

## Survey the Relationship between Personality Traits and Job Performance Evaluation System in Education

Zeinab Mahdavi Milani\*

Faculty of Humanities, Department of Management, Ferdowsi University, Iran

### Abstract

Organizations have diverse goals in evaluating their members and employees performance. Evaluation enables managers to understand the failure of individual's skills and they use the evaluation results to implement training programs. Each performance evaluation in the decision-making plays an important role but the ultimate goal of performance evaluation is job motivation for staff development. Findings of this study suggest that extroverted, conscientious, and agreed employees have more flexibility, high performance and emotional stability than other employees. The above features interact with each other and they lead to better performance in their personnel. The aim of this study is to identify the relationship between five factors of personality and job performance evaluation system of employees. The statistical community of this study is educational staff of Khorasan Razavi state of Iran which includes 297 members. The 60 scale option of NEO-PI-R plus assessment forms of educational department is used to measure the personality assessment. The Pierson and Regression correlation coefficient is used for the analyzing data and the research method in this study is based on a descriptive survey, it is worthy to mention that in this study different research ways such as using library, field studies and questioner instruments are used. The results of this research show that job performance, has significant positive correlation with Extroversion, Responsibility, Agreeableness and Emotional stability factors.

**Keywords:** Personality factors; Emotional stability; Extroversion; Responsibility; Agreeableness; Job performance

### Introduction

This study is a descriptive survey study which In terms of the relationship between variables research is a correlation study and also In terms of environmental studies are considered as a field study. The main purpose of performance evaluation is to provide accurate information about the job performance of every members of the organization, as we know the accuracy and reliable of this information has the main effect on the potential value of the organization. In other words, performance evaluation means to identify the effectiveness and efficiency of staff by providing vital information and develop human resources. Performance evaluation gives accurate and valid information to both managers and staffs and also they can be aware of their performances and job behaviors and in continuance they can identify their strengths and weaknesses of their performances. This information would be inappropriate base for evaluating and improving the occupational behavior and personality development. Additionally it improves the quality of service and in the end it will satisfy the customers. Evaluation of staff performance includes 7 principles which any of company or organization can use them properly; they will achieve a dramatic success. In the further sections, we will see the descriptive observations in tables and related charts. Also there is a descriptive indicator for each variable index in these tables.

In this stuff, the total score of job performance will be used but according to the job performance evolution form descriptive statistics are presented on basis of the relevant subscales. Criteria average, median and mode are used as central criteria and standard deviation criteria and deviation range are presented such as scattering amplitude. It is worthy to know that Mean skills, capabilities and outstanding services are more than over other variables. However due to the limited number of point for each of the indicators of job performance, less or more of every subscale cannot be criteria for action. Coefficient of Skewness and Bumps factor for job performance are low. This given subject due to the job performance is variable and also it in regression model will be berry useful.

It's obvious that the results are valid if the residual (errors  $\epsilon$  of each other and they have normal distribution with zero mean and constant variation, in the other words  $\epsilon_i \sim N(0, \sigma^2)$ .

Due to the dependency of the demands of the regression model to the dependent variable, it is better to omit the unusual data. Figure 1 shows that there is no unusual observation for the dependent variable.

Figure 1 shows that there are no any unusual data sets for job performance.

Due to the Figure 1, the quarters are 87% for the first and 90% for the second and 96.25% for the third quarter; job performance has right Skewness with 0.616% coefficient.

Figure 2 shows that 60% of employees work in Non-governmental schools and the rest of them work in the public schools. Figure 3 shows the percentage of the educational degree of the employees.

It's obvious from the Figure 3 that most of the employees are in master degree.

### Methods and Materials

#### First hypothesis

There is a meaningful relationship between extraversion and job performance.

\*Corresponding author: Zeinab Mahdavi Milani, Faculty of Humanities, Department of Management, Ferdowsi University, Iran, Tel: +989127102950; Fax: 22481247; E-mail: [mailto:dadi\\_vnasim@yahoo.com](mailto:dadi_vnasim@yahoo.com)

Received April 16, 2017; Accepted April 26, 2017; Published April 28, 2017

Citation: Milani ZM (2017) Survey the Relationship between Personality Traits and Job Performance Evaluation System in Education. Int J Econ Manag Sci 6: 421. doi: 10.4172/2162-6359.1000421

Copyright: © 2017 Milani ZM. This is an open-access article distributed under the terms of the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

