

The relationship between personality and mental health of employees Healthcare network in Golestan province

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ABSTRACT

Objective: This study seeks to answer the fundamental question that any relationship between personality traits and mental health staff Healthcare network in Golestan province, there is a significant relationship? **Methodology:** The research method used descriptive, correlational survey. The population included all employees of commercial Healthcare network in Golestan province to 7500 people. The sample of the study to 356 people are using Morgan table and using simple random sampling, respectively. The research data were collected by library and field methods and tools used was a questionnaire. The reliability of the questionnaire using Cronbach's alpha and validity have been confirmed by the content. The data analysis Pearson correlation and multiple regression analysis using SPSS software is used. **Results:** The results show the personality and mental health of employees there is a significant relationship Healthcare network in Golestan province. **Conclusion:** Thus, according to the results of previous studies and the results obtained in this study, more attention on the character of the people And provide an environment where people feel mental health and greater adherence to the organization, can create the groundwork for better performance of employees and thus higher productivity in the organization.

1. Introduction

Today's organizations easily commodities and raw materials from other organizations in other countries can provide the only source that can be easily. Ideally it cannot exchange human resources so that we can say the most important asset of competitive troops efficient and humane standard (Birneh and Mount, 2005).

In recent years the heads of personnel and psychologists counsel more than ever to evaluate some personality traits volunteer recruitment moment, quite accurate and satisfactory should have said. Hunt and Barro research on thousands of workers in various institutions show that personality factors More than lack of skill and talent to a large proportion dismissed as a failure and lack of success, promotion and development of interfering. These studies lay off workers for reasons other than lack of production is concerned (Bandura, 2012).

According to the personality we can to hire, transfer and promote them better. Since the characteristics of personality as factors to determine their behavior act. It is possible to identify a framework to predict the behavior of these properties is achieved. Knowledge of personality can be managed organization helps eligible people in different positions of assign which in turn will cause staff turnover reduction and job satisfaction increased. Smith and Aguinis, (2005). Every job has some features unique example, if the job requires mental work or physical, noisy environment or alone, work alone is done or with a group, how to monitor how many other things in front of people both have their own personality traits, likes to work alone in the group. Personality, set of psychological characteristics of the individual There sustainable Weber behavior is affecting his thinking. Or more precisely a combination of personality The psychological characteristics that we use to determine the position of the person in the classification we use (Thompson, 2008).

During the twentieth century, before the man changed the history of mankind in terms of life styles and economic issues was social relations. Trying to industrialization and urbanization and mechanization of life it is necessary to accept new ways of life. Have an adverse effect on human health and in relation to other aspects of health issue is identified. One of the aspects of the mental health community. Kark et al., (2009). Although not new, but the

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professional category that is not a long time that it has been given. Given the prevalence of mental illness in the community the importance of efforts to promote mental health is more pronounced each community. Its most important issue in the prevention of stuff that leads to the mental health community is disrupted and therefore lead to negative consequences. These factors preventing except with knowledge of the current state of mental health In the society that we want to prevent it is not possible (Rogers, 2010). Why familiar with our current situation to situation makes or our hopes for using appropriate methods, In order to eliminate disturbing factors mental health and the adoption of appropriate measures in this direction can help. Concluded that the personality trait of conscientiousness and extraversion and neuroticism between mental health as predictors of job satisfaction are good (Mischel et al., 2013).

Employees, Kark et al., (2009) analyze the relationship between personality and mental health of each of the five areas studied and conscientiousness as were the strongest correlation with mental health.

Birneh and Mount, (2005) studied the relationship between mental health and personality traits and mental health showed that conscientiousness predicts significantly.

Janz et al., (2015) examine the relationship between personality traits and job performance won the 3630 employees that controlled for age and other impacts of the strong relationship between personality traits and job performance there.

Tomas, (2014). The effects of personality traits on the attitude of supervisors and subordinates 131 managers and 467 subordinates investigated and concluded that personality Bangrsh managers and subordinates in the relationship. High levels of agreeableness, emotional stability and extraversion managers and subordinates lower levels of satisfaction with their work ethic than managers, overall satisfaction, commitment, turnover related subjects (Zahed, 2009).

1.1 Hypotheses

1. The significant positive relationship between consciousness and mental health there.
2. significant positive relationship between mental health and there is an agreement.
3. significant positive relationship between neurotic and mental health there.

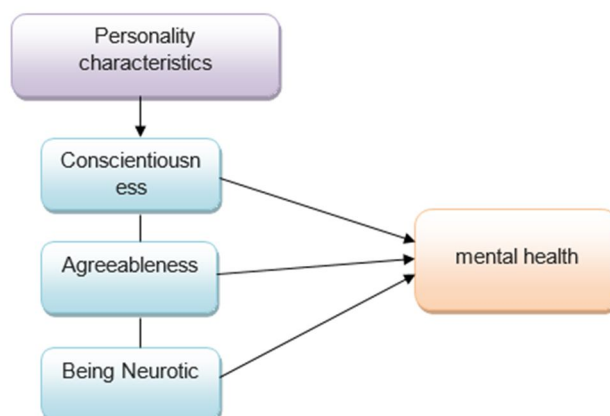


Figure 1. Conceptual model. (Source: Costa and McCrae)

Since this study was to investigate the relationship between the variables concerned, kind of fundamental research and research with regard to the nature of the cross correlation. The study population included all employees are 7500 mental health prosperity in the province where 365 people were selected using stratified random sampling method (Xin and Macmillan, 1999).

