

The Effect of Socialization Tactics on Job Satisfaction of Employees, Regarding to Personality Types in Tehran University of Medical Science's Employees

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Abstract : According to importance of socialization in effectiveness of organizations and on the other hand assessing the impact of individual differences on socialization tactics by measuring employees satisfaction, can be assessed for each of the personality types which socialization tactics is the more effective. The aim of this paper is to investigate how organizational socialization tactics affect job satisfaction of employees according to personality types. A survey was conducted using a measurement tool based on Van Maanen and Schein's theory on organizational socialization tactics and Myers Briggs' measurement tools of personality types. The respondents were employees with more than 3 years backward in Tehran University of Medical Science. Data collection was performed using both library and field, the data collection instrument was questionnaires and data were analysed using the Spss and Lisrel programs. It was found that investiture and serial tactics has a significant effect on employees satisfaction, any increase in investiture and serial tactics led to increase in job satisfaction and any increase in divestiture and disjunctive tactics led to reduction of job satisfaction. Investiture tactic has the most effect on employees satisfaction. Also based on the results, personality types affect the relationship between socialization tactics and job satisfaction. In the ESFJ personality type the effect of investiture tactic on employee satisfaction is the most.

Keywords : organizational socialization, organizational socialization tactics, personality types, job satisfaction

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