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Studying the impact of personality traits with productivity in Tejarat Bank employees in Western Azerbaijan province

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Abstract

The main objective of this study was to investigate the role of toxic assets in the formation of financial crisis in central bank of Iran. Statistical population of study was 3685 people, including staff of the Central Bank of Iran. Using Cochran formula, the sample size was 348 people. In order to collect data, a self-made questionnaire was used for variable toxic assets and another was used for variable financial crisis. Validity of questionnaire was confirmed by Management experts and its reliability was assessed by Cronbach's alpha. After completing the questionnaire in order to analyze the data, the Kolmogorov-Smirnov test, Pearson correlation and regression analysis were used. The study found that toxic assets dimentions (mortgage assets, Non-Current Assets) are affecting on the formation of the financial crisis the Central Bank of Iran.

Keywords: Personality Traits, Productivity, Tejarat Bank.

Introduction

Researchers and scholars, believes that many factors are effective on the effectiveness and productivity. For example some researchers claiming a significant relationship between information entrepreneurial structures technologies, entrepreneurial structures and outsourcing with productivity (Saif Saldehi et al, 2012). In the meantime, it seems that personality traits and mood of staff is one of the factors which may affect the productivity of the organization. Personality one of the most fundamental psychological concepts that can help human to know themselves better (Abedi et al, 2012). The most popular theory about personality traits is the five-factor model of, McCrae and Costa. These traits including Neuroticism, Extroversion, openness to experience agreeableness and conscientiousness. Neuroticism refers to the individual tend to experience anxiety, tension, pity-seeking, hostility, impulsivity doing, depression and low self-esteem while extroversion refers to the individual tend to being positive, courage seeking, energetic and intimate. Acceptance refers to the individual desire for curiosity, love of art, artist, flexibility and wisdom. And compatibility refers to the individual's desire for generosity, kindness, generosity, empathy, sympathy, altruism and trusting. Finally, conscientiousness refers to the individual desire for regularity, efficiency, reliability and self-reliance, self-regulation, progress-oriented, logical and calm (Ashori et al, 2011).

Personality characteristics is one of the factors affecting the performance and productivity of employees (Babaeean et al, 2014, Abdolmaleki et al, 2016). Low level of productivity that is one of the characteristic of most developing countries, caused by the different factors affecting productivity (Alvani et al, 2012). Given that there are limited resources which are available to security agencies and many resources are non-renewable, the possibility of satisfying unlimited needs to rely on such resources will not be possible so the only logical and feasible way, is obtaining highest returns and benefits from minimal resources. And this is covered in the issue of productivity and considering it can be beneficial to the organization and the community in which the organization is located. Attempt to improve the effective use of various resources such as labor, capital, materials, energy and information, the aim of all economic managers and production units, industrial and service institutions (Tavari et al,2008).existence of appropriate organizational structure, procedures, efficient, equipment and tools healthy, balanced work environment and most importantly qualified and competent human resources are necessities that should be considered by managers to achieve optimal productivity. Participation of employees in the affairs and their conscious efforts along with work discipline can affect the efficiency and productivity especially in a turbulent environment and coupled with insecurity. The Soul of productivity culture should be blown in the organization whereby the manpower makes up the central core (Danport and Prosak, 2010). Productivity is a wide concept that has been considered at various levels and diverse perspectives which each of these approaches has its own guidelines and procedures. Understanding, knowledge, experience, backgrounds and circumstances leading to the definition and interpretation of productivity in various ways. More definition of productivity including efficiency, effectiveness, profitability, quality, innovation, quality of life, culture and so on.in general to get equipped with idea of productivity, it is necessary to expand its knowledge in society . Knowledge and development have an interact effect with each other. In the developed society as well as knowledge will be developed (Krnio, 2010).
According to the expressed materials and given that little researches have been done in this area, the necessity to do this study was aroused. Therefore the main objective of this study is the relationship between personality characteristics and employee productivity.

Methodology

The research method was descriptive survey. The population of the study were employees of Tejarat Bank of West Azerbaijan province that their number was equal to 550. The sample using Cochran formula obtained 226 people which were selected using stratified random sampling. Standardized questionnaires were used to collect information. NEO-FFI questionnaire was used to assess personality traits and Hersey and Goldsmith (1980) inventory was used to measure employee productivity. Kolmogorov-Smirnov test, Pearson correlation test were used to analyze data**.**

Findings

Kolmogorov-Smirnov test

According to Table 1 can be seen that for all variables of research the significant level of the test is smaller than 0.5 error level (P-value=sig< 0.05). This means that the distribution of all variables is normal with 95 percent confidence and hypotheses zero to of normal Kolmogorov-Smirnov test (normal distribution assumption) is confirmed.

Table 1: Results of the Kolmogorov-Smirnov test for fitness of normally distributed variables

variable	number	Kolmogorov-Smirnov test	Significance level	result
1. Neuroticism	226	1.112	0.098	Normal
Extroversion	226	0.985	0.387	Normal
Openness to Experience	226	1.245	0.114	Normal
Agreeableness	226	1.325	0.288	Normal
Conscientiousness	226	2.614	0.071	Normal

productivity	226	1.524	0.514	Normal

Test research hypotheses

Since according to Table (1) all variables follow the normal statistical distribution to test the hypothesis research test parameters are used.

