

Evaluation of the employee characteristics on Organizational Effectiveness

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Abstract: Today, more than ever, specified the development organizations and the communities that depend on the proper use of human resources and Key role for recruiting qualified human resources has caused intense competition between organizations is essential, especially in educational organizations. Attention to the individual characteristics of employees and their creativity in an organization to successfully reach their goals with high efficiency. Managers should always consider evolving characteristics of this valuable resource and with Recognition of their talents and abilities and participation in production provided. Since human characteristics are related with organizational effectiveness, In this research to achieve the desired results is to consider practical and scientific purposes. In this study, the independent variables include experience, education, age, gender and aspects of personality (introversion, extraversion, impulse control, psychosis, neurosis and emotional stability), and effectiveness is considered the dependent variable. Ten hypotheses for the research questions that were developed, To analyze the hypothesis, 67-item questionnaire was distributed among employees Sama College. After analyzing the questions and test hypotheses using Pearson correlation analysis, regression analysis and T-test analyzes indicated a significant relationship between work experience, education, age, gender, introversion, extroversion, emotional stability, Neuroticism and impulse control with there are organizational effectiveness. But there was no significant relationship between neuroticism and organizational effectiveness.

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1. Introduction

Today, as human resources are the most valuable resource of the organization. People are like pieces of living, thinking and feeling are the components of an organization to achieve its objectives at work. We must remember that these organizations exist to serve people, not people serving organizations. In this context, impart meaning and context of human resources to provide organizational goals. Today, no organization can do without having the right staff to achieve their goals. In particular, educational organizations having long-term goals need to be tailored to the characteristics of workers who have the education system. Employee characteristics that are indicative of the quality of each organization, these features included expertise, education, experience and personality.

Quantitative and qualitative characteristics of human resources, especially in terms of age, education, skills, marital status, personality, experience is important because it is either weakness or strength of its organization. This subject can be examined with educational organizations to define and identify the appropriate variables to achieve a better effectiveness.

2.1 Problem Statement

Considering the effectiveness of human resource is the most valuable asset of an organization and played a vital role in enhancing the effectiveness of an organization.

This study identified Characteristics of employees that influence the organizational effectiveness and to

examine the relationship between these characteristics and organizational effectiveness. In fact, this research addresses the following topics:

1. Identify individual characteristics of employees with educational organizations.
2. Identify and evaluate the impact of individual characteristics on the organizational effectiveness.
3. Assessing the relationship between individual characteristics organizational effectiveness in educational organizations.

Although its general characteristics appear fairly stereotyped across subjects (Borghese ,et. Al , 1996), nevertheless there exist qualitative and quantitative features that make everyone's style unmistakably recognizable (Pedotti , et. Al , 1978) .

Organizational effectiveness is the extent to which an organization uses its resources to achieve its goals without wasting resources (Thibodeaux & Favilla , 1996). In other words, the extent to which an organization reaches its goals (Zheng & McLean , 2010).

Robbins competing values approach to organizational effectiveness of this measure is used. This approach has included these variables (flexibility, human attracting sources, planning, productivity and efficiency, access to information, stable, coherent labor, skilled labor). (robbins , 1990)

The employees individual characteristics and their impact on the organizational effectiveness, it is important because without detailed knowledge of the

personality and Characteristics individual employees, organizations will not be able to create harmony between personality and their jobs, Consequently, it is difficult for organizations to achieve their goals.

Personality is influenced by the environment, When individuals are in a similar position, they exhibit a different behavior, The most important difference between individuals is caused by differences in physical (abilities, skills and physical properties) and psychological differences (character and attitude, perception, learning and creativity) (Moorhed and Griffin , 1988).

Based on this definition and the research questions and hypotheses, In This study characteristics of human resources, work experience, education, gender, age and personality (introversion, extraversion, impulse control, Neuroticism, neurosis and emotional stability) have been identified as the independent variable and Organizational effectiveness is considered as the dependent variable, which is influenced by the characteristics of the human personality.

3. Materials and Method

This study used cross-sectional descriptive-correlation method. Using questionnaires, interviews, and observation are three methods for data collection in this study. The study population included all staff in Sama Technical and Vocational Training College in Ahvaz, that number was 74. This study method has been used in field studies According to Cochran's formula, the number of samples obtained in this study is equal to 62 and for data analysis, descriptive statistics and Pearson correlation coefficient was used to test the hypothesis. For data collection, the Eysenck personality questionnaire (EPI) and competitive values Robbins questionnaire to assess organizational effectiveness are used.

4. Discussion and Results

The impact of all variables on organizational effectiveness on the error probability level of $\alpha=5\%$ is shown in Table 1.

Table1. Pearson Correlation Coefficient

Independent variable	Pearson Correlation Coefficient	Determination of Coefficient	Significant level
work experience	0.386	0/15	0/024
education	0/504	0/254	0/015
gender	0/484	0/235	0/026
age	0/4	0/16	0/031
introversion	0/235-	0/055	0/000
extraversion	0/397	0/157	0/000
Neuroticism	0/052	0/003	0/192
emotional stability	0/293	0/085	0/002
Psychosis	0/221-	0/049	0/000
impulse control	0/189	0/035	0/013

There is a direct relationship between the

experience of human resource and organizational effectiveness, This means that it is much more experience in these organizations, organizational effectiveness increases. Therefore, using the expertise of experienced human resource , can enhance organizational effectiveness.

According to the results, If higher education human resource , organizational effectiveness is higher. Due to the nature of educational organizations attract people with higher education is appropriate. there is a significant relationship between Age and gender of employees and organizational effectiveness. Given that the number of men in this study is more, effectiveness of men more than women.

Between introversion and Psychosis personality type there is a weak and negative relationship with organizational effectiveness. The staff however are introverted or psychosis, organizational effectiveness is lower.

Direct relationship between extroverted, emotional stability and impulse control personality types are established with organizational effectiveness. The relationship between neurotic personality type and organizational effectiveness was not confirmed.

Limitations and Problems

The research has been faced with limitations that could influence internal and external research. The researcher should be able to reduce this problem and make it possible to completely finish. The main problems of this study are as follows:

1. According to the research topic of organizational effectiveness, Number of comments offered and select the best models and theoretical study of the various theories is difficult.
2. Lack of research on organizational effectiveness in educational organization.
3. Lack of research on employees in educational organizations.

Practical proposals

1. According to the nature of educational organizations, such organizations are recommended to attract extraversion because extraversion in jobs that require strong social relationships, more successful.
2. The use and application of the Individuals with impulse control and emotional stability personality.
3. Employing staff with higher education, the effectiveness of these organizations raise.
4. Investment on human resources development and training to enhance individual and organizational productivity.
5. Motivate their employees' education level is lower.

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