

Explain the Relationship between Personality and Organizational Commitment in the Office Staff of the National Logistics Company South Oil

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Abstract

This article aims to explain the relationship between personality type and organizational commitment in the Office staff of the National Oil Company supplies the south. This study is the research methodology and decision-oriented applied research (the objective) and survey (in terms of data collection). The Statistical population included the Office staff of National South Oil Company supplies that their number is 472 and with random sampling method using a sample of 147 of them as the sample was selected. The results show that among all the component elements of character and commitment, there is a significant relation and this relationship is negative correlation between neuroticism component and the rest are positive. The intensity of this relationship is the association between the components of emotional commitment and loyalty is highest.

Keywords: Personality; Commitment; National company; South oil

Introduction

Today, most managers agree that human resources are the most important capital [1]. Having committed employees aware of and loyal is the most important organization's success factor. The priority of every company needs to attract and keep qualified staff is committed and the failure to achieve this means a loss of efficiency, lack of growth and the loss of business. Success in the competitive world belongs to the companies that are committed and loyal employees knowing self-greatest asset [2]. The concept of commitment is at the psychological literature has been widely discussed. Organizational commitment is willing to continue working with an organization [3]. Organizational commitment has three dimensions, namely: a) Identify accepted goals and values of the organization: b) Efforts; strong desire for a big effort in order to achieve organizational goals c) Loyalty: an affinity and interest as part of the organization [4]. Organizational commitment to the same extent that the implications, both individual and organizational cause. Therefore, researchers and managers in order to promote this important variable and influenced by a variety of methods to test and explore a variety of factors to the success of the organization and consequently the development of society. Based on this thinking, the researcher in this study deals with one of the individual variables as the type of personality. In the 21st century, one of the most crucial issues in the study of organizational behavior influences the diversity of the workforce, such as personality, organizational performance [5]. Personality characteristics and processes that combine a set of relatively stable behavior in response to people, objects and ideas established in the environment [6]. Character has five dimensions that are extraversion, neuroticism or relationship between the diversity of the workforce, such as personality and in private businesses studied enough and documentary-making, especially in developed countries, but it is in the public sector, especially in developing countries, are is not considered appropriate [5]. Organizations tend to have a workforce with high commitment; the results suggest that organizational commitment to important outcomes such as reduced employee turnover, higher motivation and organizational citizenship behavior leads. A number of studies have shown that people with five characteristics compared to those higher goals set for themselves and to achieve their goals are more committed. Rasouli and eslami in their study entitled "The Relationship between personality traits and mental health staff job satisfaction

and Army" with cross-sectional study was conducted among all commandos hillock, to the conclusion that the correlation between personality types and mental health as well as between job satisfaction and mental health existed. Personality type (B) and job satisfaction had a greater share in predicting mental health. Gerami and colleagues in a research study entitled "Comparison of personality characteristics of speed and overtaking unauthorized drivers with non-offending drivers in Tabriz," a descriptive science comparative method, concluded that between personality type drivers offending and non-offending there is a significant difference. The results achieved show that between sensation seeking, seeking experience, diversity, adventure, boredom and lack of inhibition, there is a significant relationship between drivers and non-offending. Sadat Kazemi et al. in their study entitled "The relationship between value and personality of talent management, citizen engagement and organizational alienation of traditional bureaucratic organizations" in the 2970 survey by the research director of the traditional industries, concluded that bureaucratic organizations more humanistic nature. Moghimi and colleagues in their study entitled "The relationship between personality type A & B-style management" of managers-of Education and Agriculture Organization of Qom, concluded between certain types of styles and character there is significant relationship management effectiveness. Vndchgyyny and Amin Roodposhti in a research study entitled "The relationship between gender and organizational commitment with respect to age," the executive Gilan with analytical and descriptive methods were found between gender and commitment organizational commitment and normative commitment, there is no significant

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Received January 05, 2015; Accepted January 13, 2016; Published January 23, 2016

Citation: Naimi EA, Ghafeli A (2016) Explain the Relationship between Personality and Organizational Commitment in the Office Staff of the National Logistics Company South Oil. J Bus Fin Aff 5: 166. doi:10.4172/2167-0234.1000166

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relationship, but there relationship between gender and emotional commitment. Khanifar et al. in a research study entitled "The Role of communication, effective listening and commitment" in Social Security and Agriculture Organization of Qom to the conclusion that among the components of effective listening and organizational commitment, positive relationship and there is significant [7]. Similarly, effective listening and affective commitment, continuous norm and there is a positive significant relationship. -Test performed on the data, the relationship between effective listening and commitment components of commitment and emotional commitment in the first place and second place was normative.

