



Original Article

The Effect of Active Personality on Job Adaptation with the Role of Mediator of Flourishing in the Work of Employees

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Abstract

Objectives: Proactive personalities, which refer to a person's ability with active behaviors to affect meaningful changes in the environment, are an important factor that affects the formation of job adaptability. The present study was conducted to investigate the effect of active personality on job adaptation with the role of mediator of flourishing at work.

Methods: The research has been a descriptive-analytical survey in terms of practical purpose and terms of data collection. The method of collection was using a questionnaire. In the current research, the standard questionnaire measuring flourishing at work (Porath et al., 2012), job adaptability (Hou et al., 2012), and active personalities (Bateman & Crant, 2013) have been used. The statistical population studied was all the employees of the Jundishapur University of Ahvaz, numbering 500 people. According to Morgan's table, the sample size is calculated as 271 people. In this research, the reliability of Cronbach's alpha method and the validity of the method has been confirmed through face validity. The method of analysis, description, and inference has been. IMOS software was used to test the hypotheses.

Results: The findings show that active personalities are effective for a job with a mediating role of flourishing at work. The effect of flourishing at work on job adjustment, the effect of active personality on job adjustment, and the effect of active personality on flourishing in the workplace have been confirmed.

Conclusion: The results show what personalities make people progress in the workplace, which in turn improves job adaptability. It is recommended that career counselors design interventions to promote career adjustment.

Keywords: Active personality; Job adaptability; Flourishing at work



Extended Abstract

Background and Objective

The importance of job adaptation and its effect on work and important job results, such as job performance, work participation, job transfer, job promotion, job position, job satisfaction and other welfare indicators have been shown. The most important feature of an active personality is to consider all possible consequences for the future. The persistence of these people in a job for a long time shows that they consider their job to be meaningful and consider their job resources to be the basis for the excellence and flourishing of their personality. Flourishing at work is related to the mental state of an organization's employees, in which employees experience both a sense of vitality and learning. Previous studies have shown that the successful and continuous development of job adaptability resources is driven by people's stable energy, vitality, and learning orientation, and this issue is mainly derived from people's active personality. Therefore, on the one hand, having and cultivating employees with an active personality provides more productivity reasons in the organization. On the other hand, examining the relationship between research variables can provide psychologists and organizational consultants with useful solutions.

Materials and Methods

This present study is a descriptive-analytical research of survey type in terms of its practical purpose and in terms of the type of data and information and the way of implementation. The data collection method was field (library) and internet.

In order to measure and evaluate the active personality variable from the scale (Bitman and Current, 2013), the job adaptation variable from the scale (Ho et al., 2012) and the flourishing at work variable from the scale (Porat et al., 2012) have been used.

The statistical population of the research was all the employees and experts of Jundishapur University of Ahvaz, whose number is 500. The sample size is 217 people selected using Morgan's table. The sampling method was a stratified random method. The reliability of the questionnaires was measured by Cronbach's alpha test. To check content validity quantitatively, two relative content validity coefficients (CVR) and content validity index (CVI) have been used.

Descriptive and inferential analysis methods have been used in this research. Investigations were done using SPSS software and structural equation modeling using Imus software.

Results

Data normality check: The results show that the absolute value of skewness is less than 3 for all research variables and the absolute value of kurtosis is less than 3 for all research variables. Therefore, a violation of the assumption of normality of the data of the current research is not acceptable.

Examining the fit indices of the main research model: According to the fit indices, especially the chi-

square ratio to the degree of freedom equal to 2.036 (criterion less than 3), goodness of fit index (GFI) equal to 0.906, adjusted goodness of fit index (AGFI) equal to 0.867, goodness of fit index the comparative (RFI) is equal to 0.949, the incremental fit index (CFI) is equal to 0.948, and the root mean square approximation error (RMSEA) is equal to 0.069, which shows that the final model has a good fit without the need for modification. Also, all the relationships between the variables in the model are significant at the $P < 0.05$ level.

Testing the research hypotheses

The main hypothesis: The results of the bootstrapping analysis show that the full effect of active personality on job adaptability is 0.784 and the indirect effect coefficient of active personality on job adaptability with the mediating role of flourishing at work is reported as 0.366, that the value of the significance level of the test calculated for the analysis of the above paths is less than 0.05. As a result, the hypothesis was confirmed and active personality has an effect on job satisfaction with the role of mediator of flourishing in the work of employees.

The first sub-hypothesis: The results of the analysis of structural equations showed that the coefficient of influence of the predictive variable of flourishing at work on job adaptation is equal to 0.52 and the value of the test statistic is equal to 5.323, which is greater than 1.96. Therefore, the null hypothesis of the test is rejected, and therefore flourishing at work has an effect on job adaptability.

The second sub-hypothesis: According to the obtained results, the effect coefficient of active personality on job adaptability is equal to $\beta = 0.42$ and the value of t test statistic is equal to 4.458, which is greater than 1.96. Therefore, the null hypothesis of the test is rejected, and therefore active personality has an effect on job adaptability.

The third sub-hypothesis: According to the obtained results, the influence coefficient of the predictor variable of active personality on flourishing in the workplace is equal to $\beta = 0.70$ and the critical value of t coefficient = 7.504 has been reported, which is greater than 1.96. Therefore, the null hypothesis of the test is rejected, and therefore active personality has an effect on flourishing in the workplace.

Discussion

Nowadays, many researchers believe that the active personality is not as strong a personality trait as it was previously thought, and situational factors can have a great impact on it. According to the results of this study, active personality can increase people's job adaptability resources, which in turn, enables employees to achieve higher levels of career growth potential. People with an active personality are more likely to progress at work, and as a result, they can better develop adaptive resources in work and career fields.

Conclusion

First, Considering the positive effects of active

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personality and flourishing of employees on job adaptability, when the levels of active personality and work flourishing in the organization are low, organizational consultants can predict and design the necessary plans to provide the cost, time and support needed to improve the job adaptation of employees. Second, career counselors should know that in difficult situations where employees are neither active nor have access to challenging work, they should design supportive organizational programs to increase

employees' belief in progressing in their careers.

One of the limitations of this research is that it considered only one mediating variable to explain the relationship between proactive personality and job adaptability. It is possible that there are other mediators to explain this relationship.

Considering that the current research method is quantitative and descriptive-analytical, researchers are suggested to investigate the variables of the research with a qualitative method and with an exploratory process.

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