

Relationship between Personality Characteristics and Organizational Commitments of Clinical Laboratory Personnels

Ameri, E. (BSc)

MSc Student of Management,
Islamic Azad University, Aliabad
Branch, Aliabad, Iran

Saeedi, P. (PhD)

Islamic Azad University, Aliabad
Branch, Aliabad, Iran

Ayatollahi, AA. (PhD)

PhD of Medical Laboratory
Science, School of Paramedicine,
Golestan University of Medical
Sciences, Golestan, Iran

Corresponding Author:

Saeedi, P.

Email:

ehsan_ameri59@yahoo.com

Received: 25 May 2013

Revised: 26 Jun 2013

Accepted: 6 Jul 2013

Abstract

Background and Objective: Efficient human resource is the major advantage of an organization over others. Commitment to organization not only may reduce sick leave, delays and displacements but also give rise to a significant increase in productivity, more vitality among staff, better attainment of the organizations' goals and personal aims. This study aimed to evaluate the relationship between personal characteristics and organizational commitment among medical laboratory staff.

Material and Methods: This correlational study was conducted on 105 medical laboratory staff selected randomly in Gorgan, 2010-2011. The instruments for data collection were NEO personality inventory and Meyer and Allen's model of organizational commitment.

Results: The relationship between organizational commitment and the variables such as neuroticism, openness, agreeableness and Conscientiousness was positively significant but that was not the case for extroversion characteristic.

Conclusion: Given the positive relationship between personality characteristics and organizational commitment, we recommend improving these characteristics to enhance staff commitment to organization.

Keywords: Organizational Commitment, Personality Characteristics, Laboratory Staff