Research Methodology

This study examines the relationship between personality types and explain the research that organizational commitment, today. Overall, this research method can be according to two criteria for the purpose of research and data collections are divided. Segmentation based on objective, this research can be applied to both. Also because the aim of finding an answer to the problem and as a result can immediately be used in decision-making, it can be used as a research-oriented decision. This means that the aim of the researchers find answers to a problem that the result can be immediately used in decision-making. In terms of data collection, for the purpose of describing the phenomenon studied and to better understand the terms and conditions and helping in the decision-making process except research and data collection; the required data with two objectives (formulating hypotheses, and testing hypotheses) and to certain methods (library and field) will be collected. In the first phase of collecting information in order to formulate hypotheses of library methods and the means of receipt, in the second round of questionnaires to collect information (questionnaire, organizational commitment and character) is used. The population of this research unit National Oil Company supplies the south and the unit of analysis is the individual. To describe the variables of descriptive statistics such as frequency, percentage, mean, median, drawing diagrams, and etc., will be used. Also to ensure the internal consistency of Cronbach's alpha coefficient of the questionnaire and to ensure the normal distribution Kolmogorov-Smirnov test data and to assess the correlation between variables according to the normality or non-normality of the distribution of the Pearson correlation test or Spearman will become.

Demographic variables

Table 1 reviews the distribution of personality factors, organizational

Gender of workers		
Percent	Number	
61.2	90	Male
38.8	57	Female
100.0	147	Total
Levels of education		
8.8	13	Diploma
32.0	47	AS
26.5	39	BA
21.8	32	Master
10.9	16	Dr
100.0	147	Total
Marriage		
38.1	56	Single
61.9	91	Married
100.0	147	Total

Table 1: Characterized by cognitive variables.

Significant level	Kolmogorov-Smirnov	Variables
0.09	1.29	Openness to experience
0.17	1.30	Loyalty
0.09	1.25	Extroversion
0.17	1.39	Compatibility
0.10	1.22	OCD
0.09	1.19	Affective commitment
0.16	1.34	Commitment
0.10	1.22	Normative
0.18	1.36	Organizational commitment

Table 2: Kolmogorov-Smirnov normality review for variables.

Maximum	Minimum	Standard deviation	The average	Personality factors
4.67	2.67	0.42	3.23	Openness to experience
5.00	2.00	0.59	3.63	Deontology
4.67	2.33	0.50	3.46	Extroversion
5.00	3.00	0.45	3.85	Compatibility
4.17	1.73	0.44	2.71	Neuroticism

Table 3: Mean and standard deviation of personality.

Maximum	Minimum	Standard deviation	The average	Variables
4.43	2.86	0.36	3.49	Affective commitment
4.60	3.00	0.35	3.82	Continuous commitment
4.80	3.00	0.37	4.03	Normative commitment
4.61	3.09	0.26	3.78	Organizational commitment

Table 4: The mean and standard deviation organizational commitment and its components.

commitment and its components to investigate the distribution of personal and Organizational commitment factors and components of the Kolmogorov-Smirnov was used. Results were shown in Table 2.

If Kolmogorov-Smirnov test results of above tables show the results showed that personality factors and organizational commitment and its components normally have been distributed. ($p < 0.05$ significant level of personality factors and organizational commitment and its components more than 05/0 respectively). So to describe the variables of mean and standard deviation and to respond to hypotheses used parametric tests.

Describes the personality factors: If results of table and the graph above shows, the average personality factors from 2.71 to 3.85, respectively (2.71 to 3.85 for neuroticism and agreeableness). That since questions of character, on 5-item Likert scale "strongly disagree = 1 to very agree = 5", respectively (Table 3). In fact, the number 3 will be above the middle of the spectrum. Neuroticism was lower than the middle, but was higher than the average of the rest of staff of mediocrity. Describes the organizational commitment and its components (Table 4).

The main hypothesis of this study: The main hypothesis: the

personality traits of staff and their organizational commitment in the logistics unit of the National South Oil Company have an effect. The null hypothesis: the personality traits of staff and their organizational commitment in the logistics unit of the National South Oil Company have an effect. To answer this hypothesis, because the variables are small and there was no violation of the normality of the data, the multiple regression analysis was used. Solidarity linear combination of personality characteristics and organizational commitment in the staff was 0.587. In fact, the effect of personality characteristics and organizational commitment among employees is 34.5 of that; this is a significant correlation (Table 5).

Total squares regression analysis of variance shown in Table 6.

Because the sum of squares in the regression analysis $001/0 P < 948/3 = (141, 5) F$, so relation personality traits and organizational commitment of staff is significant (significance level of less than 05/0 respectively). Table 7 illustrates the regression analysis.

