# The Study of the Relation between Teacher Personality Type and Job Satisfaction
# (ACase study of School Teachers in Bushehr Province)

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## ABSTRACT

Teachers are loaded important responsibilities in educational process. the main aim of this study is analysis of relationship between personality type introversion - extraversion and job satisfaction of teachers in the education department of Bushehr province. This study is based on research method was descriptive and branch survey is a tool for data questionnaire is designed to measure job satisfaction questionnaire 18 questions Briefly and Ruth, to assess the type of personality questionnaires personality 16 factor Essence reliability of the questionnaire type of personality job satisfaction questionnaire reliability of 83% and 0/87 respectively, and they both scale alpha of 0/7, so they both had a sufficient reliability of the questionnaire. The study population consisted of teachers education department is Bushehr province. at the time the study was the total number to 3,500 population studied in a sample of 795 people with tables Kerseys and Morgan were selected through stratified random sampling. to determine the Kolmogorov-Smirnov test of normality was used and the data obtained from the test data normal. T-test and Spearman correlation test of hypotheses is used. Results showed a significant positive correlation between job satisfaction and introversion personality types are but between extraversion personality types and job satisfaction is negative and significant. The results showed that men and women in terms of introversion and extraversion personality type there is no difference.

**KEYWORDS:** Personality, Introverted personality types-extrovert, job satisfaction

## INTRODUCTION

In today's hyper turbulent environment, organizations are challenged on regular basis to make strategic change in response to the dynamic customer demand, technological advancements and competitive activities. social beings, and therefore, when a group of people come together in a set of functions, beliefs, norms and values them appear that way it affects behavior. suggests that modern humans cannot be separated from the structure and organization of their fellows live So it must be said that much of human behavior originates from institutions or organizations at least that is the impression Therefore, the nature of the social environment in the organization of behavioral and social science topics of interest [1]. Development of any organization largely depends on proper utilization of manpower. Those are much larger organization, thus adding to the difficulties of this force [2].

Managers with different issues, trying to constantly monitor their employees. the directors believe that when a person is employed in a position to accept all conditions. Although today many employees because of financial pressures remain, more attention to issues like the economy is doing. But gradually workers interested in jobs with more job security and independence is so great it feels to lose [3]. Motivational of the most important issues today with an extensive industrial and organizational psychology studies in the west have expanded, job satisfaction is Job satisfaction is one of the most important organizations working on research related to the most studies and reviews of the work is devoted to the organization[4]. Job satisfaction is an important one side of the structure and the improvement of the health workforce is on the other hand, It is due to the definition and concept of job satisfaction Prada shay numerous and sometimes complex confluence and common structures in many scientific fields such as education, psychology, management, sociology, economics and politics is even Job satisfaction reflects positive and negative feelings and attitudes that we have about their jobs, it is related to many factors and scope of where we have been as far as the fulfillment of their duties to get emotional, are Job satisfaction is also a collection of feelings and beliefs that people have about their current jobs one of the most important factors for career success: Factors that enhance performance and personal satisfaction are In addition, if an organization wants to have a clear mission, Optimal strategies, Efficient and appropriate organizational structures[5].

job design, fully achieve its objectives, requires competent and committed workforce is dimensions of personality in the notion that can organizations assist in achieving efficiency On the other hand, job satisfaction and organizational commitment due to its role in improving the health of the workforce is ignoring it will cause the

