The Relationship between some Personality Characteristic and Quality of Work-Life with Organizational Commitment of Woman Managers in Sport Offices of Shiraz City

Zahra heydarinaghadi, Younes Mohammadzadeh, Vali Nowzari

Objective of the present research is to of the relationship between some personality characteristic and quality of work-life with organizational commitment of woman managers in sport offices of Shiraz city in 2014. 90 persons were chosen as the sample using total counting approach. NEO personality questionnaire, Walton’s quality of work life questionnaire, and Allen & Meyer’s organizational commitment questionnaire were used for data collection. Some statistical indices including frequency, percentage, mean and standard deviation were used to test the hypotheses, and inferential statistics including Kolmogorov – Smirnov was used to determine data normality. Pearson correlation coefficient was used for existing relationship between the variables, and multi-variable regression was used to predict the variables relationship. The results showed that: There is a significant relationship among personality characteristics and quality of work life, with organizational commitment of female managers in Shiraz city. Also, a significant relationship was observed among some among some personality characteristics and their dimensions, and organizational commitment and its dimensions in female managers. Also, a significant relationship was seen among the quality of work life and its dimensions, and organizational commitment and its dimensions in female managers. Finally, the results indicated that, personality characteristics and quality of work life are the predictors of the female managers’ organizational commitment in sports administrations of Shiraz city.

INTRODUCTION

According to the Office of the important sports and youth sports organizations are an Important role in the improvement and promotion of sport in society and the importance of community-level exercise known to everybody, Quality of work life of employees mentioned in various ways, can lead to increased performance and productivity. Given the importance of this issue is needed to elucidate the relationship between qualities of work life in sports organizations as the custodians of exercise is essential. [4]. Also, given that the first and most important component of organizations including sports organizations, individuals have different personalities, The motivations, abilities, desires, beliefs and ideas that are in fact the major constituent of the human personality, expectations of people towards each other And also to determine the [6]. The cornerstone character is able to do whatever we redirect the cornerstone character is able to do whatever we can to lead others to interact with them. Accordingly, the development of character and the type of attitude is a characteristic of democratic institutions which can make a big impact in the growing process and the necessity of dealing with it other factors associated with organizational needs. The study of human behavior and personality characteristics of sport organizations is of particular importance. Owing to the quality of working life and personality traits associated with employee engagement and youth sports organizations, trying to highlight this factor as one of the most important factors affecting organizational commitment they have. On the other hand, the role of women in Islamic society as factors affecting the management of attention has been paid The sensitivity of the research in this area is motivated by considering the characteristics of women, especially The increasing
progress in the sport need to have them several times. Due to the growing sport of women in governance is necessary several studies done in this area in the province. The main elements are present in the broadest sense of community organizations and managing the most important factor in survival, growth, and development organizations undoubtedly it is the duty of the directors and the organization's objectives, the process of moving from the current state to the desired state conduct. However, wide variations in global organizations to achieve their goals everyday problems and many changes have been made. Knowledge of personality can help management to eligible individuals in different posts of the Committee. This in turn will reduce staff turnover and increase job satisfaction. [15]. The fact of working life quality improvement in mind and motivations of each organization's progress in strengthening its staff [14]. Organizational commitment to support meaningful and emotional affinity with the goals and values of an organization, the organization itself away from its instrumental value, the means to achieve other goals defined.

**Literature:**

**Internal investigation:**

Fakhrpor Roghayeh et al (2012) in a study entitled "The relationship between quality of work life and organizational commitment Faculty members and departments of physical education" showed that the quality of work life and organizational commitment, and there is a significant relationship between these components.

Hatami H., et al [4] research on 'The relationship between organizational commitment and quality of work life and productivity of trees university employees' pay. The results showed that: A significant positive correlation between organizational commitment and quality of work life and productivity of employees are university experiences. Arizi HR, Barati, H. (2010) during the study, "The relationship between organizational commitment and job characteristics according to the" paid. The results the findings suggest that the relationship between commitment and dedication, consistency of replication, with openness to experience, and commitment transaction is a significant positive correlation with extraversion.

**Foreign background:**

Kadryvan and Paramsvary (2012) in a research entitled 'The impact of personality on quality of work life of teachers' concluded that: At work and job satisfaction, control at work, working conditions and the quality of working life of teachers in terms of gender, there were significant differences. Female teachers than male teachers have shown a higher consciousness. - Niha and Jayanama [7] in a study entitled "The Impact of Quality of Work Life on Organizational Commitment in the service sector in INDORE" The results showed that a significant positive correlation between the quality of working life and organizational commitment.