Secondary research hypotheses: Pearson correlation results show that:

a) Organizational commitment extroversion with the staff was positive and statistically significant relationship. $P < 0.05$, $r = 0.319$ level was less significant for the ratio of 0.05. The null hypothesis is rejected and the hypothesis is confirmed. I.e., between extroversion and Organizational commitment employees per unit of National South Oil Company supplies a significant relationship.

b) The relationship between extroversion and emotional commitment with the staff was positive and statistically significant relationship ($P < 0.05$, $r = 0.184$) level was less significant for this ratio of 0.05. The null hypothesis is rejected and the hypothesis is confirmed. I.e. between extroversion and emotional commitment of employees per unit of National South Oil Company supplies a significant relationship.

c) The relationship Continuous commitment to consistency in staff was positive and statistically significant relationship ($P < 0.05$, $r = 0.530$)

Significance level	Correlation Square	Correlation
0.001	0.345	0.587

Table 5: The mean and standard deviation organizational commitment and its components.

Level of significance	Mean square	Degrees of freedom	Total squares	Effects
.001	0.764	5	11.461	Regression
	0.259	141	21.775	Residuals
		99	33.236	Total

Table 6: Analysis of variance sum of squares of regression.

Significance level	t	Beta	Std. Error	B	Variable
.001	11.016		0.154	1.701	Fixed
.001	5.571	0.331	0.026	0.146	Openness to experience
.002	3.156	0.188	0.031	0.097	Deontology
.001	4.462	0.303	0.039	0.175	Extroversion
.001	3.980	0.253	0.038	0.150	Compatibility
.182	-.410	-0.024	0.036	-0.075	Neuroticism

Table 7: Regression analysis for the effects of the personality traits of organizational commitment among employees.

level was less significant for this ratio of 0.05. So assuming 0 refute and hypotheses research confirms, that means the adaptability of employees and continuous commitment of National South Oil Company supplies a significant relationship.

d) The relationship between Normative commitment and consistency in staff was positive and statistically significant relationship ($P < 0.05$, $r = 0.207$) level was less significant for the factor of 0.05. So assuming 0 is rejected and confirmed the hypothesis that means between compatibility and staff per unit of National South Oil Company supplies a significant relationship.

Conclusion

At a confidence level of 99% based on Correlation of test results we can say:

a) The main hypothesis given that, it was claimed, personality traits influence employees' Organizational commitments to them, the results confirm this effect. In other words, the relationship between personality traits and organizational commitment rejected. In similar researches like vatan ara and khaefollahi et al. the relationship between the components of organizational commitment and personality traits confirmed.

b) In hypothesis 1 considering that, it was claimed, the personality trait of extroversion and organizational commitment and its components there are, the results confirm this effect, in other words the relationship between extroversion and organizational commitment and components rejected it. In this same vatan ara and Khaefollahi et al. The relationship between the components of organizational commitment and character features confirmed.

c) In the hypothesis 2 considering that, it was claimed, compatibility between the character traits and organizational commitment and its components there are, the results confirm this effect, in other words the relationship between compliance and commitment and components rejected it. In research same vatan Ara and Khaefollahi et al. The relationship between the components of organizational commitment and character features confirmed.

d) In hypothesis 3 considering that, it was claimed, the personality trait openness to experience and organizational commitment and its components there are, the results confirm this effect, in other words the relationship between openness to experience and commitment enterprise and its components declined. In the researchs same vatan-Ara and Khaefollahi et al. The relationship between the components of organizational commitment and character features confirmed.

According to the organization's documentation and interviews with executives and experts of the company the following suggestions offered:

a) Managers can enhance organizational commitment through extroversion features, to strengthen the relationship between staff and provide conditions for dialogue, joy, boost morale and personnel necessary to provide energy and determination to grow in spite of the isolation conditions seeking personnel away from the workplace.

b) Managers to enhance organizational commitment by strengthening the compatibility can, with training and education, and awareness of the negative consequences of denunciation of cooperation and conflict with their polite behavior, they will be in a direction other than cavil, conflicts with colleagues and behaviors non polite conduct and informing staff about the positive consequences of

usefulness, reliability, cooperation and kindness and help them to learn the behaviors necessary to take action.

c) Managers to enhance organizational commitment, openness to create the conditions through features that boost the IQ of employees, develop new ideas, inventive and varied activities, take the necessary steps to take.

Managers to enhance organizational commitment by strengthening loyalty can to help employees do their job fully, be careful in their work, are reliable, effective things to do, avoid confusion and develop their own work plans.

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