



THE RELATIONSHIP BETWEEN JOB AND PERSONALITY CHARACTERISTICS WITH PROFESSIONAL MATURITY AMONG SEPAH BANK EMPLOYEES IN SHIRAZ

Farshad Amirazodi¹, Atefeh Hosseini *²

1.2. Department of Counseling, Marvdasht Branch, Islamic Azad University, Marvdasht, Iran.

ARTICLE INFO

Received:

03th Jun 2017

Accepted:

29th Nov 2017

Available online:

14th Dec 2017

Keywords: *Job Characteristics, Personality Characteristics, Professional Maturity*

ABSTRACT

This study aimed to investigate the relationship between types of compatibility with workplace and turnover intention for employees of Steel Company in Khuzestan.

Material and Methods: The present study was conducted aiming to investigate the relationship between job, personality characteristics with professional maturity for employees of Sepah Bank in Shiraz. The study, which is of an applied nature, was carried out using correlation method. The statistical research population encompassed a total of 120 Shiraz Sepah Bank employees selected using simple random sampling method. To collect the research data, three questionnaires were employed including Oldham and Hackman's (1984) job characteristics scale, NEO personality inventory (1992), and Hendrick professional maturity scale (2001), the reliability and validity of which are acceptable and confirmed. To analyze the data, inferential statistic methods, namely, Pearson correlation coefficient and multiple regressions were simultaneously used.

Results: The results revealed that there is a positive and significant relationship between job characteristics and professional maturity. Also, it was found that skill diversity and task significance are capable of predicting professional maturity. Moreover, the findings indicated that there is a negative and significant relationship between neuroticism and professional maturity and that the former can predict the latter.

Copyright © 2013 - All Rights Reserved - Pharmacophore

To Cite This Article: Farshad Amirazodi, Atefeh Hosseini, (2017), "The Relationship between Job and Personality Characteristics with Professional Maturity among Sepah Bank Employees in Shiraz", *Pharmacophore*, **8(6S)**, e-117369.

Introduction

It is hard to achieve professional maturity, which requires excessive mental energy consumption and a strong will. However, obtaining the attitude, in which professional maturity plays a background role, is worth the difficult path. An individual is professionally autonomous when he/she properly knows their needs and the way to express and control them. Similarly, one is not professionally independent unless they have knowledge of their working environment and be able to plan and make decisions [1]. Professional maturity refers to one's beliefs about their abilities. It emanates from different resources such as one's achievements and failures, others' success and failure and verbal encouragement [2]. Super (1985) holds that professional maturity refers to knowledge about jobs, self-knowledge, clear job self-concept, ability to make decisions about future career, responsibility, self-reliance in discovering job opportunities, and creativity in the process of looking for job [3]. Moreover, he contends that professional maturity characteristics include accepting responsibility, tendency towards selection, decision making, planning for data collection and analysis of one's emotional states, all of which influence one's maturity in general [4]. Anderson and Momen (2002) assert that individuals with professional maturity possess characteristics like knowledge of one's needs, tendencies and interests, as well as logical and independent decision-making[4].

One of the variables capable of influencing degrees of employees' professional maturity is personality characteristics. Of all the various characteristics, it is personality that can help individuals better understand themselves. Personality is that aspect of human life which predicts what behaviors people show in certain conditions. Psychologists have provided a variety of different

Corresponding Author: Atefeh Hosseini, Department of Counseling, Marvdasht Branch, Islamic Azad University, Marvdasht, Iran, email: Atefeh371@gmail.com

ideas about personality aspects. One of them is the Five Factor Model in which personality has five dimensions: 1) Neuroticism (Emotional Instability), 2) Extraversion, 3) Openness, 4) Agreeableness, 5) Conscientiousness [5].

Of other variables capable of influencing employees, particularly their performance, is job characteristics. In accordance with Herzberg's theory 1974, employees are motivated towards their job when they feel that it is valuable and obtain feedback on how they perform. Nonetheless, contrary to Herzberg's theory, in which no suggestions are introduced about jobs, in theory of job characteristics, job dimensions are taken into account when designing them. Special theory put forward by Turner and Lawrence [6]. On the basis of job prerequisites, provided the grounds for that which can define job characteristics and explore the relationship between job motivation, performance and characteristics. Jansen, Kerkstra, Abu-Saad and Zee [7]. managed to present job characteristics pattern. According to this theory, job satisfaction, internal motivation, and performance can be predicted by five features which include: skill diversity, job identity, job significance, job autonomy, feedback.