**Methodology:**

The study population consisted of all female managers sports Shiraz city agencies, including the Directorate of Sports and Youth female executives And education departments and areas of the Shiraz city and the province is also vice chairman of board sports. Given that some managers who have enjoyed similar posts available in 90 cases. Due to the limited number of regions that are 90, all of the sample will be selected. The total number of sampling and sample are statistically equal.

**Variables:**

In the present study the relationship between personality characteristics and quality of working life and organizational commitment is desired, personality traits And quality of working life and organizational commitment between the independent variable and the dependent variable is the criterion.

**Tools for data collection:**

In this study, three main tools in standardized questionnaire was used to measured data as follows.

(A) **Organizational commitment questionnaire**

This questionnaire by Mayer and Allen (1990) has been designed and developed. The questionnaire consists of 24 footnote Organizational commitment in three dimensions: affective commitment, continuance commitment and normative commitment are favors review.

(B) **Quality of work life questionnaire:**

This questionnaire by Walton (1973) was developed and has been used by many researchers.

C) Five Factor Personality Inventory (NEO-FFI): Walton reliability of the questionnaire in general, 0/88 reported.

**Analysis of data:**

The study analyzed data from the gauges. Results of the research focuses on the research hypotheses are presented. Data analysis included descriptive statistics of the mean frequency and standard deviation.
KS inferential test to determine the normality of the data and to test the hypothesis Pearson correlation and multiple regression analyzes were used to predict the relationship between the variables. Besides the research hypotheses were significant at $\alpha \geq 0.05$ have been studied for data analysis software is used spss19.

**Results:**

### Table 1: Average number of samples to various departments Sport

<table>
<thead>
<tr>
<th>The population</th>
<th>Name of Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Directorate of Sports and Youth Fars province</td>
</tr>
<tr>
<td>3 Person</td>
<td>Province Office of Education Fars</td>
</tr>
<tr>
<td>4 Person</td>
<td>Four areas of education Shiraz</td>
</tr>
<tr>
<td>7 Person</td>
<td>Sports Vice Chairman of the city of Shiraz</td>
</tr>
<tr>
<td>90 Person</td>
<td>Total</td>
</tr>
</tbody>
</table>

### Table 2: Distribution of cases by age group.

<table>
<thead>
<tr>
<th>Indices Age</th>
<th>Abundance</th>
<th>Percent prevalence</th>
</tr>
</thead>
<tbody>
<tr>
<td>20-30 Year</td>
<td>17</td>
<td>2-21</td>
</tr>
<tr>
<td>30-40 Year</td>
<td>28</td>
<td>35</td>
</tr>
<tr>
<td>40-50 Year</td>
<td>31</td>
<td>8-38</td>
</tr>
<tr>
<td>years and above</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>80</td>
<td>100</td>
</tr>
</tbody>
</table>

### Table 3: Determine the normality of the data.

<table>
<thead>
<tr>
<th>Components</th>
<th>Number</th>
<th>Mean</th>
<th>Standard deviation</th>
<th>Z</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Commitment</td>
<td>80</td>
<td>96/76</td>
<td>11/92</td>
<td>0/713</td>
<td>0/68</td>
</tr>
<tr>
<td>Personality Traits</td>
<td>80</td>
<td>193/7</td>
<td>9/92</td>
<td>0/936</td>
<td>0/34</td>
</tr>
<tr>
<td>Quality of Work Life</td>
<td>80</td>
<td>79/32</td>
<td>14/31</td>
<td>0/773</td>
<td>0/58</td>
</tr>
</tbody>
</table>

The first hypothesis between personality characteristics and quality of working life of female executives in sports administration Shiraz city there.

### Table 4: The relationship between personality characteristics and quality of working life of female executives in the sports department in Shiraz.

