The relationship between personality traits directors and managers of small businesses with organizational success in the city pa

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Abstract

This study aimed to investigate the relationship between personality characteristics of managers and managers PA is a small city with organizational success in the industry. Methods: This descriptive- correlational methodology, statistical population included in this study and enterprises in the city of PA, a sample of seven companies and firms that were selected using stratified random sampling identified. To measure the research variables of five factors of personality questionnaire, questionnaire measures of success, the managers' questionnaire. Results: The quality of management and personality characteristics of managers (management, planning, communication, information on the organization, time management and how devolution) with organizational success, there is a significant relationship between personality characteristics of the components of the organizational success there is a significant relationship managers. There is a significant relationship between organizational success with directors, managers' personality characteristics as well as the management and organization success, according to demographic characteristics (history, gender, education) there is a significant difference.

Keywords: Site status, personality traits, organizational success, PA.
Introduction

In the past 20 years and drastic change in the areas of legal, political and social relationships that affect their ability to be effective in the performance of their organizations has been created. Businesses and educational institutions, health care centers, multinational companies and international government agencies at all levels are only part of the organizations involved in this unprecedented rapid changes of our times. facing the modern world lead.

Clark and Clark (1990) Effectiveness of leadership as a process in which reciprocity and the potential for influence and power sharing have defined there. The researchers reported that the results offer evidence that when structural measures are reconciled and personality structures, interpretation pattern of relationships emerge.

Hogan (1983) theory of social analysis of the characters, especially developed to explain aspects of organizational behavior. He wanted that individual differences in career success, especially in the field of social behavior contributed to describe. Social analysis theory assumes that people of a deep psychological need are excited to participate in social interactions. He suggests that social behavior is motivated by two unconscious motivation,

A) search for acceptance and recognition of their colleagues to avoid criticism and crisp;

B) Find the power base and connect with colleagues to efforts to avoid missing and base control

Trying to determine the characteristics of managers for many years been the subject of various studies. At first assumed leadership theories focused on the characteristics of individual managers. Mining (2004) has pointed out that the first theories on the theory of "great men" was. The idea of the study leaders like Moses, Gandhi and Churchill were based Vanshgtvn . They believed that the people in the community has intelligence, energy and moral prestige are different than the others.

Extensive history of research on the relationship between personality characteristics and effective leadership there . In addition, character predictor of leadership in the future, the early identification of leadership effectiveness. It also has been determined based on the five-factor model of personality, which included neuroticism, extraversion, agreeableness, conscientiousness is flexible and can be predicted to lead to high levels of performance . In this chapter the expression in small-scale industry, its management and the role of the protagonist in the success of this industry paid somewhat. The importance and necessity of this research was to determine the objectives and research questions with theoretical and operational definitions will be presented.

Statement of the problem

The role of small-scale industry as early economic units with power efficiency and flexibility is crucial. The industry, particularly for developing countries, access to allow for special purposes. Small Industries due to widespread and immediate job creation, using local raw materials, quick reaction to increase revenue, better income distribution, collect resources, capital and labor, growth and balanced regional development and lack of urban development problems without programs in developing countries is of utmost importance. Rising energy
prices and the cost of transport, major industries uneconomical and these countries are forced to reduce production capacity and scale is produced. In contrast, small-scale industry development and deployment of raw materials or place them near market has been effective.

Director as the person who plays the role of coordinating and leadership role in the success or failure of the organization's influence plays.

In general, many factors can make or enhancing the performance of organizations (companies) affect, factors such as product quality or unique, perfect timing, sufficient capital, human resources, management Karamd.agr fifth factor does not exist, four primary factors will be also. Without effective management and product specifications can not be the right time to introduce them to the market, was the right decision. The company that is not properly managed, can have sufficient capital and this capital even if they retain. In addition to attracting the best people and promote their work to a good management and supervision is needed. The director of forecasting recognizes the best unexploited resource in any company, individual talents that company. As a manager, you have an obligation to the high volume talent to flourish Knym.mvfqyt never an event or an accident at work is a pleasure, but through the efforts of a true director, flexibility and just continue this way, be realized. So it may be said of the key to success. If errors do not prevent you from moving Bazmydarnd.dr each item of business to start and ends and for this to work effectively, managers must be responsible.