The first subsidiary hypothesis: there is negative relationship between Neuroticism and productivity.

Table 2: Pearson correlation test to examine the relationship between neuroticism and productivity

variables	number	Correlation coefficient	sig
neuroticism and productivity	226	-0.16	**0.002

Pearson correlation test results in table 2 shows that the level of significance is smaller than the level of 0.05 (P-value=sig< 0.05). It means that there is meaningful relationship between neuroticism and productivity of the employees and the hypothesis of the lack of relationship with 95 percent confidence is rejected. The negative sign of Pearson correlation coefficient indicates a negative relationship between neuroticism and productivity. This means that by increasing neuroticism the productivity decreases as a result the first subsidiary hypothesis is confirmed.

Second sub hypothesis: there is positive relationship between Extroversion and productivity

Table 3: Pearson correlation test to examine the relationship between Extroversion and productivity

variables	number	Correlation coefficient	sig
Extroversion and productivity	226	0.21	**0.000

Pearson correlation test results in table 3 shows that the level of significance is smaller than the level of 0.05 (P-value=sig< 0.05). It means that there is meaningful relationship between Extroversion and productivity of the employees and the hypothesis of the lack of relationship with 95 percent confidence is rejected. The positive sign of Pearson correlation coefficient indicates a positive meaningful relationship between neuroticism and productivity. This means that by increasing Extroversion the productivity increases as a result the second subsidiary hypothesis is confirmed.

Third subsidiary hypothesis: there is positive and meaningful relationship between Openness to Experience and productivity.

Table 4: Pearson correlation test to examine the relationship between openness to experience and productivity

variables	number	Correlation coefficient	sig
openness to experience and productivity	226	0.35	**0.000

Pearson correlation test results in table 4 shows that the level of significance is smaller than the level of 0.05 (P-value=sig< 0.05). It means that there is meaningful relationship between openness to experience and productivity of the employees and the hypothesis of the lack of relationship with 95 percent confidence is rejected. The positive sign of Pearson correlation coefficient indicates a positive meaningful relationship between openness to experience and productivity. This means that by increasing openness to experience the productivity increases as a result the third subsidiary hypothesis is confirmed.

Fourth subsidiary hypothesis: there is positive and meaningful relationship between Agreeableness and productivity

Table 5: Pearson correlation test to examine the relationship between Agreeableness and productivity

variables	number	Correlation coefficient	sig
Agreeableness and productivity	226	0.18	**0.002

Pearson correlation test results in table 5 shows that the level of significance is smaller than the level of 0.05 (P-value=sig< 0.05). It means that there is meaningful relationship between Agreeableness and productivity of the employees and the hypothesis of the lack of relationship with 95 percent confidence is rejected. The positive sign of Pearson correlation coefficient indicates a positive meaningful relationship between Agreeableness and productivity. This means that by increasing Agreeableness the productivity increases as a result the fourth subsidiary hypothesis is confirmed.

Fifth subsidiary hypothesis: there is positive and meaningful relationship between Conscientiousness and productivity.

Table 6: Pearson correlation test to examine the relationship between Agreeableness and productivity

variables	number	Correlation coefficient	sig
Conscientiousness and productivity	226	0.21	0/001**

Pearson correlation test results in table 6 shows that the level of significance is smaller than the level of 0.05 (P-value=sig< 0.05). It means that there is meaningful relationship between Conscientiousness and productivity of the employees and the hypothesis of the lack of relationship with 95 percent confidence is rejected. The positive sign of Pearson correlation coefficient indicates a positive meaningful relationship between Conscientiousness and productivity. This means that by increasing Conscientiousness the productivity increases as a result the fifth subsidiary hypothesis is confirmed.

Discussion and Conclusion

The purpose of this study was studying the impact of personality traits with productivity in Tejarat Bank employees in Western Azerbaijan province. Results showed that there is significant negative relationship between neuroticism and productivity and this is consistent with findings of Babaeean et al (2014) and Abdolmaleki et al (2016).therefore managers and officials in all branches of Tejarat Bank employees must take actions to reduce neuroticism and thereby increase productivity.

Results indicated that there is positive and meaningful relationship between extraversion and productivity and this is consistent with findings of Babaeean et al (2014) and Abdolmaleki et al (2016). Therefore managers and officials in all branches of Tejarat Bank employees must take actions to increase extraversion and thereby increase productivity.

Results indicated that there is positive and meaningful relationship between openness to experience and productivity and this is consistent with findings of Babaeean et al (2014) and Abdolmaleki et al (2016). Therefore managers and officials in all branches of Tejarat Bank employees must take actions to increase openness to experience and thereby increase productivity.

Results indicated that there is positive and meaningful relationship between agreeableness and productivity and this is consistent with findings of Babaeean et al (2014) and Abdolmaleki et al (2016). Therefore managers and officials in all branches of Tejarat Bank employees must take actions to increase agreeableness and thereby increase productivity.

Results indicated that there is positive and meaningful relationship between Conscientiousness and productivity and this is consistent with findings of Babaeean et al (2014) and Abdolmaleki et al (2016). Therefore managers and officials in all branches of Tejarat Bank employees must take actions to increase Conscientiousness and thereby increase productivity.

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