<table>
<thead>
<tr>
<th>Number</th>
<th>Mean</th>
<th>Standard deviation</th>
<th>r</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>80</td>
<td>193/7</td>
<td>9/92</td>
<td>0/22</td>
<td>0/045</td>
</tr>
<tr>
<td>80</td>
<td>79/32</td>
<td>14/31</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Table 5: Pearson correlation matrix between the characteristics and quality of working life

<table>
<thead>
<tr>
<th>Personality Traits</th>
<th>Quality of Work Life</th>
<th>Deontology</th>
<th>Extroversion-introversion</th>
<th>Agreeableness</th>
<th>The desire for new experiences</th>
<th>Neurotic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall living space</td>
<td>0/11</td>
<td>-0.05</td>
<td>0.27*</td>
<td>-0.10</td>
<td>-0.032</td>
<td></td>
</tr>
<tr>
<td>Integration and social cohesion</td>
<td>0/12</td>
<td>0.14</td>
<td>0.095</td>
<td>-0.109</td>
<td>-0.17</td>
<td></td>
</tr>
<tr>
<td>Work life and social dependence</td>
<td>0/16</td>
<td>0/23*</td>
<td>0.11</td>
<td>-0.11</td>
<td>0.059</td>
<td></td>
</tr>
<tr>
<td>Safe and healthy work environment</td>
<td>0/25</td>
<td>0/27*</td>
<td>0.092</td>
<td>-0.07</td>
<td>0.045</td>
<td></td>
</tr>
<tr>
<td>Payment of fair and adequate</td>
<td>0/17</td>
<td>0/19</td>
<td>-0.085</td>
<td>-0.06</td>
<td>0.14</td>
<td></td>
</tr>
<tr>
<td>Legalism in the</td>
<td>0.23*</td>
<td>0.08</td>
<td>0.21</td>
<td>0.07</td>
<td>0.13</td>
<td></td>
</tr>
<tr>
<td>Development of human capabilities</td>
<td>0.22*</td>
<td>0.33*</td>
<td>0.11</td>
<td>-0.12</td>
<td>0.063</td>
<td></td>
</tr>
<tr>
<td>Provide opportunities for growth and continuous security</td>
<td>0.10</td>
<td>0.11</td>
<td>0.05</td>
<td>0.25*</td>
<td>0.093</td>
<td></td>
</tr>
</tbody>
</table>

*=≤P 0.05

Second hypothesis: between personality characteristics and dimensions (neuroticism, introversion-extroversion, enthusiasm for new experiences, agreeableness and conscientiousness) with organizational commitment blonde woman in city offices there.

To test this hypothesis, multiple regression analysis model

$$y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5$$

The stepwise method was used.

### Table 6: The relationship between personality characteristics and dimensions of organizational commitment blonde woman in city offices.

<table>
<thead>
<tr>
<th>Steps</th>
<th>Variables Independent</th>
<th>$\beta_i$</th>
<th>T</th>
<th>F</th>
<th>Significance level</th>
<th>$R^2$</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Deontology</td>
<td>0/23</td>
<td>2/48</td>
<td></td>
<td>0/023</td>
<td>0/35</td>
</tr>
</tbody>
</table>
The third hypothesis between personality traits dimensions of organizational commitment (affective, normative and continuous) female executives in sports city offices there.

Table 7: Relationship between certain personality traits dimensions of organizational commitment (affective, normative and continuous) female executives in the sports departments of the city.

<table>
<thead>
<tr>
<th>Dimensions of organizational commitment</th>
<th>R</th>
<th>R²</th>
<th>β</th>
<th>F</th>
<th>F</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emotional</td>
<td>0/47</td>
<td>0/22</td>
<td>0/27</td>
<td>2/03</td>
<td>3/49</td>
<td>0/012</td>
</tr>
<tr>
<td>Continued</td>
<td>0/41</td>
<td>0/16</td>
<td>0/25</td>
<td>2/67</td>
<td>7/16</td>
<td>0/009</td>
</tr>
<tr>
<td>Normative</td>
<td>0/36</td>
<td>0/12</td>
<td>0/19</td>
<td>2/33</td>
<td>5/87</td>
<td>0/034</td>
</tr>
</tbody>
</table>

Discussion and conclusions:

The first hypothesis

The characteristics and quality of working life of female executives in sports city offices there.

According to the results, R observed in the P≤0/05 is smaller than α=0/05 test. So between personality characteristics and quality of working life of female executives in the sports department the city there is a significant relationship.

In other words, there are personality traits that enhance and improve the quality of their working life. The results of the research results and Paramsvray Kadryvan and Paramsvray [9] and Nyrmela and Manjo (2008).Is consistent.Personality characteristics as important factors integral to the human character in an enterprise environment affect humans,because each person's behavior is partly influenced by his character and personality characteristics are also affected.The main problem is that organizations can take into consideration when hiring, consider changing the personality characteristics and what's better that people are beginning to control the organization and people are attracted to organizations Based on the character that they can show higher organizational commitment in self-organization. Thus, the organization's human capital will lead to The result is increased efficiency in the organization. According to investigation and background research that has been conducted on men And this corresponds with the results of research on women and this is indicative of the fact that women can be as athletic director Occupy more management positions and the quality and commitment are high.

