

## Relationship between Personality Traits and Organizational Procrastination in Hospital Employees

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### Abstract

The aim of the present research was to study the relationship between personality traits and organizational procrastination in hospital employees. The sample consisted 100 employees selected by convenient sampling from different official and clinical parts of Shahid Bahonar hospital of Tehran. Data were collected by sixteen Personality Factor Questionnaire (16FP) and Organizational Procrastination Questionnaire. The results show that N, Q<sub>2</sub> and Q<sub>4</sub> factors of personality traits have significant positive correlations ( $p < 0.01$ ) with Inefficiency subscale of organizational procrastination, N and Q<sub>4</sub> factors with mental restlessness and hatred of duty subctacles ( $p < 0.01$ ) and Q<sub>1</sub> factor have significant positive correlation with mental restlessness ( $p < 0.05$ ). Also, results of regression show that N, Q<sub>2</sub> and Q<sub>3</sub> factors predicted Inefficiency, N, Q<sub>1</sub>, Q<sub>2</sub> and Q<sub>4</sub> predicted mental restlessness and N and Q<sub>4</sub> factors predicted hatred of duty, significantly ( $p < 0.05$ ).

**Keywords:** personality traits, organizational procrastination, hospital staff