



Review The Relationship Between Personality Style of Managers and Their Effectiveness in The Credit and Financial Institution of SamenAlhojaj of Sabzevar City

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ABSTRACT

This study examines the relationship between personality style of managers and their effectiveness in the credit and financial institution of SamenAlhojaj of Sabzevar city. This study issued the fundamental question whether personality styles of managers has positive effect on the effectiveness of the activities or not and provide assumptions based on whether is there significant relationship between the character style of the managers (personality traits and types) and their effectiveness or not, it has been tried to identify the effective factors on effectiveness of the managers.

Identifying and determining the effectiveness of the managers of a credit and financial institution of SamenAlhojajSabzevar city is the main objective of the study which include the secondary objectives such as determining the relationship between personality types and effectiveness of the managers of a credit and financial institution of SamenAlhojajSabzevar city and help to enrich the institution's internal projects. This study uses a descriptive kind of research method and the field survey and the correlation and its objective is applicable. The first step examines the reports and documents and the second step distribute two types of questionnaires among the type view Myers – Briggs, and effectiveness of the questionnaire specifies through inferential statistics and correlation test. The results showed the managers' character depend to their mental health; therefore, it is suggested to hold administrative regular meetings to resolve workplace problems and consultations to identify psychological possible problems between managers and staff.

The population of the research involves all the employees of credit and financial institutions SamenAlhojaj, which 50 person of them were selected as sample. It is worth noting that two questionnaires of type view Myers – Briggs to detect four dimensions of personality and an effectiveness questionnaire to determine the treatment feature of effectiveness managers was used in the research.

KEYWORDS : the style of managers' character 'effectiveness

Introduction

This research identifies the relationship between personality style of the managers and their effectiveness in credit and financial institutions of SamenAlhojaj. Effective managers are the most basic and purest resource of any organization. Failure of any organization in achieving to the optimum efficiency can be largely relating to the dysfunctional management and leadership of the organization. Leadership style of the managers is undoubtedly effective in correct directing of the employees in direction to organizational goals. Using of the best style of leadership or management and investigating the influencing factors will cause increasing the effectiveness and efficiency of the staff and the system[1-6].

The overall objective of the study is to identify and to determine the effectiveness rate of managers of credit and financial institutions of SamenAlhojaj and to determine the relationship between personality types and the effectiveness of managers and help to enrich the institution's internal projects .

Methods of Data Analysis

Research hypothesis has been tested by inferential statistical method and the Pearson correlation test to examine the relationship between managers personal styles and their efficacy using SPSS software, also, the Cronbach's alpha value of the present study was calculated 92% using the software[6-10] .

Results

Discussion

It is very interesting that the results of the research confirm the results of Gasta (1984), Corinne (1992), Peter Gir (1998), John Holland's theory (1999) Braille and Ras Rein theories, Rabinz. (2005), "Robbins confirmed.

Gasta get people tend to jobs which give them its opportunity of personality tools. In a study carried out by Kurdyn showed that the possibility of career promotion with kind of different personality types select various ways and things and the difference can be seen in results.

John Holland's theory on vocational fit with personalities expressed it well, according to him there is a relationship between the personality characteristics of people and the kind of career they choice. The researcher provides 6 kinds of personality and suggests job satisfaction and a desire to leave the job depends to a degree that one can suc-

cessfully adapt his personality to a business environment[10-15].

He believes that people know amplifier and fulfilling the environment where its environmental model is similar to the pattern of their personality. Each type has job competence and progress in a particular environment, As Rein Hold states in his theories about the character: Different characters offer different effective ways that each of them does something.

Robbins also believes that if people personality is fit to business or profession they are doing, they will realize that they have required ability and talent to perform the assigned task and hence will be more successful.

On Braille's attitude, job selection do not occur in random order of events, but personality and individual records makes the person choose a career through sublimation which lead to a satisfying main record of life (ShafiHadi 1367)

The productivity will be greater if the fitness between personality and jobs is more and productivity will reduce if the suitability and compatibility is less. So selection of the appropriate character can yield a better job performance and effect on the attitude of their staff.

What would happen if the person is not selected suitable to the job and organization and what role an effectiveness manager can have in resolving this fault?

In the first method, defects and deficiencies of people should be removed through the provision of educational facilities for them in the effective leadership. In the second method, the work should modify or change in such a way that accord to the person's personality characteristics and traits. But in the third method, attempting to select the most suitable people and giving them responsibility of various positions of the organization using scientific methods is necessary.

So, if we want to present a theoretical point based most on the fact, we have to say, some of the person's characteristics and behaviors lead his leadership be effective in many situations.

It is necessary to have similar personality traits if we want to effective leadership in the same positions. And also we should have the same behaviors so that we can act as a successful leader in these situations.

As a result, there should be fitness between people's culture (beliefs, thoughts, personality, attitude, viewpoint, etc.) and organizations' culture (the life of organization, work's technology, organizational structure, etc.).

Results of examining the people's personality characteristics suggest that the behavior of the people depends to the personality character and traits. On the other hand, several studies have shown that the people's personality affect a lot on the functions choice, rates of work's absenteeism and staff employment. In many cases, lack of intelligence or lack of technical skills is not the reason of people's failure in carrying out its duties in the organization effectively, but it's because of not in line with their job characteristics that are responsible for.

This result is achieved from the conducted study that the rate of the mental health is different among various characters. This result was entirely predictable. A significant point that must be considered is managers' character whatever A or B is related to their mental health. Individuals' character should be considered at first sight. Any type of personality has a series of performance and response related to itself, due to this problem true and carefree relationship by humans can be made.

Practical suggestions

- 1- It is suggested to the managers of credit and financial institution of SamenAlhojaj to hold meetings between managers and employees every week and to express the staff's problems in the environment and create a proper atmosphere between managers and employees.
- 2- To hold counseling sessions for managers and employees separately and identify mental problems of both groups and remove the problems
- 3- To provide opportunities and facilities for promotion and advancement of staff in the organization, promotion should be based on objective and achievable criteria.
- 4- To provide job security for staff retention in their jobs can consist of future retirement and treatment costs which have happened during the occupation and because of it.
- 5- To apply participatory and supportive management (involving employees in various decision making of the organization)
- 6- To attempt to satisfy the physical and psychological needs of employees.
- 7- To establish free official atmosphere exempt of any kind of threat and benefit from delegating.
- 8- To establish all aspects communication in the organization (between managers and supervisors, between supervisors and employees and between employees).

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