

Investigating the relationship between personality traits and psychological well-being with the quality of work life through the mediation of perceived social support in teachers and principals of Boyerahmad city

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Keywords:

Personality traits, psychological well-being, quality of work life, perceived social support.

Article Type: Research Article

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Abstract

Background and purpose: Today, a new process has started in organizations, and work in organizations has gained a new meaning. Organizations that offer a good quality of work life to their employees have a good index in attracting and retaining employees; Therefore, the quality of employees' work life is the key to the success of any organization, which increases employee satisfaction, strengthens their learning and flexibility in a changing environment. Therefore, this research aimed to investigate the relationship between personality traits and psychological well-being with the quality of work life through the mediation of perceived social support. **Methodology:** The present research method was a path analysis type descriptive correlation. This research's statistical population was comprised of all the teachers working in education in Boyerahmad city. From the statistical population, 450 people were selected and studied by the available sampling method. To collect data, the social support questionnaires of Ziman and his colleagues (1988), personality traits (NEO), Riff's psychological well-being (1989), and Walton's quality of work life (2003) were used. Evaluation of the proposed model was done using path analysis. **Results:** The research findings showed that the direct paths of personality traits, psychological well-being, and perceived social support to the quality of work-life, as well as personality traits and psychological well-being to perceived social support, were statistically significant. **Conclusion:** The results showed that the indirect relationship between personality traits and psychological well-being through perceived social support and the quality of work life was significant. Overall, the research results showed that the quality of working life is affected by many factors, including personality traits, psychological well-being, and perceived social support.

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How to Cite: Javadian, B., Mahdavi Motlagh, B., Danaei, E., Vojdanifar, H., & Edalati Nasab, S. A. (2021). Investigating the relationship between personality traits and psychological well-being with the quality of work life through the mediation of perceived social support in teachers and principals of Boyerahmad city. *International Journal of Innovation in Management and Organizational Behavior*, 2(4), 22-41.

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Introduction

Quality of work life is a complex and broad concept that refers to employees' satisfaction with their work life. The quality of work life is defined by the ability of employees to meet their personal and important needs through what they have learned in their organization. This concept was proposed in 1930, and due to its great importance and impact, many studies have been conducted on this issue (Hashmi & Nasiri, 2018). This concept relates to employee adherence, turnover rate, organizational effectiveness, productivity, quality of life, etc. Therefore, there is global attention to the concept of quality of work life. Considering the importance of this concept, managers must identify the factors affecting it. The quality of work life is a set of actual working conditions in an organization, such as the amount of salary and benefits, welfare facilities, health and safety, participation in decision-making, job diversity and richness, job security, job importance, etc. being a job Factors affecting the quality of working life include: meaningful and meaningful work, organizational and social suitability of work, challenging and rich and productive work, fair and adequate payment of wages, safe and healthy working conditions, suitable opportunity to develop human capabilities, opportunity Suitable for continuous growth and security, the importance of work in society, legality and social appropriateness of work (Sofi et al., 2018).

Investigating the quality of work life of teachers and educators and the factors affecting it are important issues for ensuring the sustainability of the health system, retaining and attracting employees and preventing their displacement (Golshan & Zabihi Hesari, 2018), considering that the quality of work life means the mental image and understanding and perception of the employees of an organization about the physical and psychological desirability of the work environment. According to the given definition, every community or region of a country, especially different regions of Iran, has different subcultures and mental ideas about life and work; Therefore, the indicators for measuring the quality of work life will be different (Erfani & Rafiei Mehr, 2018). It is also possible that the personality of people and the fit of their personality with their profession affects the quality of their work life. As mentioned, a person's satisfaction and understanding of working conditions are related to the quality of his working life; Therefore, having a personality suitable for the profession with a direct effect on the person's perception of his job can affect the quality of his work life (Qasemi Behjani, Refahi and Honarparvaran, 2017).