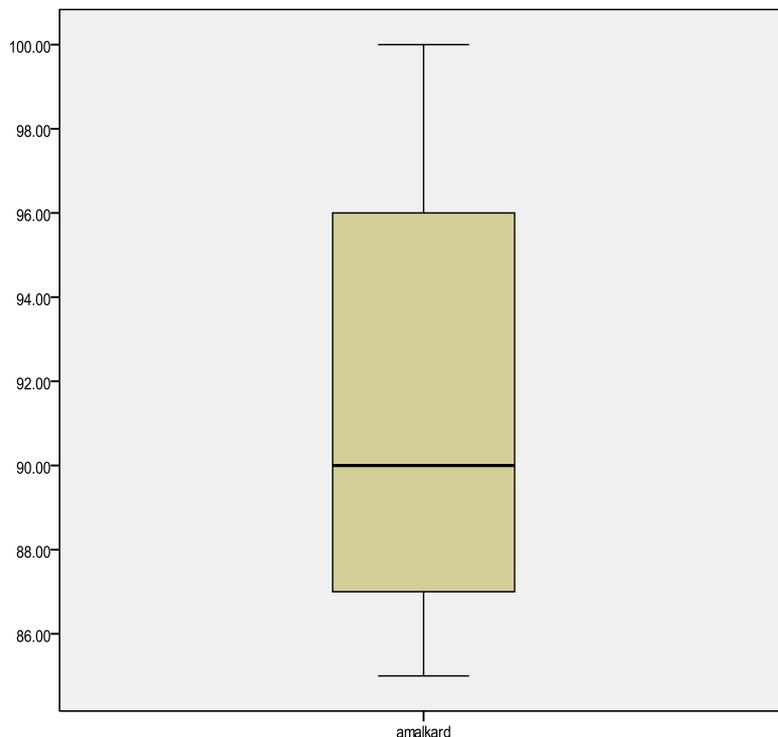


Figure 1: The job performance employees.

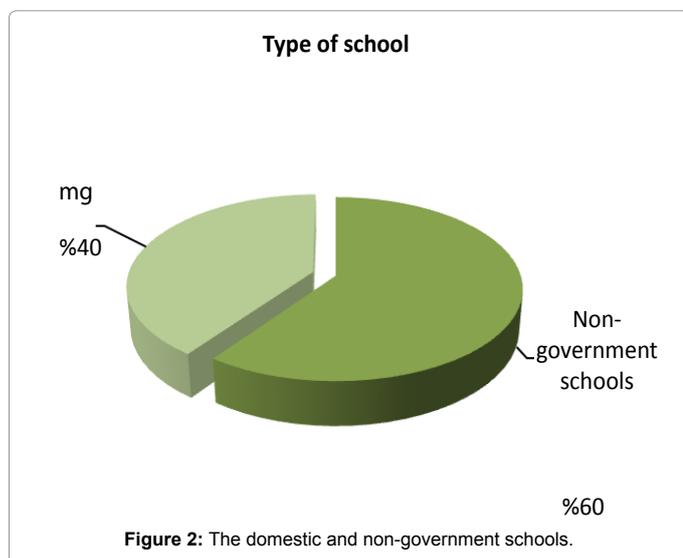


Figure 2: The domestic and non-government schools.

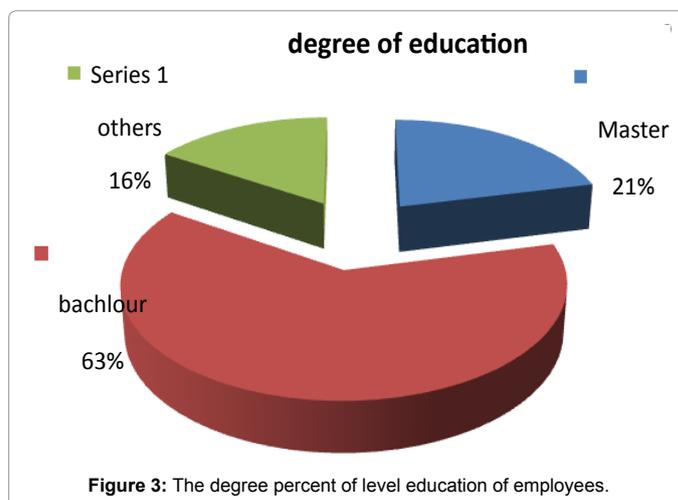


Figure 3: The degree percent of level education of employees.