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desired efficiency, seems important. Accordingly, the behavior of psychologists interested in personality with a professional career that they choose practice and how it relates to the profession.  In other words, people with certain characteristics, select specific jobs in the field are better than others the characters have been defined many different ways [6].  Some psychologists these words apply only on observable behaviors, It also includes links to some introspection assume time it's set patterns of thinking, motivation, and emotion as Jung believed that human individuals interact with each other, two different types of attitudes and orientations show extraversion and introversion are included. These types of characteristics are inherent natural are modified during the life whoever originally one of two ways to communicate with the world, although the other person will always remain. In the case of introversion, the main orientation of the individual and the self is an introverted person often realizes internal and subjective factors under the influence of these factors are located. There is no doubt that he sees the situation and circumstances external and internal factors on the subjective elements have the advantage of his superior  and governing the conditions and behavior are extroverts, two hearts, thoughtful and cautious.  Extroverts tend to be outside and to the outside world, and from socially engaged, active and intrepid is Extraversion when the person is out of the objects and the actions of his relations and external factors and not solely the effect of subjective evaluation according to Essence, introverts are more powerful than extraversion react to sensory stimulation  and more sensitive to low-level stimuli are  Extraversion and lower pain threshold are  This is related to differences in the level of brain arousal[7].according to him, the basic levels of brain arousal than introverts have low extroversion. These differences have a genetic basis according to the Netherlands, between personality traits Profession or career of their choice and there are based on six types of personality traits of people in between, search, social, traditional, and the art is divided. Thus, the rate of interest or the interest of the people but the people tends to be the most important factor in choosing the objects as jobs how important is personality in occupational adjustment; some jobs are suitable for people over the silent [8]. While the number of jobs for extroverted people seem to be appropriate and compatible.  Career success is in large part the ability of social adjustment. In some jobs, the emphasis is on the specific types of social skills, as opposed to some of the jobs people are quiet and introverted appropriate obviously, people have different personalities and both of these features have jobs. According to this argument, several attempts have been made to people who are employed in good jobs.  Thus, the according to what was stated can be said that the character of Job and job-related factors. satisfaction and commitment, as appropriate [9].  As a result, the introvert and extrovert personality types of research to be related to job satisfaction survey. Sami M. (1996), In their study examining the relationship between personality type And the individual characteristics of secondary school teachers in Kerman Job satisfaction is the result of  the female teachers than male teachers have greater job satisfaction. In a study Razavieh (1995) the relationship between introversion and extraversion and job satisfaction of the employees of Tehran This result is achieved between personality traits and job satisfaction are related improvements he People who have an internal locus of control compared with people who have an external locus of control more satisfied with their jobs. Goldoni (2002);Research under The relationship between job characteristics and organizational commitment it made in Ahwaz Water and Power  This was the result: Among many characteristics with organizational commitment(Affective, continuous and normative) There is a significant relationship Between affective commitment and normative occupational characteristics of positive relationships and continuous commitment, there is a significant negative relationship. Hosseinian (2005) in their paper relationship between personality and job choice and job satisfaction is one of the coolest things a professional guide who knows and given the fact that people differ in terms of physical and mental fitness of both the specific type of business, so it is possible Talents and skills and characteristics required of such fields is different for different jobs Bahrain et al (2010), in a study entitled assessing organizational commitment based on personality traits: The Case of Nurses in hospitals and martyr Nov Rahnemoun done to these results has been that organizational commitment among nurses introverted and extroverted differences are significant. Introverted and extroverted personality types of organizational commitment in two groups based on age and experience differences between introverts and organizational commitment of nurses with different employment status. Both introverted and extroverted nurse organizational commitment of any two groups based on gender and marital status differences exist. Ajar purr et al (2011), Irrational beliefs in the relationship between personality traits and job satisfaction among employees of a telecommunications company in east Azerbaijan province found between personality traits and job satisfaction, there is no significant relationship there is no relationship between irrational beliefs and their job satisfaction [10].  Between personality traits and irrational beliefs, there is a significant positive relationship [11].  Significant differences between men and women in terms of irrational beliefs exist between women and men in terms of job satisfaction, there is no significant difference. Arnhem et al (2006), the relationship between the Big Five personality model and the model of organizational commitment in one of America's auto factories studied. The results showed that extraversion correlated with affective commitment, continuous commitment and normative commitment. Neuroticism, conscientiousness and experience and the ability to communicate with a commitment to continuous symmetry is correlated with normative commitment. Metal (2007), Research on the topic of character, effective employee satisfaction and commitment showed that more than 20 percent discrepancy in job satisfaction due to

differences in the characteristics and job satisfaction as a mediating factor effect on organizational commitment. Vera (2010),The effect of personality characteristics on job satisfaction and organizational commitment of middle managers in India have shown All the positive attributes of personality on organizational commitment, normative commitment and job satisfaction influence[12].

**Research hypothesis**
According to above aims of research for basic hypothesis are:
1. There is a positive and meaningful relation between Introversion personality types and job satisfaction among teachers.
2. There is a positive and meaningful relation between Extroversion personality type and job satisfaction among teachers.
3. There is a significant difference between introversion personality types of male and female teachers.
4. There is a no significant between extraversion personality types of male and female teachers.

## RESEARCH FINDINGS

To determine of type of used test for research hypothesis, first it should be determined normality or non-normality of data, so using conclusion of this test, we should use parametric and non- parametric test of these hypothesis

Test Statistics

| | | z |
|---|---|---|
| Most Extreme | Absolute | .861 |
| Differences | Positive | .000 |
| Negative | | -.861 |
| Kolmogorov - Smirnov  Z | | 2.967 |
| Assume .Sig.(2-tallied) | | .000 |

A .Grouping Variable: Group

According to above table the prepared Z amount of the test at a certainty level of 95% equals 2.979 based on statistics tables the Z amount of table at Certainty level of 95% is 1.64. Since the Z amount of test is higher than the Z of the table,can be argued that at the certainty level of 95% the data gathered from statistics sample has normal distribution.

As you see in table (1), percent of test in 0.5 level is bellow of crisis percent so zero hypothesis that is, data normality is accepted and non-normality is rejected so Spearman unity confident is used for test of this hypothesis.

**Test hypotheses**
in this section, using the appropriate statistical tests to test the hypotheses of this research are discussed.
**The first hypothesis:**
 The first hypothesis predicts that, between the introversion personality types and job satisfaction of teacher's education department Shiraz significant relationship exists.  As can be seen, this hypothesis has been examined using Spearman correlation index. The results are listed in Table 2, the correlation coefficient (r) obtained between the two equivalent 0/24, which indicates a positive relationship between two also, the significance level obtained in relation to the level of 0/05 is significant, and the hypothesis is confirmed.

