



The Relationship Between Personality Type, Organizational Behavior & Entrepreneurship with Job Performance of Personel

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Abstract: *The aim of the present research was the study of the relationship between personality types, organizational citizenship behavior and job performance entrepreneurship and job performance of municipal employees in Neyshabour city. This study was descriptive. The population of the town of Neyshabour is to include all municipal employees. The sample consisted of 100 municipal employees who were randomly selected for sampling. To collect data of the Myers-Briggs personality types, Padsakfs Organizational citizenship behavior, Robbins entrepreneurship and job performance questionnaire Paterson questionnaire was used. Data using Pearson correlation coefficient and stepwise multiple regression analysis were used. The results showed that the type of extroversion, intuitive, introspective and thoughtful, as well as organizational citizenship behavior and entrepreneurship and job performance. And the results showed that there were relations among the variables citizenship behavior and entrepreneurs are able to predict job performance variable.*

Keywords: *personality types, organizational citizenship, job performance entrepreneurship*

INTRODUCTION

Personality types, organizational citizenship behavior, entrepreneurship, job performance the organizations form nowadays societies. The major part of our lives is spent in organization or in connection with them (Alagheband, 2007). The personality is one of the factors that increase the organizational job performance. The reconciliation and harmony between the type of personality and environment, is lead to professional compatibility and in its turn lead to positive organizational performance. (Anao, 2007) believed that the people tend to a special job based on their personality types and family educations. If this type of character is consistence to person Professional, he will be more successful (Bariri, 2005).

According to Boghrat theories this classification of Galenus is value less in the view of science but this classification faces high acceptance (Karimi, 2010). In a research Showed among the personality traits, the relationship between extraversion, emotional stability, compromise along with ground and task job performance is meaningful. But the relationship between the personality traits conscientiousness and empiricism along with

job performance is not meaningful. In Lio's study, Chang and Joshi (Liao et al., 2008). was found that personality traits, extraversion and agreeableness constantly on people cognition about their work mate and work groups that they are working with them. Mayer says staff's performance is based on two major factor ability and motivation Mayer pattern shows that the performance follows ability and motivation the personality is summarized in a motivation factor (Rezaeian, 2009). Organizational citizenship behavior consists a set of behavior that they are not parts of formal committal and job performance (Organ et al., 1995).

In research by Bryan Duff (Duff, 2009). The results were showed that personality factors influence on the level of the organizational citizenship behavior and organizational manner that it influences on organizational behavior by itself and personality factors and organizational can be as a predictors of organizational manner too. The Researches have proved that organizational citizenship behavior can upgrade organizational management efficiency via group work, cohesion and solidarity in the organization, increasing the stability of organizational performance, increasing organization compliance with environmental changes that it will be lead to increasing the quality of services (Podsakoff et al., 2000).

Saathoff (Saathoff et al., 2009). divides the citizenship behavior's Consequences in three levels: Individual, Group and Organizational Consequence. The organizational citizenship behavior effects on Group-level results too (Shen Yi-Mo et al., 2009). In a research the results showed that organizational support has directly or indirectly significant impact on organizational citizenship behavior and social status impact on organizational citizenship behavior. Entrepreneurship is a process which entrepreneur attempts to create businesses (Zabihi et al., 2010).

According to Antonic, Hisrich (Antonic et al., 2004) the organization Entrepreneurship refers to a process that, but the attitudes and activities of the innovative include some things such as developing new products and services. In a research had been concluded there is a significant relationship, between the variables of organizational citizenship behavior (altruism, social consciousness) was confirmed with organization entrepreneurship except two chivalric and curtesy. Scheepers (Scheepers et al., 2008) in his research got this result that a strategic leader must support organizational entrepreneur in aspects of (innovation- risk- leadership and independence) some rewards will be allocating in order to strengthen organizational entrepreneurship too.

According to the importance of the staff's personality features in their job performance, these two question remain what is the effect of municipality employee's personality type on their job performance? 2. How is the relationship between organizational citizenship behavior and job performance?

Material and methods

This research is a type of descriptive and correlational studies investigate the relationship between personality types, organizational behavior and entrepreneurship and job performance. Statistical society of this research include all the municipality staff in Neyshabour to 2015 the employees are 200 people. Statistical sample and the way of statistics are one hundred employees were selected based on Morgan chart that were selected from two offices municipality randomly.

Myers-Briggs personality Type questionnaire: This questionnaire include four scales. These tools evaluate thinking - emotional, sensory, intuitive scales mental function, extraversion-introversion scales, judgment and perceivable mental attitude. The internal consistency of this scale was 0/83. preferential reliability for extroversion-introversion 0/77, intuition sensory 0/71, thinking and emotional -0/84, and judgment and perception was 0/81 [Abedin and Fatehi, 14].