For studying this hypothesis, Pearson correlation test has been used. Table 1 shows the correlation between extraversion and job performance achieved data.

According to the first hypothesis achieved data in Table 1 we see that the correlation between two variables, equal to 0.615% ( $P < 0/05$ ) that represents a significant positive relationship between extraversion and job performance. In addition, regression analysis indicates that 37.8% of the changes in employees' job performance stem from changes extroversion personality characteristics. With regard to the items listed in the first hypothesis, findings obtained are confirming the first hypothesis and also they match to the findings of Barrick et al. [1-5] and

colleagues additionally the results of some researchers such as Tett and his coworkers are not consistent with the result of this thesis. Finally, according to the Scheider's theory, we can explain the relationship between the job performance and extraversion which due to the nature of the job and the need to interact with others on the job, obviously that people who are social, playful, lively, sociable, energetic and with high courage, they have better communication and involvement with others which ends to better performance. They can make different changes in their job due to their characters in general explanation [6]. The protagonist can affect the performance of individuals in two ways, once is the effect on what people choice to do and the second is the impact on the choice of location and position for doing that job.

So it is obviously that extroverted people have more tendencies

	Extroversion	Agreement	Emotional stability	Openness to experience	Responsibility	
Number	297	297	297	297	297	
Mean	42/166	43/83	31	35/93	47	
Median	42	May-44	May-30	35	48	
Mode	37	48	43	33	41	
Std. Deviation	May-02	Jul-06	8/55	4/79	6/85	
Coefficient of Skewness	0/447	- 0/309	-0/302	0/862	-0/548	
Kurtosis	0/034	-0/249	-0/562	0/680	-0/114	
Range	21	29	30	19	27	
Percentiles	first	37/75	May-38	25	33	41/75
	Second	42	May-44	May-30	35	48
	Third	46	49	38/25	39	52/25

Table 1: Descriptive statistics for the subscales of personality traits.

		Extroversion
Job performance	Correlation coefficient	0/615
	Severity of correlation	0/378
	The significance level	0/001

Table 2: The correlation between extraversion and job performance.

		Agreement
Job performance	Agreement mass	0/391
	Severity of correlation	0/1528
	The significance level	0/033

Table 3: Correlation between personality and job performance.

for these kinds of jobs and they show better performances. It can be noted that extraversion has a strong relationship with the business performance besides it is able to predict the variance of this side of performance [7-10].

It's also about the difference in predictive factor in this study compared to the other studies which can be noted that in this connection are likely modulators. It is worthy to talk about the ratio of predictive of this factor of this study opposes to the other studies and we can hint the probability to the other moderators [11,12].

The modulator such as organizational culture and structure, even geography and culture of the area as a result, the relevance and importance of certain aspects of the character and performance is impressive.

### Second hypothesis

This hypothesis talks about a significant agreement between personality and job performance for studying the second hypothesis and because of the quantity indicators, the Pearson correlation test has been used. Table 2 shows the achieved data of relationship between personality and job performance.

The results show that the correlation between two variables, equals to 391% ( $p < 0/05$ ) which represents a significant and positive relationship between the agent and job performance although this relationship is not high-strength.

It shows that every Individual with high extraversion and low agreeable character are evaluated as charismatic individual or leader or both.

We can indicate the organization structure for explanation these findings or findings such as Hough and his coworkers who showed that agreement has a slight influence on the employee performances, it means that if a system is Task-oriented, low agreement will have a positive correlation with job performance [13-15].

In this way the difference between findings do not have any inconsistency with each other but different moderators results different result, however in some findings these differences.

### Third hypothesis

In this hypothesis we discuss about the relationship between emotional stability and job performance in this study, additionally as two previous hypotheses the Pearson correlation test has been used, Table 3 shows the data about the correlation between emotional stability and job performance.

The coefficient of determination in Table 3 shows that 28.8% of the job performance changing is because of the changes in emotional stability; due to the information in Table 3 there is 95% agreement that there is meaningful relationship between emotional stability and employee job performance.

### Fourth hypothesis

In this hypothesis we study the relationship between openness to experience and job performance in Razavi Khorasan Province Educational department. Table 4 shows the relationship between openness in experience and job performance in Table 4 we see that the calculated correlation between openness and job performance of employee is 0.134 which according to the significant level (0.480) we see that  $p > 0.05$ , and this shows that there is no any significant relationship between openness in experience and job performance.