According to Costa and McCree (1992), personality traits have five components: neuroticism, acceptance, extraversion, conscientiousness, and adaptability. Neuroticism refers to a person's tendency to experience anxiety, stress, pity, hostility, impulsivity, depression, and low self-esteem, while extraversion refers to a person's tendency to be positive, bold, energetic, and friendly. Acceptance refers to one's inclination towards curiosity, love of art, artistry, flexibility, and wisdom, while adaptability refers to one's

inclination towards forgiveness, kindness, generosity, empathy, thoughtfulness, altruism, and trust. Finally, conscientiousness refers to a person's desire to be orderly, efficient, dependable, self-disciplined, organized, rational, and calm (Takshyata, Ikeb, Kagawa, Okada, Gundo, 2020). The results indicate the relationship between personality components and quality of life (Filivitch, Randilucci, Ill, Markovitch, Milanovitch, 2015). Also, many psychosocial factors can affect people's quality of life. One of these cases is perceived social support. Social support as one of the emotional coping mechanisms has the potential power to influence the quality of life; and strengthens a person's sense of ability to cope, and as a result, strengthens the sense of self-esteem, self-confidence, and psychological adaptation of people who face significant health stresses; becomes The concept of perceived social support looks at support from a person's cognitive perspective of the environment and his relationships with others, and the theorists of perceived social support acknowledge that not all relationships that a person has with others are considered social support. In other words, relationships are only a source of social support if a person perceives them as an available or suitable source to meet their needs (Ayman, Guthier, Roman, Michel, 2019; Ennis, 2007). There is evidence that sometimes The help given to the person needs to be more appropriate and better-timed or against the person's will. Therefore, a person's perception of support is more important than the support itself. Perceived social support scales also focus on a person's cognitive evaluation of their environment and their level of confidence that help and life will be available if necessary. The findings of the researchers have shown that the understanding of social support can prevent the occurrence of adverse physiological effects of the disease in the person, increase the level of self-care and self-confidence of the person, and leave a positive effect on the physical, and mental and social condition of the person and cause increase performance and improve the quality of one's working life (Shi Han, Jiabin and Zhou, 2018).

Psychological well-being has been proposed as a series of psychological characteristics involved in positive human functioning. Psychological well-being in the work environment also includes the feeling of pleasure, the pleasantness of things, achieving goals, the feeling of satisfying wants and needs, having a good feeling about oneself, experiencing positive emotions while performing tasks and responsibilities, and feeling satisfied with oneself and life. Many factors, including personality traits, can affect psychological well-being. Riff (2014) considers psychological well-being to include dimensions of purpose in life, independence, personal growth, positive relationships, environmental mastery, and self-acceptance.

In recent years, increasing attention has been paid to a set of socially annoying personality traits called the dark triads of personality (Agha Babaei, 2015, quoted by Rastin, 2017). For example, while people with antisocial or Machiavellian personality traits have less

happy and shorter lives, people with narcissistic traits report higher levels of self-esteem and psychological well-being (Zandoski, 2014, quoted by Motamedi, Borjali, and Sadeghi, 2017).

Although the previous research have simply examined the desired variables, based on the research done in the research background, so far, a model that includes all these variables has not been tested; Therefore, in this study, the question of what effect personality traits and psychological well-being have on the quality of working life through the mediation of perceived social support is answered, the model of the figure (1) is set and examined.

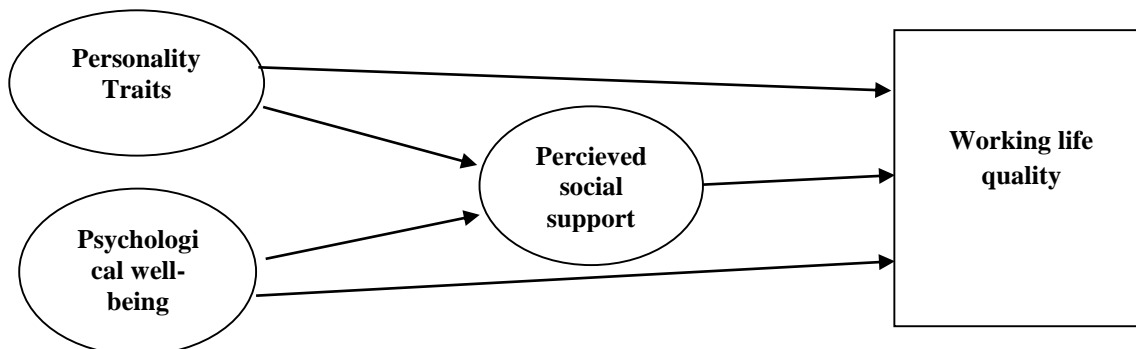


Figure 1. Proposed model of direct and indirect effects of personality traits, psychological well-being on quality of life through the mediation of perceived social support.