The second hypothesis:

The relationship between personality characteristics and dimensions of organizational commitment is significant. According to the results, R observed in Less than 0/05 Positive correlation between personality characteristics and organizational commitment of female executives in sports city offices there.Among the personality traits, characteristics duty, the strongest relationships with organizational commitment managers. This hypothesis can be said to explain Given that individuals with personality traits of conscientiousness, mostly accurate, reliable, orderly, energetic, hardworking and in spite of obstacles and have Troubleshooting insisting streak of perseverance, self-discipline, planning and discipline are Stressful situations and in dealing with the problem-oriented coping styles used. People who are conscientious personality traits are compared to those of greater organizational commitment. The features show that people have a duty to the extent of persistence, hard work and motivation to achieve the goal.So we can say that when people have the quality of the organization the tasks and activities involved, they will be more motivated and more committed to the organization will find.Agreeableness is a significant positive relationship with organizational commitment, and behavioral characteristics associated with these factors include reliability, flexibility, cooperation and tolerance. Agreeableness is negatively correlated with organizational commitment Agreeableness and committed approach to their work. So who is the co-feature,once the tasks and activities of the partnership will be more committed to the organization.The results showed that personality traits provide a useful framework for determining organizational commitment.The results of a research project, such as non-governmental Poor Yousefi Azad Fallah [12], Abbasi (2012), Arizi and Barati (2010), Pur Sultan Zarandi et al (2010), Sharifi et al (2010), Pasha and Khodadadi [10], Farahani et al (2009), Sepahvand R., et al (2014), Sampat Kapygodihe [18] is consistent.

The third hypothesis:

Relationship between personality characteristics and dimensions of organizational commitment there.

According to the results, the significance level for each of the three dimensions of organizational commitment is smaller than 0/05 Are. And therefore the relationship between personality characteristics and dimensions of organizational commitment is direct and significant. And per unit increase of personality
characteristics, dimensions of organizational commitment increases. The results suggest that personality traits are most relevant to affective commitment. The results of a research project, such as non-governmental Poor Yousefi Azad Fallah [12], Abbasi (2012), Arizi and Barati (2010), Pur Sultan Zarandi et al (2010), Sharifi et al (2010), Pasha and Khodadadi [10], Farahani et al (2009), Sepahvand R., et al (2014), Sampat Kapygodihie [18] is consistent. It is now generally accepted that a person who lacks capacity is needed to learn his profession. Interestingly, however, other aspects of personality will be rejected. Also, is it true that if a person has the talent, but if the attitude and behavior He made the adjustment to institution or other person will be disqualified? These considerations may be overwhelmed by a sense of shared public. Research has shown that personality factors than lack of skill as a large proportion Dismissal and the setbacks, failures, promotion and progression involved. Organizational commitment and personality characteristics are fundamental and important Managers and administrators of organizations are looking to increase it. The results of this research show that organizational commitment and job behaviors including many related personality traits. Studies have shown that there are several factors that can increase organizational commitment Employee commitment to the organization and influence. Factors that should be considered if the organization will not only lead to improved employee commitment but on other matters relating to the organization and will affect the quality and productivity. Personality characteristics such as organizational structures that are important for based on research conducted as a variable that can lead to high organizational commitment Employee commitment to the organization and influence. Factors that should be considered if the organization will not only lead to improved employee commitment but on other matters relating to the organization and will affect the quality and productivity. Personality characteristics including the organizational structures that are important and based on research conducted among the variables that can lead to high organizational commitment among employees in the organization and performance. Studies show that personality factors may be common problems associated with the organization really is. Hence the importance of personality traits of people in the workplace, even when hiring employees, Can be many problems that may later become employees grapple with their And the kind of commitment affect their job, stop. Hence, according to the results of previous research and the results obtained in the present study, Focus more on the character of individuals and providing an environment where people Greater sense of commitment to the organization, can establish the groundwork for better performance, resulting in higher productivity of employees in the organization.

ACKNOWLEDGMENT

This article is extracted from my thesis under the title of “The relationship between some personality characteristic and quality of work-life with organizational commitment of woman managers in sport offices of Shiraz city”. Hereby, I extend my sincere appreciation to Islamic Azad university of Arsanjan for the efforts and supports they provided to me.

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