, the results showed that the type of personality and job performance has a significant relationship with each other. According to the literature, as well as the proposed conceptual model, hypotheses are as follows:

the hypothesis of the study

A) original hypothesis

Type of Personality Managers has a significant effect on employees' job performance.

B) sub-hypotheses

1. The character style "neurosis" managers has a significant effect on job performance.
2. The character style "extroversion" managers has a significant effect on job performance.
3. A character style "empiricism" managers has a significant effect on job performance.
4. The character style "Agreeableness" managers has a significant effect on job performance.
5. The character style "conscientiousness" managers has a significant effect on job performance.

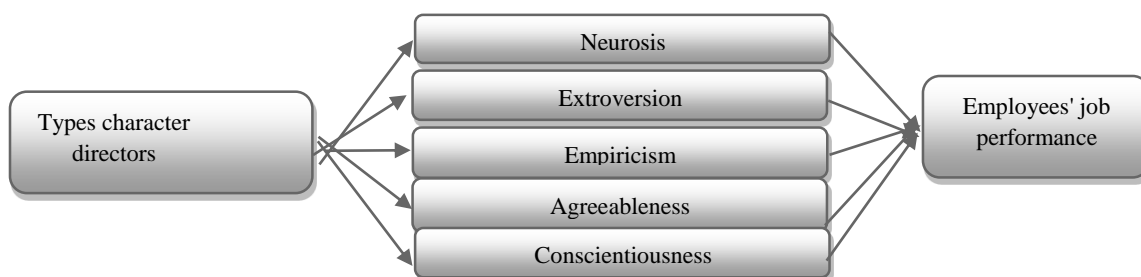


Figure 1. The conceptual model

MATERIALS AND METHODS

The research for the purpose of application of the method of data collection, survey descriptive, correlational. The statistical population includes 100 people who worked for staff of Hekmat bank of Kermanshah province. Statistical population sample size yielded 86 using the Cochran formula for a period of 6 months of first half of 2014. In order to assess the type of personality, managers, and employees' job performance, respectively, of the 5 Factor Personality Inventory Types Costa and Mack Gray (1992), and job performance questionnaire Paterson (1992) is used. Measure questionnaires, five-option Likert scale, how the

questions are scored, the score from 1 to 5 score was calculated. To confirm the validity and reliability, gauges, respectively, for the three professors, and Cronbach's alpha (0.71 and 0.76) is used. To analyze the data, to the relationship between the sub-hypotheses, linear regression, and to test the hypothesis, the regression step, the least squares method, at 95%, the coefficient of determination (R^2), adjusted coefficient of determination (\bar{R}^2) and size were used, if it is $P\text{-value} < 0.05$ confirmed the hypothesis (H1) and otherwise (H1) is rejected.

Table 1. Descriptive statistics of the study

Group (percent)				Property
women (0.15)	men (0.85)			Gender
Over 50 years (0.15)	50-40 years (0.35)	40-30 years (0.40)	20-30 years (0.10)	Age
Ma and higher(0.20)	Expert (0.80)			Education
Over 25 years (0.5)	15-25 years (0.10)	10-15 years (0.15)	10.1 years (0.70)	Experience

RESULTS AND DISCUSSION

Table 2. Sub hypotheses

Hypothesis	Hypothes1	Hypothes2	Hypothes3	Hypothes4	Hypothes5
The assumptions	Regression	Regression	Regression	Regression	Regression
Regression of	Linear	Linear	Linear	Linear	Linear
Std. Error	0.05	0.05	0.05	0.05	0.05
N	86	86	86	86	86
R	0.280	0.248	0.223	0.246	0.283
R ²	0.078	0.058	0.049	0.060	0.080
P-value	0.000	0.000	0.000	0.000	0.000
Confidence Interval	0.95	0.95	0.95	0.95	0.95
Hypothesis Verification	H ₁	H ₁	H ₁	H ₁	H ₁

Table 3. The main hypothesis

The assumptions	The main hypothesis	
	Step Wise	Step Wise
Regression of	Step	Step
Std. Error	1	2
N	0.05	0.05
R	86	86
R ²	0.283	0.398
\bar{R}^2	0.080	0.158
F	0.068	0.137
Sig.	6.791	7.245
Confidence Interval	0.011	0.001
Hypothesis Verification	0.95	0.95
	H ₁	H ₁

The result of hypothesis no 1 indicates that, The character style "neurosis" managers, has a significant effect on job performance, according to the level of significance (0.000), and an acceptable level of error (0.05), and a 0.95 impact. The hypothesis H1, indicating the impact, is approved.