### Fifth hypothesis

There is a significant relationship between responsibility and job performance of managers in educational department of Khorasan Razavi province. The Pearson correlation test has been used for studying this hypothesis and it is worthy to know that all necessary data is nominal measurement scale. Table 5 shows the archived data.

The archived data shows that calculate severity correlation between responsibility and job performance of employee equal to 0.537 and due to the significant level (Table 6).

The archived data shows that calculated severity correlation between responsibility and job performance of employee equal to 0.537 and due to the significant level which is 0.002 and less than 0.05 ( $p < 0.05$ ), in 0.95 probability. The archived data shows that calculate

		Emotional stability
Job performance	Agreement mass	0/537
	Severity of correlation	0/288
	The significance level	0/002

Table 4: The correlation between emotional stability and job performance.

		Openness
Job performance	Agreement mass	134/0
	Severity of correlation	017/0
	The significance level	480/0

Table 5: Consists of achieved relationship between openness in experience and job performance.

		Responsibility
Job performance	Agreement mass	0/665
	Severity of correlation	0/4422
	The significance level	0/00

Table 6: Severity correlation between responsibility and job performance of employee.

severity correlation between responsibilities and job performance of employee equal to 0.537 and due to the significant level which is 0.002 and less than 0.05 ( $p < 0.05$ ), in 0.95 probability there is a significant correlation between variables Severity of correlation shows that 44.22 percent of changes in changes in job performance comes from the changes in responsibility.

## Results

- In this study 46% of responders are male and rest of them is female, we see that statistical number of female is more than male.

- 63% of responders have bachelor's degree and 21% have master's degree and rest of them have other educational degree

- 60% of schools are Non-government schools and the rest of schools are domestic.

The findings of this research refer to this fact that extroversion employees are more responsible and flexible also they have higher

quality of emotional stability than other employees and whole of these results to a useful performance of employees.

## References

1. Barrick MR, Mount MK (1991) The big five personality dimension and job performance: A meta-analysis. *Journal of Personnel Psychology* 44: 1-26.
2. Barrick MR, Mount MK (1998a) Five factor model of personality and performance in jobs involving interpersonal interactions. *Journal of Human Performance* 11: 145-165.
3. Barrick MR, Mount MK (1998b) Five reasons why the Big Five article has been frequently cited. *Journal of Personnel Psychology* 51: 849-858.
4. Ebrahim S, Robert Van DM, John G, Terry WA (2003) TQM Approach to HR performance evaluation criteria. *European management journal* 21: 323-337.
5. Barrick MR, Mount MK, Deniz SO, Hunter JD (1994) Personality and job performance: A critique of the Tett, Jackson, and Rothstein (1991) meta-analysis. *Journal of Personnel Psychology* 47: 147-157.
6. ter Bogt HJ (2003) Performance evaluation styles in governmental organization: How do professional managers facilitate politicians work? *Management accounting research* 14: 311-332.
7. Horold K (1986) *Essential of management*, Mcgraw hill.
8. Salwa A, Ronald W (2000) Applying fuzzy-set theory to performance evaluation. *Socio-Economic Planning Sciences* 34: 285-302.
9. Sheu H, Hong TL (2007) Performance evaluation model for project managers using managerial practices. *International Journal of Project Management* 25: 543-551.
10. Barrick MR, Mount MK, Judge TA (2001) Personality and performance at the beginning of the millennium: what do we know and where do we go next? *Journal of Personality and Performance* 9: 9-30.
11. Barrick MR, Steward GL, Piotrowski M (2002) Personality and job performance: test of mediating effects of motivation among sales representatives. *Journal of Applied Psychology* 87: 43.
12. Blicke G, Meurs JA, Zettler I, Solga J, Noethen D, et al. (2008) Personality, political skill, and job performance. *Journal of Vocational Behavior* 72: 377-387.
13. Borman WC, Penner LA, Allen TD, Motowidlo SJ (2001) Personality predictors of citizenship performance. *International Journal of Selection and Assessment* 9: 52-69.
14. Boswell WR, Roehling MV, Boudreau JW (2006) The role of personality, situational, and demographic variables in predicting job search among European managers. *Journal of personality and individual differences* 40: 783-794.
15. Dudley NM, Orvis KA, Lebiecki JE, Cortina JM (2006) A meta analytic investigation of conscientiousness in the prediction of job performance: examining the inter correlations and the incremental validity of narrow traits. *Journal of Applied Psychology* 91: 40-57.