The study of relationship among personality type (extrovert- introvert), job satisfaction and organization commitment. (Case: weather organization)

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**ABSTRACT**

One of the factors which help to improve organizations is notice to people personality aspects. In other hand, job satisfaction and organization commitment have a important role in human force improvement and health, then there ignoring cause adverse results.

The aim of present research is the study of relationship among personality type, job satisfaction and organization commitment personals in weather organization. The research procedure is applied in respect of aim which is descriptive- representative, in respect of data gathering. Questionnaire was used beside library survey to gather data in the research. Statistical populations are central staffs of weather organization which have included 447 persons. It was used from three questionnaires to measure variables Ayzank, job satisfaction, Allen and Mayer organization commitment. Spearman, fridman tests were used to analyses data after confirming abnormal data. The result showed there are positive, meaningful relationships among extroversion and job satisfaction and organization commitment, but there are negative relationship among introversion and job satisfaction and organization commitment.

Introduction

It is no doubt that personality particularity is one of the most important topics in psychology. People have different personalities specifically. Job have also these particularities several attempts have done to recruit suitable people base on this reason.

If people select job base on their personality particularities, they can be useful and do their responsibilities without any mind pressures (Daniels, Michael, 2007).

Human force can be useful if they have good motivation and mentality (Dslr, Gary, 1982). Tow of the most important thing which have been focused in west organization industry studies are job satisfaction and organization commitment.

Job satisfaction reflects positive and negative feeling, thinks which we have about our jobs and depends on different factors which relate to job and our position (Bvdlayy, H., 2010).

One of the most important issues which must be stressed in organization staff job satisfaction some people think that it is a old concept (Jafari, M., 2002). Although, it become one of the most important topics in management. Job satisfaction depends on staff thinking about job and organization.

When we say, high job satisfaction, it means that people like their jobs. Effective factors on job satisfaction include personality particularities proportion to their jobs (Cramer, D., 1996). Organization commitment is another factor which has a positive relationship with job satisfaction base on obtained results. Staff with high organization commitment show more interest to improve organization. Staff are important factors in organization and have a positive effect on effectiveness, effectiveness and function of organization (Asadi, Sweet, 2008; Atkinson, Rytal et al, 2002).

The aim of research:
1- The study of relationship between extroversion with staff job satisfaction in weather organization.
2- The study of relationship between introversion with job satisfaction in weather organization.
3- The study of relationship between extroversion with staff commitment organization.
4- The study of relationship between introversion with staff commitment organization.

The theoretical frame of research:

**Personality type:**
Karl gostav yang has recognized two attitudes in human personality- extroversion and introversion. Young consider particularities for each one (extroversion- introversion).

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Extrovert people are sociable (good- natured) but aren’t so emotional, they are pragmatic persons and pioneer. They gave energy to connect with other. Introvert people have new idea and have unique personality themselves and in presence of others (Conquered Village, J. and M. Abedin, 2009). Ayzand argued (1941) that inversion is a behavior which is result of inner sight. They show self- concept but extroversion is a behavior which is result of identical sight, extrovert people have higher practical function than other.

**Organization commitment:**

Richard stears argued that commitment is created as a result of personal factors such as age, history in organization and organizational particularities such as staff freedom in deciding and job satisfaction.

Organization commitment refers to staff ideas and organization value which is to loyalty in organization. Managers seek to methods to create commitment among staff by increasing speed and variables in organization which interpret to competable preference and improved sights such as job satisfaction, efficiency, absence and trading attitudes.

To measure organization commitment, it has used form Alen and Mayer Mode (1990) in the research:

1. Effective commitment (feeling)
2. Continued commitment (permanent)
3. Norm commitment
4. Effective commitment refers to staff feeling relationship to recognize and commitment in organization.

Some recent researches have focused on effective commitment. Continued commitment refers to commitment which is base an expense which relate to staff abandon. Norm commitment refers to staff commitment to stay with organization. It has received little attention.

Job satisfaction: Undoubtedly, organizations seek to methods which increase people attitude and improve their function and commitment to organization. One of the methods is job satisfaction.

If job satisfaction increase in people, they and organization will become successful (Asadi, Sweet, 2008).

Job satisfaction is considered as one of the most important factor in measuring behavior in organization people attitudes about jobs influence in their life and determiner of life satisfaction.

Job satisfaction effects on effectiveness in long period beside expenses due to job abandon, staff displacement…They are factors which cause manager focuses to job satisfaction in organization. It must be noticed that job satisfaction effects relate to society.

If staff have high job satisfaction, they enjoy from their life, try more to improve society health, transfer their satisfaction to home and society.