If you are interested in your organization, your employees, but you do not like not blame them; if you do not like the way they do business, delivered to your search, not on the market. If you are not satisfied with your interest rates, inflation, not blame, but their performance look carefully. A manager must be in front of your mistakes and if you do not, then it's wrong that you are likely to keep from moving. An effective manager to achieve results, should be responsible (WHO. Steven Brown, 2002; quoted from Moses, 1386). According to material presented seems to be the role of human resources, particularly the efficient management of the organization's success is undeniable. Effective deployment and efficient management of human and material resources in the process of planning, organizing, mobilization of resources, directing and controlling to achieve organizational goals are carried out according to the accepted value system. Effective management is key to the establishment and growth of the organization. The key to successful testing market environment and the creation of employment opportunities and the potential growth and continued excellence in the business of providing financial life. Despite the importance of management, it is often misunderstood and poorly implemented, because people rather than focus on the outputs of process management.

The need for research

Survey data indicate that the decline in the share of trade in GDP, in recent years, Iranian cooperation with the world's economies declined. Very low share of exports in GDP of Iran and the world trade system better perspective of the current state of the country's economic policy, not promise. suppliers are. Circle tighter and tighter every day is a challenge for us. among the priorities is based on the guidance necessary to be successful managers. In other words, obtaining a profile of mental status, personality and management style managers of small businesses in providing the necessary solutions to managers.
Hypotheses:
The main hypothesis:
1) management and personality characteristics of managers (management, planning, communication, information on the organization, time management and how devolution) there is a significant relationship with organizational success. Hypotheses:
1) between the components of personality characteristics there is a significant relationship with organizational success. 2) between the components of personality characteristics with the situation there is a significant relationship with managers. 3) There is a significant relationship between organizational success with directors. 4) between personality characteristics of managers to manage and organizational success according to demographic characteristics (history, gender, education) there is a significant difference.

K- Definition of terms and technical jargon (conceptually and operationally):

Conceptual definitions:

Five major factors: an agreement between psychologists who believe that the five dimensions of the FFI traits are neuroticism, extroversion, compatibility, flexibility and accountability, all in the NEO-PI-R questionnaire summary of the five main characters in character is showing. Neuroticism: "Having negative emotions such as fear, sadness, excitement, anger, embarrassment, guilt and hatred areas are neurotic" Extraversion "person-oriented social extroversion, active, determined with assertiveness The

Flexibility: "elements of flexibility including active thought, feeling Zybapsndy, according to their inner feelings, diversity, curiosity, independence of mind and judgment" Accountability: "individual responsibility, strong-willed and is Msmm. These people are careful, scrupulous, punctual and reliable" Status Manager: Site collection features three components of leadership, job satisfaction and organizational support to say.

Efficiency and effectiveness

Of the overall objectives pursued by the government and organizations can be sustainable productivity, innovation and quality of life noted. To achieve a goal, the goal will appear. Thus, the goals that are set up are interdependent. Optimal use of resources to achieve productivity or efficiency or effectiveness is essential to achieve the goal. Peter Drucker believes that doing things properly and appropriately efficiency and effectiveness of the tasks proper, in other words, the effectiveness of the selection of appropriate targets are concerned.

