



Investigating the Role and Position of Multiple Personality Components on the Organizational Commitments of Senior Financial Managers in Companies Listed on the Tehran Stock Exchange¹

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INTRODUCTION

Financial managers play a fundamental role in organizations, as their commitment is essential for the proper and effective functioning of the organization. Organizations often reflect the performance of their senior managers, making it crucial to examine the characteristics of financial managers, who are among the most important human factors in organizations.

Dark triad personality traits—narcissism, psychopathy, and Machiavellianism—are likely to be associated with low organizational commitment. Individuals exhibiting these traits may prioritize personal interests over organizational goals and may be willing to leave the organization when their interests are unmet or unsupported. The

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commitment of financial managers to their organizations can be defined as a voluntary state that reflects the level of responsibility these managers feel towards their organizations. Encouraging positive characteristics in senior financial managers is therefore vital for achieving organizational goals effectively.

Given the potential consequences of the relationship between dark triad personality traits and organizational commitment, the primary research question is: What is the role and influence of multiple personality components on the organizational commitment of senior financial managers in companies listed on the Tehran Stock Exchange?

This research is necessary because, while numerous studies have examined the impact of financial managers' personality traits on organizational sustainability, the specific effects of these traits on organizational commitment remain underexplored. The financial performance of organizations is critical in decision-making processes, yet the influence of dark triad personality traits in senior financial managers on their commitment to their organizations has not been thoroughly investigated. This study addresses this gap by examining the impact of these traits on the organizational commitment of financial managers in companies listed on the Tehran Stock Exchange.

MATERIALS AND METHODS

This research is practical in terms of its purpose and employs field and survey methods for data collection. A questionnaire was utilized as the primary tool for gathering information. For data analysis, the research adopts a descriptive and correlational approach, utilizing quantitative methods.

The statistical population of this study includes all stakeholders, brokers, investors, senior experts, and specialists of companies listed on the Tehran Stock Exchange. Given the large size of the statistical population, the sample size was determined using Cochran's formula. Additionally, the research employs a structural equation model to analyze the hypotheses, with data processed using the SmartPLS software.

RESULTS AND DISCUSSION

To examine the causal relationship between the independent and dependent variables and validate the overall experimental model of the research, the path analysis method was employed. Path analysis for this study was conducted using SmartPLS software. Table (1) provides a summary of the significance coefficients and the results of the proposed hypotheses.



Table 1. The results of the hypotheses

Moderating effect	mediation effect	proposed model	Path between variables
-	-	-0.490 (1.867)	Psychosis -> emotional commitment
-	-	-0.425*** (2.579)	Psychosis -> normative commitment
-	-	-0.004 (0.010)	Psychosis -> continuous commitment
-	-	0.080 (0.514)	Narcissism -> emotional commitment
-	-	0.209 *** (2.264)	Narcissism -> normative commitment
-	-	-0.141 (0.401)	Narcissism -> continuous commitment
-	-	-0.418 *** (3.288)	Machiavellianism -> emotional commitment
-	-	-0.170 (1.685)	Machiavellianism -> normative commitment
-	-	-0.296 (0.731)	Machiavellianism -> continuous commitment
-	-	0.580 *** (6.727)	Psychosis -> Role clarity
-	-	0.226*** (3.114)	Narcissism -> role clarity
-	-	0.196*** (2.967)	Machiavellianism -> role transparency
-	-	0.212 (0.927)	Role clarity -> emotional commitment
-	-	-0.056 (0.499)	Role clarity -> normative commitment
-	-	-0.232 (0.557)	Role clarity -> continuous commitment
-0.335*** (2.436)	-	-	Availability of resources *psychosis -> emotional commitment
0.182*** (1.955)	-	-	Availability of resources *psychosis -> normative commitment
0.160 (0.601)	-	-	Availability of resources *psychosis -> continuous commitment
0.217 (1.475)	-	-	Availability of resources *narcissism -> emotional commitment
-0.160*** (2.350)	-	-	Availability of resources *narcissism -> normative commitment
0.251 (1.009)	-	-	Availability of resources *narcissism -> continuous commitment