Methodology

The current research is of applied purpose type and, in terms of methodology, descriptive-correlation type of structural equations. The research's statistical population comprised all teachers and teachers working in education in Boyer Ahmad city in the academic year 2022-2023. Sampling in this research was done in the form of available sampling. For this purpose, according to the statistical population, the sample size examined in this research was 120 people. After conducting the questionnaires on the sample, the descriptive statistics indicators such as number, minimum, maximum, average, standard deviation, standard error of the mean, and interval estimation related to the research variables were checked. Next, the investigated hypotheses were analyzed through Pearson's correlation test and path analysis. It should be noted that all statistical calculations were done through SPSS-22 and Amos software.

Materials

1- Zimet et al.'s social support scale (1988). The Multidimensional Perceived Social Support Scale (MSPSS) was created by Zimet et al. (1988), which consists of 12 items and 3 subscales of social support received from family (4 questions), and social support received from friends (4 questions). and the social support received from others (4

questions) is formed, which is used to measure the perceived social support from family, friends and important people in one's life. The scoring of the questionnaire is in the form of a 5-point Likert scale, with 1, 2, 3, 4, and 5 points for the options "Strongly Disagree", "Disagree", "I have no opinion", "Agree" and "Strongly Agree". To obtain the total score of this scale, the scores of all items are added together and divided by their number (12). The score of each subscale is obtained from the sum of the scores of the related items divided by the number of items in that subscale (4). Scores between 12 and 24 indicate that social support is weak. Scores between 24 and 36 indicate that the level of social support is moderate. Scores above 36 indicate that the level of social support is very good. Zimet et al. have reported the validity and reliability of this scale and the internal reliability of this tool in a sample of 788 high school youth using Cronbach's alpha of 0.90 to 0.86 percent for the subscales of this tool and 0.86 percent for the entire tool. Rostami et al. (2009) obtained Cronbach's alpha coefficient of social support subscales between 0.76 and 0.89. Salimi, Jokar, and Nikpour (2008) have reported the scale's reliability using Cronbach's alpha coefficient for three dimensions of social support received from family, friends, and important people in life, respectively 0.86, 0.86, and 0.82.

2- Riff's psychological well-being scale (1989). Riff Psychological Well-Being Scale Short Form (RSPWB-SF) was designed by Riff in 1989 and revised in 2002. The short form of this questionnaire has 18 questions and is derived from the original form with 120 questions. This version consists of 6 factors, which are: independence (questions 18-12-9), control over the environment (questions 1-4-6), personal growth (questions 15-17-7), the factor of positive communication with others (3, 11, 13), purpose in life (questions 5-14-16) and self-acceptance (questions 2-8-10). The scoring range of this questionnaire is based on a six-point Likert scale, such that the options are completely disagree (1 point), somewhat disagree (2 points), slightly disagree (3 points), somewhat agree (4 points) and somewhat agree (5 points). I completely agree (6 marks). Of course, this scoring method has been reversed for questions number 1, 3, 4, 5, 9, 10, 13, 17. The lowest score is 18 and the highest score is 108. In the study of Khanjani, Shahidi, Fathabadi, Mazaheri and Shokri (2013), the results of the single-group confirmatory factor analysis showed that in the whole sample and in both sexes, the six-factor pattern of this scale (self-acceptance, environmental mastery, positive relationship with others, having a purpose in life, personal growth and independence) has a good fit. The internal consistency of this scale using Cronbach's alpha in 6 factors of self-acceptance, environmental mastery, positive relationship with others, having a purpose in life, personal growth and independence is equal to 0.51, 0.76, 0.75, and 52. 0, 0.73, 0.72 and 0.71 were obtained for the whole scale. In the present study, the reliability of this scale using Cronbach's alpha is 0.89 and for the components of self-acceptance, environmental mastery, positive relationship with others,

having a purpose in life, personal growth and independence are 0.80, 0.79, and 82, respectively. 0.0, 0.81, 0.82, 0.80 were obtained.