The result of hypothesis no 2 indicates that, The character style "extroversion" managers has a significant effect on job performance, according to the level of significance (0.000), and an acceptable level of error (0.05), and a 0.95 impact. The hypothesis H1, indicating the impact, is approved.

The result of hypothesis no 3 indicates that, A character style "empiricism" managers has a significant effect on job performance, according to the level of significance (0.000), and an acceptable level of error (0.05), and a 0.95 impact. The hypothesis H1, indicating the impact, is approved.

The result of hypothesis no 4 indicates that, The character style "Agreeableness" managers has a significant effect on job performance, according to the level of significance (0.000), and an acceptable level of error (0.05), and a 0.95 impact. The hypothesis H1, indicating the impact, is approved.

The result of hypothesis no 5 indicates that, The character style "conscientiousness" managers has a significant effect on job performance, according to the level of significance (0.000), and an acceptable level of error (0.05), and a 0.95 impact. The hypothesis H1, indicating the impact, is approved.

The findings of the study hypothesis, as follows. This assumption, made in three stages, the first variable in the equation is a neurosis, because it is the most affected, followed by the variable in the equation is conscientiousness. Other variables, such as not effect, been removed from the equation. The multiple R value for OCD is equal to 0.283, indicating that this variable alone

can change 0.283 employee's job performance, predict. If you use variable conscientiousness, to be added to the predictive value of 0.398 will be reached. Finally, at 0.95, and according to the level of significance (0.000), personality Types managers on job performance, impact. The hypothesis H1, indicating the impact, is approved.

CONCLUSION

In organizational effectiveness, managers personality type, is of great importance. What is important is that we are social organizations, industrial, administrative, military, and educational institutions often need to assess personality, and especially our leaders. Manager's personality, his behavior and attitudes, which are known to others, and also an area that is unknown to the other place. On the other hand, the effectiveness of the organization, it is important that managers should consider it. But what is certain, this is the kind of character to the effectiveness of managers in the organization is very important, because one of the directors, the personal authority. The same thing, is known as the art of management. A manager must have good personality, and mental health to have the job, which is why a number of other people for guidance, and the goal of transparency. This allows the authority of the director, is proposed as a model employee, and ordered him to be easily accepted by subordinates. Accordingly, addressing the personality traits of managers, the current management, is inevitable. In other words, every manager must be able to reach organizational goals through people. For years, the executives are learning that their ability to achieve goals directly related to their ability to inspire those around her. This is even more important today, because human affairs, communications and relationships between managers and employees has increased. In particular, it is a decline, and the importance of team work and a rise. It is important that the new management approach, its significance becomes more apparent every day. among the members of the organization. Conflict as inevitable and integral part of organizational life, often considered the organizational characteristics, arise. But one of the factors influencing the conflict, there are personality differences between people in the organization and its management. In terms of talents, interests and abilities, and other characteristics, different. Obviously, individual differences, makes a lot of difference between human behavior and the origin of these differences, the human personality, because research suggests that there may be many organizational problems, personality factors associated with, and this means that these traits predispose individuals to perform various actions, the situation is different. Accordingly, the current study relied on the fact that "the principal characters' personality and work of the director as the key to success, and improve the performance of an organization, to avoid inevitable conflicts organizations, the account comes along is. The present study was an attempt to assess the impact of the type of personality directors, employees' job performance in the Iranian Hekmat banks, in the province of Kermanshah. The results of the study show that the hypotheses, personal managers have significant impact on the performance of the job. The results of this study, researchers at the Research Ghaffari (2012); Aghayoosofi and Saleh Mir Hasani (2011); Hashimi and Shabani, (2011). Hejazi and Irvani (2011), Karimi (2009) Khakpoor and colleagues (2008), Kark (2003) is.

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