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## Survey of Personality Traits (based on big five) In Professional Ethics's Growth In Medical Sciences University Of Bushehr. Iran's Aspect

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### Abstract

Professional ethics of employees is an effective Factor in the growth of spirituality and reducing administrative corruption in organizations. One factor that influences employees on Professional Ethics is personality. The overall goal of this research is to study the link between personalities of employees (Neuroticism, Extroversion, Agreeableness, Conscientiousness, Openness to experience) and their Professional ethics (responsibility, Competitiveness, honesty, respect to others, respect to values, justice, Sympathy to others, Loyalty) in Medical Sciences University of Bushehr.. To study the correlation between personality style and Professional ethics of employees, five hypotheses were proposed in this project and the objective was to find the ones that were supported by the collected and analyzed data. Two sets of questionnaires titled "Form NEO five factors personality test" and "Professional ethics" questionnaires were distributed among 270 employees. Population of this research was 690 employees. The sorted data was analyzed using in SPSS and Lisrel software. While designed to test the hypothesis, based on the results, Findings show that, Between personality traits and PE, there is a positive relationship (0.445), Between personality traits and PE, there is a negative relationship(- 0.251) some recommendations for developing Professional ethics in the organization, as is the end of the study

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**Keywords:** neuroticism, extraversion, openness, compliance, conscience and conscientiousness

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## 1. Introduction

Ethics as a regulator of human relation is always important. In management this internal mechanism can bring moral performance without needing an external lever. The role of ethics in performance and behavior, decision making and communication has been important and determinative. Hence, ethics debate and management have become a major issue in management course. (Alvani 2005).

PE expands social relationship between individuals and was created an internal norm. PE observance indicates individual personality in the organization. (Koehn, 2001).

Personality is a set of emotional and behavioral characteristic that surround and assist a person in his daily life. (Albert, 2006). In this research the relationship between personality disposition and PE is studied from traits perspective and more specially the five-factor model of personality dimensions by Costa and McCrae (1992).

The five factor model of personality as measured by the NEO-personality Inventory Revised (NEO-PI-R) includes Neuroticism, Extraversion, Openness, Agreeableness and Conscientiousness. (McCrae and Costa, 1997) The big five model also has been considered as the highly accepted and widely known personality model from the last almost two decades.

## 2. Review of Literature

Personality has been considered as an important factor in the personality specifically for predicting the job performance and PE. It is a behavior which differentiates one person from another (Beer & Brooks, 2011) and provides acumen whether a person will do some specific job, in comparison to others (Sackett et al, 2002). Moreover the traits, relevant to personality, are considered to be stable and steady throughout the work life in a personality behavior model. (Denissen et al 2011; Gerber et al, 2011).

Hagon and Shelton (2006) pointed out the personality theories examine the variances and similarities in a person. The similarities can be used to predict one's performance and behavior, as they provide the collective attributes of human nature. Whereas, the variances provide the measures of individual's performance and PE and are used to describe human performance and behaviours. Experts in the field of personality are of the view that the individuals in fact have a long term traits that affects behaviors at work. (Gerber et al, 2011)

With reference to research on personality, some scholars captured that personality is the effective tool that predicts job performance. (Ozar & Benet-Martinez, 2006; Schulman, 2011).

Other studies indicated that there is strong connection between big five personality dimensions with a ability to communicate and reliance. (Martis, 2007).

Conscientiousness has a relationship with job satisfaction in organization (Fatta James, 2000).

## 3. Research Hypothesis

3.1. Personality traits (Neuroticism) bring PE's growth between employee of Medical Sciences University of Bushehr.

3.2. Personality traits (Extraversion) cause PE's growth between employee of Medical Sciences University of Bushehr.

3.3. Personality traits (Openness) cause PE's growth between employees of Medical Sciences University of Bushehr

3.4. Personality traits (Conscientiousness) bring PE's growth between employee of Medical Sciences University of Bushehr.

3.5. Personality traits (Agreeableness) cause PE's growth between employee of Medical Sciences University of Bushehr.

## 4. Methodology

The purpose of this research is to determine the existence of relations between "Big Five" personality factors and professional ethics. And two sets of questionnaires titled "Form NEO five factors personality test" and "Professional

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