In terms of performance and in terms of inputs and outputs are expressed. In other words, efficiency is the ratio of the actual yield obtained and determined to standard output (preferred) or in fact, the amount of work done to the amount of work that must be done. An effective manager is one who can achieve results or achievements that it can be based on consumption data (manpower, material and time) measured. Costs related to resource
managers who are able to achieve the lowest possible reach their performance. The effectiveness of performance has a different meaning. Focus and effectiveness of the results is emphasized. Which has the effect achieved when an organization will achieve its objectives or desired results. Thus, for effectiveness, managers should first and foremost be able to set proper goals and the right things to do Knndv of their choice. Sometimes the effectiveness is defined in such a way that highlights results, in terms of quantity, quality, time and cost. In this case, the concept of effectiveness, efficiency also takes place. This means that, in addition to the appropriateness of the objectives and goals of the work lies in the values and norms, impact on the organization's objectives also included. Mirkamali (1373) believes that the effectiveness of a four-dimensional, and each dimension has four indicators:

- Compatibility: includes indicators of the ability to adapt, grow and develop.
- Achieve the goal: including success indicators, quality, resources and efficiency.
- Integrity: satisfaction index, atmosphere, communication, and conflict.
- Durability: loyalty index, basic interests, motivation and identity.

**Small Industries**

Small companies greater flexibility and more creative entrepreneurship and done it. Small and medium enterprises more easily adapt themselves to an environment of rapid change and react faster to economic and political factors. Small and medium-sized businesses and employment factor in attracting and training skilled workers are a large part of the population. Human resources specialist for large companies is done by small and medium companies.

Most of these definitions are based on quantitative measures such as number of employees and turnover rate are raised. For example, in the United States of America, firms that have fewer than 500 employees, a small company called. While in Germany are companies that have fewer than ten employees, small and medium-sized companies from ten to 499 people are considered. Based on the Europe Union's standards, small and medium industries in terms of number of employees and annual turnover are defined amount. Accordingly, small or medium firm called the number of employees less than 250 people and its annual turnover of 40 million euros amount does not exceed. In Asia, the classification for small and medium companies used different quantitative criteria, some of which include: number of employees, value of assets, the annual turnover, amount of capital and ... Developing countries hope that through industrialization, the technical problem to overcome technical backwardness and cause full use of natural resources, raw materials, capital and human resources to provide. Changes in vision industrialization and people's behavior and encourages inventions. In addition, not only military, economic independence is guaranteed and national pride. There is no doubt that industrialization is only possible with the development of agriculture, mining and services will keep in touch and, in the course of industrial development, small businesses play a significant role. will be used) growth and balanced regional development and lack of urban development problems without the program, in developing countries are of particular importance. has been effective. ranging from advanced developing countries and have more attention to your small business.
Check bottlenecks in the development of small industries

Security needs inside the country to be considered general aspects. If the export is different. With the ability to import and opening of borders to foreign goods entering the country and only chance to remain in the dynamic and competitive in the production of goods. In the event of a competitive steel producers must export in mass production as well as by appointment. But if it was mentioned to get to it, should be considered in two respects obstacles and provide sufficient knowledge of it.

Despite the lack of equipment in small industries is desirable quality of products in the domestic market can absorb a lot of these products. It is obvious that economic production without the use of scientific methods and principles can not be produced and high quality associated with technology. The following are some Mvangh mentioned in connection with technology:
1. tknvlvzhy in small-scale industry dynamic is not enough;
2. The cause of costly, less attention is investing in new technology;
3. kyfyt production depends on the technology available and the lack of technological dynamism in the quality of its undesirable effects;
4. faslh the technology, industrial production units over time makes it non-competitive.

The role of small businesses in the industrial development of Iran

and industrial firms are simply enter managers have a university degree. and if the ideal factors necessary to assume the part of the management and human resources able to deal with global competition.

Lack of creativity and innovation fields of the problems the industry is also due to the cumbersome bureaucracy, lack of social capital, the desire to participate and ultimately non-productive culture. create new matches.

Conclusion:

The results of this study showed that in general firms surveyed have enjoyed relative success. organizations and their work is low. The results of the components of personality traits according to working experience, which most of the Group compatibility with a history of 15 years and lowest for workers with 10 to 15 years. In the neurosis is, job adjustment means dynamic process; the degree of freedom and Akhtbyar organizations are average men than women in general it can be said that the share of men than women were in the success of the organization.
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