To collect data from two questionnaires were used as follows:

NEO Personality Inventory: Personality Inventory NEO - FFI known as neo-by Costa and McCrae was designed and grateful in Iran (2012) and the seal is used. 60-point questionnaire NEO - FFI to assess concise and fast 5 personality traits (emotional instability or neuroticism, extraversion, openness to experience, agreeableness and conscientiousness) designed and each factor is composed of 12 articles.

Health Questionnaire: This tool determines to what extent the person responsible for your organization in mental health questionnaire GHQ - 28 questionnaire is amended (Sohrabi, 2010).

2. Materials and methods

Data analysis in this study are the following:

1. Descriptive statistics for evaluation of central and statistical frequency distribution table is set.
2. inferential statistics used to test the hypothesis. It should be recognized that in order to generalize the results of the test are usually used. In the present study data analysis using software Spss statistical test used multiple regression analysis. Regression analysis is a statistical method in which the dependent variable, variable or variables explained and predicted (Thompson, 2008).

3. Discussion and results

3.1 Testing hypotheses

3.1.1 The first hypothesis test

There is a significant relationship between consciousness and mental health and well-being of Healthcare network in Golestan province

To investigate this hypothesis, Pearson correlation test was used:

H0: the relationship between consciousness and mental health is significant.

H1: There is a significant relationship between consciousness and mental health.

Table 1. Correlation of mental health conscience

Pearson's correlation coefficient table			
mental health	Conscientiousness		Conscientiousness
.642*	1	Pearson Correlation	
0.000		Significance level	
365	365	Total	
1	.642*	Pearson Correlation	mental health
	0.000	Significance level	
365	365	Total	

*

Correlation is significant at the 0.05 level(2-tailed).

According to Table (1) * 642.my correlation assumptions, and considering the level of significance of the test 000 / 0sig = and because (sig < α) and 05/0 = α is HO hypothesis is rejected and H1 hypothesis is confirmed that 95% say there is a significant relationship between consciousness and mental health.

3.1.2 The second hypothesis test

Between deal with mental health and well-being of Healthcare network in Golestan province there is a significant relationship.

To investigate this hypothesis, Pearson correlation test was used:

H0: There is no significant relationship between Agreeableness and mental health.

H1: there is a significant relationship with mental health between an agreement and.

Table 2 shows the correlation coefficient deal with mental health

Pearson's correlation coefficient table			
mental health	Agreeableness		Agreeableness
.735*	1	Pearson Correlation	
0.000		Significance level	
365	365	Total	
1	.735*	Pearson Correlation	mental health
	0.000	Significance level	
365	365	Total	

* Correlation is significant at the 0.05 level(2-tailed).

According to Table 2 * 735.my correlation assumptions, and considering the level of significance of the test 000 / 0sig = and because (sig < α) and 05/0 = α is HO hypothesis is rejected and H1 hypothesis is confirmed that 95% say there is a significant relationship between Agreeableness and mental health.

The third hypothesis testing the neurotic mental health and well-being Healthcare network in Golestan province there is a significant relationship.

To investigate this hypothesis, Pearson correlation test was used:

H : the relationship between neurotic and mental health is significant.

H1: There is a significant relationship between neurotic and mental health.

Table 3 correlation coefficient of neurotic mental health

Pearson's correlation coefficient table		
mental health	Being Neurotic	Being Neurotic

*642.	1	Pearson Correlation	mental health
0.000		Significance level	
365	365	Total	
1	*642.	Pearson Correlation	
	0.000	Significance level	
365	365	Total	

* Correlation is significant at the 0.05 level(2-tailed).

According to Table 3 * 642.my correlation assumptions, and according to the level of significance of the test 000 / 0sig = and because (sig < α) and 05/0 = α is HO hypothesis is rejected and H1 hypothesis is confirmed that 95% say there is a significant relationship between neurotic and mental health.

4. Conclusion

Today, it is accepted that a person who lacks talent is needed to learn the profession. No matter how interesting other aspects of his personality will be disqualified also true that if a person has the talent to be However, if the character and behavior prevented him cope with the institute or with other people will be disqualified. These considerations may be overwhelmed common sense. Hunt and Barro research on thousands of workers in various institutions shows That personality factors rather than lack of skill and talent to a large proportion dismissed as a failure and lack of success, promotion and development of interfering. These studies lay off workers for reasons other than lack of production is concerned. One of the main issues as well as mental health and it is important that managers and administrators of organizations are looking to increase it. The mid-twentieth century considerable interest for understanding mental health and spend a lot of forces in the issue has been analyzed. The results indicate that mental health behaviors related job. For example, mental health and serious potential effects on the performance of the organization. For an organization to reach its goals, employees should do their work in an acceptable level of performance. The problem for government agencies that poor performance Grounds for failure to perform public service and for private companies that regard their poor performance It is vital to provide mental health. From a social perspective the most interesting point is for organizations that have employees Who do their jobs well good performance, productivity increases organizations that ultimately leads to an increase in the national economy. Studies have shown that common problems organizations may actually be related to personality factors. Hence the importance of the personality characteristics of individuals in the workplace and even when hiring employees, Can cause serious problems that may later staff wrestle with them and somehow affect on their job performance, prevented.

Thus, according to the results of previous studies and the results obtained in this study, more attention on the character of the people And provide an environment where people feel mental health and greater adherence to the organization, can create the groundwork for better performance of employees and thus higher productivity in the organization.

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