As a result, we must stress on job satisfaction. To measure job satisfaction, variables were used such as the nature of labour, salary and wage, promotion and staff relationship with supervisor.

A) The nature of labour: It refers to particularities which are in job responsibilities.
B) Salary and wage: It refers to the amount of salary which was received by staff and their satisfaction from it.
C) Promotion: It refers to getting better position in organization.
D) Colleague: It refers to the degree which staff have technically people supporter in respect of social.
E) Supervisor: It refers to supervisor ability to show his attention staff (Greenberg, J., R.A. Baron, 2000).

**The history of research:**

Amiri has studied the relationship among personality types (extrovert- introvert) with job satisfaction and organization commitment in Delfan Education Organization Teacher.

The aim is the study of relationship among personality type and job satisfaction organization commitment. Descriptive research method has been measuring and its instruments were questionnaires. The research includes teachers in Delfan Education Organization which were 1800 people (2011). 316 people has selected as sample by Kerjesy and Mogan table by chance among statistical population.

To measure variables, it has used from 16 cases Ayzank questionary, Minesuta job satisfaction and Allen, Mayer organization commitment. The results showed that are a positive, meaningful relationship among introversion and job satisfaction and extroversion and job satisfaction, but there is a negative and meaningful relationship between extroversion and job satisfaction. The results also showed that there is no relationship between extroversion and organization commitment and there is no difference between male and female in respect of extroversion and introversion.

**The analysed Model of research:**

The reliability and permanently of data gathering instruments:

Logical method was used to validate data gathering instrument in this research (formal- content). Initial designed questionnaire was studies by 5 management professors and related experts in respect to its function.

Then, their opinions were considered and questions were changed.
Kronbach coefficient α was used to determine the permanency of questionnaire. At first, questionnaires were distributed among 30 people. Then collected questionnaires were tested and testified by permanency Kronbach α measurement. The Kronbach α of personality type questionnaire which include 23 question, is 89% and the Kronbach α of job satisfaction questionnaire which include 23 questions is 91% and it is 90% for organization commitment questionnaire which include 23 questions.

Population and statistical sample:
Statistical population includes staff weather organizations which are 447 people. Census was used in the research.

The domain of research:
The domain of place: Weather organization
The domain of time: January 2012-2013

Assumption:
1- There is a meaningful relationship between introversion and the staff job satisfaction in weather organization.
2- There is a meaningful relationship between extroversion and the job satisfaction in weather organization.
3- There is a meaningful relationship between extroversion and staff organization commitment in weather organization.
4- There is a meaningful relationship between introversion and staff organization commitment in weather organization.

Table 1: The measurement of permanent instruments.

<table>
<thead>
<tr>
<th>Variable</th>
<th>The question number about each variable</th>
<th>number</th>
<th>Kronbach.α</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personality type</td>
<td>1-23</td>
<td>23</td>
<td>0.89</td>
</tr>
<tr>
<td>The nature of labour</td>
<td>1-5</td>
<td>5</td>
<td>0.92</td>
</tr>
<tr>
<td>Way and salary</td>
<td>6-9</td>
<td>4</td>
<td>0.91</td>
</tr>
<tr>
<td>Promotion</td>
<td>10-13</td>
<td>4</td>
<td>0.90</td>
</tr>
<tr>
<td>Colleague</td>
<td>14-18</td>
<td>5</td>
<td>0.90</td>
</tr>
<tr>
<td>Supervisor</td>
<td>19-23</td>
<td>5</td>
<td>0.91</td>
</tr>
<tr>
<td>Feeling commitment</td>
<td>1-7</td>
<td>7</td>
<td>0.89</td>
</tr>
<tr>
<td>Continued com</td>
<td>8-15</td>
<td>8</td>
<td>0.90</td>
</tr>
<tr>
<td>Norm com</td>
<td>16-23</td>
<td>8</td>
<td>0.91</td>
</tr>
</tbody>
</table>

The analyse of data:
Descriptive and interpretive statistical methods were used to analyse data which obtained from collected questionnaires.
1- Descriptive statistics: Frequency distribution schedule and related answers percent were used to describe answers. Pie chart diagram was used to show some statistical data.
2- Interpretive statistics: Spearman correlation test was measured to test research hypothesis, classify the effect of each variable due to abnormality of data distribution.

Table 2: The measurement of data by smear of kolmogorof test in respect of normality.