Taleb, Arrif and Salleh [8] in a study entitled "The impact of career counseling on career maturity, self-efficacy and job characteristics", came to the conclusion that today's changing world has complicated job selection and decision making to the extent that one is not capable of finding an appropriate job just by normal and routine learning as well as achieving educational degrees. Consequently, it was found that job counseling in the form of professional support groups influences increases in professional maturity, self-efficacy, and job characteristics of subjects. Hara and Kodama [9] conducting a research entitled "job characteristics and career maturity of career supporting practitioners" drew the conclusion that characteristics, namely, inner commitment, task orientation, coordinating the demands between the client and the organization, knowledge about the profession, and tolerance toward ambiguity are significantly associated with professional maturity. Furthermore, factors related to job characteristics and professional maturity included good scheduling and autonomy. Moreover, personal factors were work experience, initial professional education, and cognitive empathy while organizational factors included salary, support from superiors, senior staff members and supervisors, support from fellow workers and peers. Also, intermediate factors were role recognition and continuous training. Hughes [10] examined the relationship between fit personality with jobs and work performance among the employed. The statistical research sample included 655 employees and its results revealed that there is a significant relationship between fit personality with job and work performance.

Darmaki [11] in a study entitled "relationship between career counseling attitudes and personality characteristics and professional maturity among Emirati University students" found that career counseling attitudes is higher among women than men. Similarly, it was concluded that there is a significant relationship between personality characteristics and professional maturity. In a study entitled "an examination of the relationship between personality characteristics, professional maturity, and organizational citizenship behavior among municipality employees at Tehran district 7, Jafarpour [12] concluded that personality and professional maturity are capable of predicting organizational citizenship behavior and that personality components (agreeableness and conscientiousness) and professional maturity components (consolidation and retention) can predict it as well. Moreover, correlation coefficient indicated that personality five factors (extroversion, conscientiousness, and neuroticism) are related to professional maturity. It was also found that professional maturity is associated with organizational citizenship behavior and that personality five factors are related to the latter. Rasouli and Eslami [13] in a research entitled "the relationship between job satisfaction and personality characteristics with mental health among army employees" found that there is a significant correlation between personality theme and mental health as well as job satisfaction and mental health.

Taking account of individuals' job characteristics and personality characteristics can provide the grounds for job fit with people. That is, the more the fit between job and an individual, the higher the employees' motivation to perform, which is effective on increases in attempts and organizational efficiency. On the other hand, as bank employees are more in touch with various clients and the likelihood of their mistakes when performing banking tasks are high, they experience high levels of stress. So, if they are not motivated to their job, the odds are that they may suffer depression in short period of time, leading to decreases in the bank and employees' output. Accordingly, it is essential to take into consideration employees' personality, job, and demographic characteristics as well as their professional maturity.

Method

The present study is of an applied research type conducted using descriptive-correlation method. The research statistical population encompassed all the Shiraz Sepah Bank employees in 2016, a total of 150 employees, from which 120 were selected using random simple sampling. To collect the necessary data, three questionnaires were employed including Oldham and Hackman's (1984) job characteristics scale, NEO personality inventory (1992), and Hendrick professional maturity scale (2001), the reliability which equaled 0.78, 0.68 to 0.86, and 0.70, respectively. Also, the data was then analyzed using Pearson correlation coefficient and multi-variate regression.

Findings

First Hypothesis: There is a significant relationship between job characteristics and professional maturity. To test this hypothesis, the study used Pearson correlation method.

Table 1. The Correlation Matrix Test for the Relationship between Job Characteristics and Professional Maturity

Variable	Job Characteristics	Skill Diversity	Task Nature	Task Significance	Autonomy	Feedback	Professional Maturity
Job Characteristics	1						
Skill Diversity	0.77**	1					
Task Nature	0.78**	0.59*	1				
Task Significance	0.78**	0.51*	0.45**	1			
Autonomy	0.49*	0.19*	0.15	0.28**	1		
Feedback	0.78**	0.53**	0.63**	0.57**	0.130	1	
Professional Maturity	0.32**	0.34**	0.15	0.43**	0.008	0.25**	1

Note: **p≤ .01 level; *p≤ .05 level

According to (Table 1) dimensions of job characteristics, there is a significant relationship between skill diversity, task significance, feedback and professional maturity. Also, there is a significant and positive relationship between job characteristics and professional maturity, hence the research hypothesis is confirmed.