Organizational citizenship behavior questionnaire: this questionnaire was made by Podsakoff [8] it include 20 questions and it was designed based on Likert and Organ to provide aspects for organizational citizenship behavior that includes altruism Conscientiousness, chivalry, virtue of citizenship, respect and reverence. Cronbach's alpha citizenship behavior was 0/79.

Entrepreneurship Questionnaire: This test was made by Robbins (2000) and it has been designed for evaluating 22 individual characteristics in connection to successful entrepreneurs. The correlation reliability and validity of was between 0.68 and 0.71

Paterson's job performance questionnaire: The questionnaire has 15 questions and it measures staffs performances in job duties and their organizational task. Salehi (Salehi et al., 2003) reported the Cronbach's alpha 78-86.

The method of analyzing data: In this research, the Pearson correlation and multivariate regression were used for analyzing. The analysis was done by SPSS software.

Findings

The first hypothesis indicated that "personality types, organizational citizenship behavior and entrepreneurship are job performance predictors.

Table 1: variables in the regression model

model	Variables	method
1	organizational citizenship behavior	
2	entrepreneurship	Step by step

Table 2: the Summary of analysis results of variance in job performance, according to predicting organizational citizenship behavior

model		Total square	Degrees freedom	squares average	Fishers statistic	Meaningful level
1	Regression	3083/13	1	3083/16	61/33	0/001 ^a
	Remaining	4925/85	98	50/24		
	total	8008/99	99			
2	Regression	3333/44	2	1666/72	34/57	0/001 ^b
	Remaining	4675/54	97	48/20		
	total	8008/99	99			

According to Table 1, it can be deduced that the variables in predicting variables criterion (job performance) are citizenship behavior and entrepreneurship.

The second hypothesis of the study indicated that there is "a relationship between personality types and job performance. "For analyzing the data Pearson correlation coefficient was used.

Table 3: The Summary Pearson correlation coefficient results to determine communication significance of the between personality types and job performance

		Extra Vers ion	Intro version	Sense tive	Obser ving	Thought ful	Sense tive	Persi ved	Judjme nt
job performance	Pearson correlation coefficient	0/335	-0/359	0/123	0/214	0/298	-0/143	0/015	0/044
	Meaningful level	0/001	0/001	0/222	0/033	0/003	0/991	0/882	0/662
	number	100	100	100	100	100	100	100	100

As chart number 2, There is a correlation in staff job performance. the third study shows that there is meaningful connection between organizational citizenship behavior and job performance of the staff for analyzing this data they used Pearson correlation.

Table 4: The summery Pearson correlation coefficient results for determine communicationsignificant between organizational citizenship behavior and staff job performance

Pearson correlation coefficient	Organizational citizenship behavior	
	correlation coefficient	
Job performance	correlation coefficient	0/62
	Significance level	0/001
	number	100

As Table 3 shows, that between organizational citizenship behavior and job performance is a significance relationship.

The fourth hypothesis of the research showed that "there is a relationship between entrepreneurship and job performance.

Table 5: The summarizesof the results Pearson correlation test for evaluating the significance of the relationship between entrepreneurship and job performance.

Pearson correlation coefficient	entrepreneurship	
	correlation coefficient	
Job performance	correlation coefficient	0/61
	Significance level	0/001
	number	100

According the above information can be said that "there is a relationship between entrepreneurship and job performance.

Conclusion

Nowadays organizational system designers often have focused on an achieving the aims of the competitive advantage. They want to createsuch systems in the context of survival or organizational guide in nowadaysmarkets. as the most prominent advantages factor in the growth of entrepreneurship development (Jack, S. L et al., 2006).

The first hypothesis indicates that "personality types, organizational citizenship behavior and entrepreneurship are predictors of job performance." According to the results, the test it can be deduced that the variables in predicting variables a criterion (job performance) are citizenship behavior and entrepreneurship.The findings of the research as Mirsepassi and colleaguesi (Mirsepassi et al., 2014), and Ojinezhad (Oji nezhad, 1392), Rezaeeyan (Rezaeeyan, 2012) and the results Podaskoff (Podsakoff et al., 2000) are consistent with the first hypothesis.In explaining this hypothesis,the who own people with personality traits of conscientiousness are normal and theyhave job satisfaction in the workplace.Also, according to analyzing was done by break and Monte (Barrick, et al., 1991), it was found that the conscientiousness is the best predictors personality trait and extraversion and neuroticism are good predictors for job satisfaction. Also, Halen Beck and Vaytner on a model Mayer, examined the role of personality in performance.In this study, it was found that personality traits such as self-esteem, reflects individual differences in value, performance, or needs and beliefs. Thus, the motivation people motivation reflectionfor doing the job and the attituding of reflecting a person's job (Wright et al., 1995).