<table>
<thead>
<tr>
<th>variable</th>
<th>z</th>
<th>Significant level</th>
<th>result</th>
</tr>
</thead>
<tbody>
<tr>
<td>( H_0 ): Personality type data are distributed normally. ( H_1 ): Personality type data aren’t distributed normally.</td>
<td>1.57</td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td>( H_0 ): Organization commitment data are distributed normally. ( H_1 ): Organization commitment data aren’t distributed normally.</td>
<td>1.70</td>
<td>0.003</td>
<td></td>
</tr>
<tr>
<td>( H_0 ): Job satisfaction data are distributed normally. ( H_1 ): Job satisfaction data aren’t distributed normally.</td>
<td>1.66</td>
<td>0.000</td>
<td></td>
</tr>
</tbody>
</table>

Spearman correlation test results:

<table>
<thead>
<tr>
<th>Index Variables</th>
<th>The type of correlation</th>
<th>The level of correlation</th>
<th>The direction of correlation</th>
<th>The level of significant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extrovert person and job satisfaction</td>
<td>Spearman</td>
<td>0.750**</td>
<td>Positive</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**p<0.01

Table 3: Correlation between extrovert people and job satisfaction.

<table>
<thead>
<tr>
<th>Index Variables</th>
<th>The type of correlation</th>
<th>The level of correlation</th>
<th>The direction of correlation</th>
<th>The level of significant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introvert person and job satisfaction</td>
<td>Spearman</td>
<td>0.0450</td>
<td>Negative</td>
<td>0.000</td>
</tr>
</tbody>
</table>
Table 4: Correlation between introvert people and job satisfaction.

<table>
<thead>
<tr>
<th>Index Variables</th>
<th>The type of correlation</th>
<th>The level of correlation</th>
<th>The direction of correlation</th>
<th>The level of significant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extrovert person and organization commitment</td>
<td>Spearman</td>
<td>0.600**</td>
<td>positive</td>
<td>0.000</td>
</tr>
</tbody>
</table>

Table 5: The correlation between introvert people and organization commitment.

<table>
<thead>
<tr>
<th>Index Variables</th>
<th>The type of correlation</th>
<th>The level of correlation</th>
<th>The direction of correlation</th>
<th>The level of significant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introvert person and organization commitment</td>
<td>Spearman</td>
<td>-0.350**</td>
<td>negative</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**p<0.01

The results of research assumption:

<table>
<thead>
<tr>
<th>Variable</th>
<th>Assumption</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extrovert personality type and job</td>
<td>There is a positive and meaningful relationship.</td>
<td>Confirmation</td>
</tr>
<tr>
<td>Introvert - - - O.commitment</td>
<td>There is a negative - - -.</td>
<td>Confirmation</td>
</tr>
<tr>
<td>Introvert - - - O.commitment</td>
<td>- - positive - - -.</td>
<td>Confirmation</td>
</tr>
</tbody>
</table>

Friedman ranking results about job satisfaction criteria (Index)

Table 6: The results of freedman test about job satisfaction ranking.

<table>
<thead>
<tr>
<th>aspect</th>
<th>Criteria</th>
<th>Mean</th>
<th>Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job satisfaction</td>
<td>Wages and salary</td>
<td>4.4</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>The nature of labour</td>
<td>3.7</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Colleague</td>
<td>3.33</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Super visor</td>
<td>3.21</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Promotion</td>
<td>3.10</td>
<td>5</td>
</tr>
</tbody>
</table>

It is said that wags and salary are two criteria which have most important role in job satisfaction.

Friedman ranking results organization commitment:

Table 7: The results of freedman test about organization commitment ranking.

<table>
<thead>
<tr>
<th>aspect</th>
<th>Criteria</th>
<th>Mean</th>
<th>Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>organization commitment</td>
<td>Feeling commitment</td>
<td>3.69</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Continued</td>
<td>3.11</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Norm</td>
<td>2.98</td>
<td>3</td>
</tr>
</tbody>
</table>

The results show that the most important aspect which have influence in organization commitment is feeling commitment (table 7).

Then, these are proposed base on obtained results:
1) It is proposed that extrovert people must be selected by personality tests before recruitment due to meaningful and positive association among extroversion and job satisfaction, organization commitment with correlation coefficient $r = 0.750$, $r = 0.600$, respectively.

2) It is proposed to improve introvert people job satisfaction level in organization to select them suitable position due to reverse and meaningful association between introversion and job satisfaction with correlation coefficient $r = -0.450$.

Then wags are designated base on sensitivity (Sensitivity) and complexity.

3) It is proposed to improve introvert people commitment level in organization and to present participation management in order to engage more introvert people in determining aims and values in organization due to inverse and meaningful association between introversion and organization commitment with correlation $r = -0.350$.

4) It is proposed to measure and study continuously in order to job satisfaction measurement. It needs suitable information system which can collect, analyse and summaries related data.

The data are collected by related reports about abandon from job and absences, delay, discharge in order to measure staff co. and their responsibilities to jobs and jobs satisfaction.

References

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