Second Hypothesis: There is a significant relationship between personality characteristics and professional maturity. To test this hypothesis, the study used Pearson correlation method.

Table 2. The Correlation Matrix Test for the Relationship between Personality Characteristics and Professional Maturity

Variable	Neuroticism	Extroversion	Openness	Agreeableness	Conscientiousness	Professional Maturity
Neuroticism	1					
Extroversion	-0.51**	1				
Openness	0.01	0.23	1			
Agreeableness	-0.36**	0.39**	0.11	1		
Conscientiousness	-0.51**	0.59**	0.09	0.440**	1	
Professional Maturity	-0.32**	0.18*	0.01	-0.01	0.11	1

Note: **p≤ .01 level; *p≤ .05 level

According to (Table 2), there is a significant and negative relationship between neuroticism and professional maturity at 0.01 level and there is no significant relationship between other dimensions of personality characteristics and professional majority at 0.05 level.

Third Hypothesis: Job characteristics can predict professional maturity. To test this hypothesis, simultaneous regression analysis was used.

Table 3. The Regression Analysis of Job Characteristics and Professional Maturity

Statistical Index	R	R2	F	B	Beta	t	Sig.
Predictor Variable							
Skill Diversity	0.49	0.24	7.49	1.48	0.25	2.34	0.02*
Task Nature				0.81	0.15	1.36	0.17
Task Significance				2.22	0.41	3.92	0.000**
Autonomy				0.80	0.15	1.80	0.074
Feedback				0.009	0.002	0.01	0.98

Note: **p≤ .01 level; *p≤ .05 level

As the table (Table 3), indicates, multiple correlation coefficient (R) and coefficient of determination (R2) equaled 0.49 and 0.24, respectively, showing that job characteristics predicts element 24 percent of changes in professional maturity. Likewise,

according to the Sig. level, it is safe to say that dimensions, namely, skill diversity and task significance, can predict professional maturity at 0.05, 0.01 levels.

Fourth Hypothesis: Personality characteristics can predict professional maturity.

To test this hypothesis, simultaneous regression analysis was used.

Table 4. The Regression Analysis of Personality Characteristics and Professional Maturity

Statistical Index							
Predictor Variable	R	R ²	F	B	Beta	t	Sig.
Neuroticism	0.32	0.13	3.79	-0.77	-0.37	3.55	0.001**
Extroversion				0.36	0.10	0.92	0.35
Openness				0.09	0.02	0.27	0.78
Agreeableness				-0.51	-0.17	1.77	0.078
Conscientiousness				-0.16	-0.07	0.63	0.52

Note: ** $p \leq .01$ level; * $p \leq .05$ level

As the table (Table 4), indicates, multiple correlation coefficient (R) and coefficient of determination (R²) equaled 0.32 and 0.13, respectively, showing that personality characteristics predicts element 13 percent of changes in professional maturity. Likewise, according to the Sig. level, it is safe to say that only neuroticism can predict professional maturity at 0.01 level.

Discussion and Conclusion

The research first hypothesis: there is a significant relationship between job characteristics and professional maturity.

According to Table 1, skill diversity, task significance, and feedback were significantly related to professional maturity. Likewise, there is a positive and significant relationship between job characteristics and professional maturity. Thus, the hypothesis is confirmed.

The research second hypothesis: there is a significant relationship between personality characteristics and professional maturity.

According to Table 2, there is a negative and significant relationship between neuroticism and professional maturity and other components of personality characteristics are not related to professional maturity.

The research third hypothesis: job characteristics can predict professional maturity.

The findings showed that skill diversity and task significance can predict professional maturity. These results are in line with those of Talib, Arrif and Salleh [11] as well as Hara and Kodama [12].

The increasing growth of technology has created jobs which have demands and conditions different from those in the past, leading to general development in education to achieve necessary skills and knowledge so as to reach favorable job conditions. It has complicated job-related decision makings. Since selecting a proper job is one of the most common tasks in one's individual life, those with better self-knowledge make the best decisions. Accordingly, everyone should choose a job considering their own abilities, and motivations as well as society's needs and facilities. It is safe to say, when proving this hypothesis, that the more individuals show more varieties of skills and the more they are specialized in performing various tasks, the more they are then involved in organizational activities, affecting their fatigue in return. Similarly, the perception that an individual can perform tasks in different parts can provide him/her with motivation which increases one's beliefs about self-efficacy and professional maturity. Moreover, when an individual and other coworkers place an emphasis on their job, their motivation in organization will increase. In addition, when an organization's supervisors and heads give necessary feedback, employees can take steps towards decreasing mistakes and improving their strength points, as a result of which the level of success rises, individuals believe in themselves and exhibit more capabilities in the organization.

