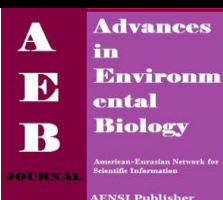




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Study the Relationship between new Personality Traits and Job- Family Conflict among Employees in Organization of Education and Nutrient in Ilam city of Iran

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ABSTRACT

The aim of present research is Study the relationship between new personality traits and job- family conflict among employees in organization of education and nutrient in Iran. Research method is correlation and sample is includes 100 employees in organization including teachers, managers and other employees that complete the questionnaire of new personality and work- family conflicts. In research analyze, some indexes and statistical methods include, mean- standard deviation, t-test, correlation coefficient and multivariable regression were used. Results show that there is a negative relationship between externality, familiarity with work- family conflicts. Results of t-test don't show the differences between genders. Also research findings show that there is a relationship between personality traits and family- work conflicts.

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INTRODUCTION

Work life and family life are two inevitable parts the life of majority of people in society, and they are so relative that a problem in each of them can leads to problem in other ones. Today there are many researches in this field and each of them found some results. Indeed one of the most important subjects in this field is discussion the present of men and women in society and differences between them. And since in many families, men and women work in out of home, so bi working families are increased. In these families, parents beside their traditional roles as father and mother, have the working roles, and this among women is more important than men. In first glance it is considered that this role help to increase the income level of families but if women couldnt perform their main role as mother of family there has been a conflict between work and family that can be dangerous to society. Based on researches of Fran, Russel and Cooper in 1392, this conflict has two main dimensions: 1- conflict between work and family 2- conflict between family and work.

Cook & Russo indicated that this conflict can be a symbol of a challenge in life of people that finally leads to weakness the bases of marriage, ineough performance and so on. The main reason of these patterns is attention to negative results of this conflict. Increasing growth in using personality features has important. Various personalities in people show the kind of their thought. Beside the realize of this subject that how personality has effect on family- work conflict but it can be an important stage to support the planning of involvements, in other words, work of this organization is include various conflicts. Regarding to above discussions, the importance of this subject is here that in all centers that are active as an institution, main purpose of them is rise the efficiency, and of the most important subjects of it is correct perform of the work that is task of an individual. So we want to find some relations that were referred above and compare our findings to other works that were performed in this field.

Research method:

Research method in this study is descriptive and correlation research

Statistic sample:

Statistic sample of this research are include all employees of education and nutrient organization of Ilam and method of select the sample is multi level cluster sampling method that 100 individuals were chosen based on this method. Sampling method is in this way that we divide Ilam city to 5 area and select 20 employ from each of them.

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Method of collecting data:

In this research, questionnaire was used to collecting data, and in this research we used a demographic questionnaire and two new personality questionnaires and questionnaire of work – family conflict. In demographic questionnaire, some factors such as age- gender and education level.

A-new personality questionnaire:

New personality test is a comprehension test that measures 5 aspects of personality including: externality- openness- familiarity- task and psych disordering. In this research, we used BIG NEW form of new questionnaire and form of 60 questions in it that 12 questions were considered to each factor. Evidences show that above questionnaire has validity and prediction power.in this questionnaire 5 ranks were consider in following way: 1=strong disagree, 2=disagree, 3-nutral, 4-agreement and 5-strong agreement, and so the range of score id between 12 to 60.

B- Questionnaire of work- family conflict:

In this field the questionnaire includes 18 question was used that in each of these questions, there are 6 options from stron disagreement to strong agreement, and 9 questions are related to conflict between work and family and 9 questions are relate to conflicts of family and works.

Method of analyzing data:

To analyzing data, we first calculate the indexes that are reated to descriptive statistics includes mean, variance and standard deviation. Then we correlation test and multivariable regression were used to test hypothesizes.

Findings:

Among all studied people, 50 percent were male and 50 percent were females that most of them were in range of 35 – 40 years and they totally were 100 individuals.

Table 1: correlatron of personality features with conflicts.

family work conflict		Work family conflict			Work- family conflict	
Rate of probability	Correlation coefficient	Rate of probability	Correlation coefficient	Rate of probability	Correlation coefficient	variable
-0/30	-0/12	-0/19	-0/13	-0/26	-0/11	Externality
-0/32	-0/11	-0/29	-0/12	-0/13	-0/12	Familiarity
-0/28	-0/13	-0/41	-0/09	-0/41	-0/10	Task
-0/11	-0/21	-0/08	-0/31	0-/08	-0/19	Exciting stability
-0/12	-0/18	-0/36	-0/12	-0/32	-0/13	Openness

Table 2: summary the equation of regression of personality traits and conflicts.

Standard error	R2	Correlation (r)	Predictive variable	model	Hypothesizes
0/119	0/51	-0/21	Exciting stability	1	personality with work family conflict
0/118	0/63	-0/23	Exciting stability and familiarity	2	personality with work family conflict
0/132	0/41	-0/18	Exciting stability	1	personality with family work conflict
0/113	0/54	-0/21	Exciting stability	1	
0/124	0/83	-0/23	Exciting stability and openness	2	

Table 3: Results of t test to differences between males and females in conflicts.

Rate of probability	Amount of t	Freedom degree	Standard deviation	mean	gender	Variable
			10/21	50/23	Male	
0/351	0/98	92	11/54	51/41	Female	Work family conflict
0/532	0/231	92	4/32	22/31	Male	Work family conflict
			5/21	21/21	Female	
0/621	1/111	92	5/13	21/25	Male	Family work conflict
			5/11	24/21	female	

Regarding to information in table 3 it was seen that there is not meaningful relationship between family-work and work family conflict in men and women.

Table 4: results of t test in relation to men and women in variables of personality characters.

Rate of probability	Amount of t	Freedom degree	Standard deviation	Mean	gender	Variable
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0/221	-0/112	92	5/21	28/41	Male	Externality
		92	6/12	26/14	Female	
0/739	-0/749	92	4/12	24/45	Male	Agreement
		92	4/13	25/11	Female	
0/321	-0/789	92	5/14	36/15	Male	Task
		92	6/21	37/11	Female	
0/411	-0/121	92	6/12	23/11	Male	Exciting stability
		92	5/14	22/12	Female	
0/314	-0/211	92	6/14	24/11	Male	openness
		92	5/23	23/12	female	

Conclusion:

Results of this study show that all personality features have positive relationship with work – family conflict. This relation is in this way that individuals with high scores in personality traits have less work- family conflicts and individuals with low scores in personality traits have more work- family conflicts. Then by using regression model, we found that two factors named exciting stability and familiarity has relationship with conflicts.

The results of this research are in agreement with research by Khodabakhshi [4] in this that there is a negative relationship between task- externality- familiarity- openness and exciting stability.

Totally, personality features of externality and psycho disordering are in relationship with life satisfying and work satisfying.

This research also show that all personality features are in relationship with work- family conflicts and family- work conflicts, this relation is in this way that individuals with high scores in personality traits have less work- family conflicts and individuals with low scores in personality traits have more work- family conflicts. Also findings show that factor of openness- intellect can have effect on experiences, so people with personality features such as openness and intellect can better identify the work – family conflicts and solve it. Indeed these people have better ability to confronting with problems.

In hypothesize of the differences between men and women we found that there is not relationship between work- family conflicts between men and women. Also in hypothesis of differences between men and women in rate of personality features, the results of research show that there is not meaningful relationship between personality features of men and women. So to more exact study of personality features, subscales were studied among men and women and some detailed differences were seen.

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