Moderating effect	mediation effect	proposed model	Path between variables
0.206 (1.252)	-	-	Machiavellianism -> availability of resources > emotional commitment
-0.108 (1.252)	-	-	Machiavellianism -> Availability of resources > Normative commitment
-0.421 (1.065)	-	-	Machiavellianism -> availability of resources > continuous commitment
-	0.123 (0.913)	-	Psychosis -> Role clarity > Emotional commitment
-	-0.011 (0.452)	-	Psychosis -> Role clarity > Normative commitment
-	-0.135 (0.540)	-	Psychosis -> Role clarity > Continuous commitment
-	0.048 (0.835)	-	Narcissism -> Role clarity > Emotional commitment
-	-0.013(0.486)	-	Narcissism -> Role Clarity > Normative Commitment
-	-0.053 (0.540)	-	Narcissism -> role clarity > continuous commitment
-	0.041 (0.882)	-	Machiavellianism -> role clarity > emotional commitment
-	-0.011 (0.452)	-	Machiavellianism -> Role transparency > Normative commitment
-	-0.045 (0.530)	-	Machiavellianism -> role clarity > continuous commitment

*Source: Research Findings

The results of the structural equation analysis for the first hypothesis showed that the coefficient of psychopathy on emotional commitment is not significant, and thus, the first hypothesis is not confirmed. Similarly, the second hypothesis revealed that the coefficient of psychopathy on continuous organizational commitment is also not significant, resulting in the second hypothesis being rejected. The third hypothesis is confirmed; however, since the significance value obtained is negative, this indicates a reversed effect.

The fourth hypothesis tested the effect of narcissism on organizational emotional commitment and found the coefficient to be not significant, leading to its rejection. The fifth hypothesis also showed that the coefficient of narcissism on continuous



organizational commitment is not significant, and it too is not confirmed. In contrast, the sixth hypothesis demonstrated that the coefficient of narcissism on organizational normative commitment is significant, confirming the hypothesis. Since the significance value is positive, this indicates a direct effect.

The seventh hypothesis revealed that the Machiavellian personality coefficient on emotional commitment is significant, confirming the hypothesis. However, the negative significance value indicates a reversed effect. The eighth hypothesis, which tested the Machiavellian coefficient on continuous organizational commitment, was not significant and therefore not confirmed. Similarly, the ninth hypothesis, examining the Machiavellian coefficient on organizational normative commitment, was not significant and thus rejected.

The tenth hypothesis results indicate that some dimensions of the hypothesis are confirmed, while others are not. The eleventh hypothesis demonstrated that the multiple personality components of senior financial managers significantly affect role clarity, confirming the hypothesis. However, the twelfth hypothesis showed that role clarity does not significantly impact organizational commitments, leading to its rejection. Furthermore, the thirteenth hypothesis, which proposed role clarity as a mediating variable between the multiple personality components of senior financial managers and organizational commitments, was not significant and therefore not confirmed.

CONCLUSION

The results of the study indicate that multiple personality components influence the fulfillment of organizational commitments by senior financial managers in companies listed on the Tehran Stock Exchange. Personality traits can have a positive relationship with organizational commitment in certain situations and a negative relationship in others. These findings highlight that the multiple personality components of managers are associated with measures such as continuous commitment, emotional commitment, normative commitment, resource availability, and role clarity, each of which can have dual effects.

For instance, when managers rely heavily on their dark triad traits within the organization, their commitment to the outcomes and impacts of their financial strategies tends to diminish. This behavior can also negatively affect the organization's personnel and overall functioning. Consequently, considering each personality component when evaluating the organizational commitments of senior financial managers is a critical responsibility for every organization.

Keywords: Dark Triad, Organizational Commitment, Personality, Role Transparency, Availability of Resource.

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