The more job characteristics are in line with individual abilities, the more people will show not only capabilities but also interest in their job. On the other hand, coordination with job influences the way individuals use their knowledge and skills, leading to increases in professional maturity.

The research fourth hypothesis: personality characteristics can predict professional maturity.

As shown, only neuroticism can predict professional maturity. This finding is in line with that of Darmaki [14], and Ja'afarpour [15].

Personality is a set of mental characteristics which exist in any individual and impacts on their behavior and way of thinking. In other words, personality is a combination of mental characteristics used to determine one's place in categorization.

People with any type of personality behave in a certain way, have unique expectations, different abilities, behavioral skills and needs. They have also certain needs, expectations, motivations, and objectives. Also, organizations, based on their goals, tasks, and activities, fulfill certain expectations. Accordingly, for every type of personality, a different kind of job is suitable.

According to these findings, it is safe to say that neurotic individuals more tend to show feelings like fear, anxiety, sadness, and sense of guilt. Such feelings preoccupy individuals' mind and decreases their performance. Neurotic individuals do not

believe in their own capabilities and, or underestimate yourself, as a result of which their positive attitude towards their job decreases, leading to reduction in their performance level.

Employees with cultural and ability levels who are capable of coordinating their goals with those of organization and of making efforts to achieve their shared objective have grown mature and can take great steps to reach organizational aims, resulting in individual and organizational productivity.

Practical Suggestions

One of the findings of the present study suggests that there is a relationship between job characteristics and professional maturity. Therefore, to increase employees' efficiency in an organization, it is essential that experts and skilled individuals are used.

It is suggested that individuals who are suitable for a certain task be assigned so as to enhance organizational performance.

Acknowledgments

This paper was extracted from M.A. dissertation of Mr. Farshad Amirazodi, student of Islamic Azad University of Marvdasht which is acknowledged for its support. Hereby, the authors would like to express their gratitude for unwavering support of all staffs in the Sepah Bank of Shiraz.

References

1. Pajares F. Professional maturity in Academic Settings. *Review of Educational Research*. 2005; 4:665-43-578
2. Karademas CE. Self-efficacy, social support and well-being: The mediating role of optimism. *Perso Indiv diffe*. 2006; 40: 1281-1290.
3. Zunker V. *Career Counseling a holistic approach*; California, Brooks/ Cole Publishing Company. 2006.
4. Shafi'a Abadi A. *Career counseling and job selection theories (a general revision)*, Tehran: Roshd, 22nd edit. 2012.
5. Hosseinian S. Job selection represents one's personality. *Scientific and Research Quarterly of Humanities in Az'zahra University*, 2001;(3); 12-19.
6. Edgar L. Nurses' motivation and its relationship to the characteristics of nursing care delivery system: A test of the job characteristic model. *Canadian J Nursing Leadership*. 2005; 12(1):14-22.
7. Jansen PG, Kerkstra A, Abu-Saad HH, Zee JV. The effects of job characteristics on job satisfaction and burnout in community nursing. *J Inte Nursing Studies*. 2008; 33(4): 407-421.
8. Talib JA, Ariff AM , Salleh A. The impact of career counseling on Career maturity, self-efficacy and job characteristics, *Procedia Social and Behavioral Sciences*. 2014; 7(2): 629-634.
9. Keiko H. Masahiro k. Job Characteristics and Career Maturity of Career Supporting Practitioners, *Browsing Articles*. 2014; 24(2): 89-106.
10. Hughes A. correlational study of the relationship between fit personality with jobs and work performance. *Economics & Business Journal: Inquiries & Perspectives*. 2015; 1(1):46-55.
11. Al-Darmaki FR. Relationships between Career Counseling Attitudes and personality characteristics and professional maturity Among Emirati University Students, *J Citation Reports*. 2015; 26(1): 137-152
12. Jaafarpour M . The relationship between personality characteristics, professional maturity and organizational citizenship behavior among Tehran Municipality employees in District 7, M.A. thesis, Department of Science, Research and Technology, Allameh Tabataba'i University. 2013.
13. Rasouli Z, Eslami R. An examination of the relationship between job satisfaction, personality characteristics and mental health among army employees. *J Annals of Iranian Military and Health Sciences Research*. 2014; 11(2): 96-101