Table 2: Correlation coefficient between introversion personality types and job satisfaction

| p | r | Variables | Index |
|---|---|---|---|
| 0/01 | 0/24 | Job Satisfaction | Introversion personality type |

**The second hypothesis**
Thesecond hypothesisispredictsthatbetweenextraversionpersonalitytypesandjob satisfaction ofteachers intheeducation departmentsignificant relationshipexists.Ascan be seen, this hypothesishas been examinedusingSpearman correlationindex. Theresultsare listedin Table 3, thecorrelation coefficient(r)obtainedbetween-0/33isequivalent, indicatingan inverserelationshipbetween the twoisnegative. Alsosignificance levelobtainedinrelation tothe level of0/05issignificant,andthehypothesisis confirmed.

Table 3.significant correlation between extraversion personality types and job satisfaction

| p | r | Variables | Index |
|---|---|---|---|
| 0/000 | -0/33 | Job Satisfaction | Extraversion personality type |

## The third hypothesis

This hypothesis predicts that, between introversion personality types of male and female teachers in the education department are different. The results are given in Table 6, the absolute value of t obtained 1/83 is. The results also show that a significant level of difference between the means is not statistically significant, this hypothesis is not confirmed. In other words, both groups were alike with this type of personality

Table 4: T-test results for differences in introversion personality types of male and female teachers

| Significance level | T | Standard deviation | Average introversion personality types | Abundance | Sex |
|---|---|---|---|---|---|
| 0/055 | 1/83 | 12/99 | 64/44 | 385 | Female |
|  |  | 16/79 | 59/42 | 410 | Male |

## The fourth hypothesis

This hypothesis predicts that between extraversion personality types of male and female teachers in the education department are different. The results are listed in table 4, the absolute value of t obtained 1/83 is. The results also show that a significant level of difference between the means is not statistically significant, this hypothesis is not confirmed. In other words, both groups were alike with this type of personality.

Table 5: T-test results for differences in extraversion personality types of male and female teachers

| Significance level | T | Standard deviation | Average extraversion personality type | Abundance | Sex |
|---|---|---|---|---|---|
| 0/182 | 1/34 | 13/33 | 71/58 | 385 | Female |
|  |  | 14/91 | 73/19 | 410 | Male |

## Conclusion

In an organization, the organizational role of each member should be coordinated with his individual personality to implement policies to provide more individual behavior and organizational behavior was not compatible with the character of the individual, organizational Organizations not to disrupt life. So that the members may have affected such a difficult conflict situations and watch forced against their organization.  This situation leads to cooperation rather than combat, and the members will reflect on the root of many diseases and failure lies in the same conflict. In other words, the conflict between the characters, there are members of the organization, as a serious problem in organizations is human performance in organizations reflect the knowledge, skills, general behavior and his character. The employee's choice practical reform to stimulate growth and prosperity of the people is carried out and the choice can be a variety of criteria [13]. Choices that are based on objective criteria rather than subjective, definitely enjoyed the high reputation and also bring better results Job satisfaction benefits the organization will reach all people and citizens of this land. Worker satisfaction, happiness and joy from the agencies will move to the home and community. Therefore, with regard to social responsibility and the amount of job satisfaction in the shadows of society will benefit from this defense. Lack of job satisfaction, organizational behavior and has many consequences, including making it possible to Rftarknarh, absenteeism, turnover, burnout, lack of physical and psychological aggression and theft are at work. Introverted and extroverted personality types present study investigated the relationship between Teacher Job Satisfaction city department of Education hasaccording to the results obtained in this study, the first hypothesis of introversion personality types there is a significant relationship with job satisfaction this result Razavieh Research (2006), Metal (2007) and Vera (2010) is consistent. Basedomit can be inferred that these results may be due to the fact that need to challenge the wingers are lessen an autocratic management and support can do a better job. Introverts behavior Potential to produce poor results in inhibition and has aroused strong potential, behavior that is self-motivated behavior that is motivated towards the outside, more desirable because it is not always available to strengthen  In progress and will prefer internal skills to make it more valuable While best known outside chance of a crash. However, people who have internal control more progress in their work. Based on the results in the second hypothesis, the two variables of

extroversion personality type and job satisfaction, there is a significant negative relationship. This result also Razavieh Research (2001), Mattel (2007) and Vera (2010) is consistent [14]. Based on this can also be said; the potential effect of extraversion strong inhibition and excitation potential is weak. Also extroverts because they always involve external factors such as chance and accident in the know do not see their efforts and poor results in the various jobs they have. The third hypothesis was try differences between women and men in terms of introversion and extraversion personality types can be found Based on the results obtained in this respect no difference between male and female teachers were found. In general, the dimensions of personality that are in the category of can assist organizations in achieving productivity on the other hand, job satisfaction due to its role in improving the health of the workforce island ignoring it will cause the desired efficiency, Seems important. In other words, as important integral characteristics of human figures in the corporate environment will affect humans, because each person's behavior is largely influenced by his personality and job satisfaction and organizational commitment as a variety of organizational behavior directly affected are those characteristics. So the main problem is that organizations cant should be noted that during the test run job interviews before hiring them to consider changing character People are attracted to organizations that according to the characteristics of the organization in order to show higher job satisfaction[15].

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