The second hypothesis of this study suggest that "There is a relationship between personality type and job performance." This suggests that there is a significant relationship between personality types (subscales: extroversion, introversion, sensing, intuition, thinking and feeling) with job performance in 95 percent confidence level therefore the second hypothesis is confirmed.The results of this research with other research findings (such as Khakpour and colleague, (Khakpour et al., 1999); yazdanbakhsh (Yazdanbakhsh, 1391) and Baker and colleagu, (Bakker et al., 1999) is consistent .Therefore, these personality types are good entrepreneurs and they have high job performance. Also, according to Witt and colleagues (Goldberg, 1992) who follow their conscience, they generally do things better. FathiAshtiani (Fathi-Ashtiani, 2009) says that the people withhigh agreeableness have sympathetic to others and like to help them.

The third hypothesis showed that there was meaningful connection between organizational citizenship behavior and job performance of the staff. It showed that there are a significant relationship between organizational citizenship behavior and job performance and therefore third hypothesis of the research is confirmed. The results of this research are coordinated with other research findings as Kazemi & colleague (Kazemi et al., 2010); Mirsepasi & colleague (Mirsepasi et al., 2014); and Beauregard (Beauregard, 2012). The Research has shown that organizational citizenship behavior can upgrade organizational management efficiency through morale boosting of the teamwork, cohesion and solidarity in the organization, the stability of organizational performance, organizational compliance with environmental change increasing finally the improving quality of services (Podsakoff et al., 1997). Podsakoff research and McKenzie (Podsakoff et al., 1997), showed that organizational citizenship behaviors effect on organization effectiveness, because they help to release the other resources, that it promote efficiency, improving activities coordination, and increasing adaptability. So generally organizational space, improving morale, increasing organizational commitment, job satisfaction, lower turnover intentions, reduce absenteeism and it has bad occupational behavior make excellent quality of job performance and influences on the improvement of the external factors such as customer satisfaction, services quality and customer loyalty that these make excellent quality of job performance too (Fattah, 1999).

The fourth hypothesis of this research showed that "there is a relationship between entrepreneurship and job performances it can be said that there is a significant relationship between entrepreneurship and job performance of staff and thus fourth research hypothesis is confirmed. The results of this research with other research findings as Aghadavood & colleague (Aghadavood et al., 2011); Askaroghly and Abedi (Askaroghly et al., 2013), and with research have been coordinated Alambeigi & colleague (Alambeigi et al., 2013). for explaining this hypothesis can have said the studies of the last two decades of the twentieth century there are five important characteristics of entrepreneurs including creativity Rissal, (Rissal, 1992); Druker, (Druker, 1986), riskHess & colleague (Heath et al., 1991); internal control Perry, (Perry et al., 1988); Gattwood, (Gatewood et al., 1995); Williams, (Williams, et al., 1987), improving motivation (achievement); Delmar (Delmar, 1996); Miner & colleague, (Miner et al., 1994). Johnson, (Johnson, 1990); Bello & colleague (Bellu et al., 1995), and independence Vesper, (Vesper, 1993). Based on previous researches, people mentioned trait training is lead to entrepreneurship capabilities. Thompson [46], stated Ten Characteristics of entrepreneurs in the twenty-first century. So the entrepreneur people will be more successful the other in their workplaces in the field of job performance.

generally, the evidences in this research shows that personality type, such as extraversion, intuition, introversion and feel can have impacts on increasing job performance. However, in this research, some personality types do not show significant influence on job performance, This research requires further work on it. Individuals with every aspect of the characters behave in certain ways and they have their own certain expectations they have Unique abilities, with behavioral skills, specific aims base on their role models different needs and expectations, motivations. So, organizations provide needs, expectations and satisfy their special demands in terms of objectives, tasks and activities. So, there are different personalities traits for all different jobs (Rezaei, 2015).

The researcher has shown that adding to skills and, knowledge and the personality is one other of characteristic that do valuable predictors of job performance specially, field performance and contraction the employee with the organization permanently (Kierstead, 1995). This research faced to some limitations like educations employee, intelligent level, job boring and some employee reluctance to answer the questionare.

At the end we suggest to municipality offices that they design their employing so that they can employ some good employee with high citizenship behavior. Training classes and seminars about organizational citizenship behavior to the manager.

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