3- Walton's Quality of Work Life Questionnaire. To measure the quality of work life, Walton's (1973) quality of work life questionnaire was used, which includes 35 questions with a five-point Likert scale (very low = 1, low = 2, moderate = 3, high = 4, very high = 5) and It consists of 27 questions and includes eight subscales of the quality of working life, which are: fair and adequate payment (questions 1, 2, 3), safe and healthy work environment (questions 4, 5, 6), providing opportunities for growth and security. continuous (questions 7, 8, 9), legalism in the organization (questions 10, 11, 12, 13), social dependence of work life (questions 14, 15, 16), the general atmosphere of life (questions 17, 18, 19), unity and social cohesion in work organization (questions 20, 21, 22, 23) and development of human capabilities (questions 24, 25, 26, 27). The minimum score of this questionnaire is 35 and the maximum score is 175. This questionnaire has been used in numerous researches abroad and inside the country, which shows the high validity and reliability of this questionnaire. Walton has reported the reliability coefficient of the questionnaire in the general state of 0.88. Jamshidi reported the Cronbach's alpha coefficient of this questionnaire (2009) 0.831, Rahimi et al. (2005) 0.85, Khalili and Pradehian (2008) 0.91 and Mehdad et al. (2014) 0.91. In the current research, in order to check the reliability of Walton's quality of work-life questionnaire, Cronbach's alpha method was used, which is: 0.83 and 0.83, respectively.

4-NEO personality traits questionnaire (five-factor NEO). In order to examine the personality traits, the short form of the Big Five Factors of McCree and Costa (1987) questionnaire was used. The short form of the NEO test has 60 questions. The questionnaire of personality traits has 5 components of neuroticism (1-6-11-16-21-26-31-36-41-46-51-56), extroversion (2-7-12-17-22-27-32) -37-42-47-52-57), experience ability (3-8-13-18-23-28-33-38-43-48-53-58), agreeableness (4-9-14-19 -24-29-34-39-44-49-54-59) and responsibility (5-10-15-20-25-30-35-40-45-50-55-60). The answer sheet of this questionnaire is based on the Likert scale (completely disagree, disagree, indifferent, agree and completely agree). The scoring of the short form of this questionnaire, i.e. NEO-FFI, is different in all materials. This means that in the scoring of some items of the short form of the questionnaire, totally disagree is given a score of 4, disagree with a score of 3, indifferent with a score of 2, agree with a score of 1, and completely agree with a score of 0. At the same time, some other materials of this short form are graded as the opposite of the said state. The reliability of this test in the research of Shekarkan et al. (2002) using the retest method on 64 sample people at two-week intervals for the five mentioned factors was 0.87, 0.84, 0.79, 0.80 and 0.82 has been obtained. Karmi et al. (2014) also reported the reliability of its five factors using Cronbach's alpha method as 0.76, 0.65, 0.59, 0.48 and 0.75, respectively. In the present study, in order to check the reliability of the personality

traits questionnaire (five-factor neo), Cronbach's alpha method was used, and the results were: 0.79 and 0.78, respectively.

Results

In the following table, the descriptive indices of the research variables are reported.

Table 1. Descriptive statistics indexes

Components	Min	Max	Mean	Standard Deviation
Perceived Social Support	27	60	41/57	6/48
Subscale of social support received from family	7	35	18/99	6/35
Social support received from friends subscale	7	16	12/55	2/60
Social support received from others subscale	6	26	10/99	3/79
Neurotic personality trait	6	32	22/80	6/05
The personality trait of extroversion	19	34	35/19	5/22
The personality trait of being open to experience	11	36	27/41	7/99
Adaptability personality trait	8	38	24/10	8/63
Conscientious personality trait	17	36	28/40	6/12
Psychological well-being	77	140	101/40	11/66
Self-acceptance subscale	3	38	20/94	6/15
Environmental mastery subscale	9	39	21/63	5/19
Positive relations with others subscale	1	18	10/30	3/55
Purposeful life subscale	4	18	10/03	3/29
Personal growth subscale	8	30	21/05	4/60
Independence subscale	7	25	17/56	3/56
Quality of working life	67	166	121/05	20/10
Fair and adequate pay subscale	4	23	16/09	3/79
Safe and health work environment subscale	4	35	17/10	5/22
The subscale provides the opportunity for continuous growth and security	3	18	12/41	3/08
Legalism subscale in the organization	4	34	14/05	4/91
Subscale of Social Dependence in Work Life	6	43	13/61	5/07
Subscale of general life space	3	18	12/38	2/70
Social unity and cohesion subscale	4	35	17/25	4/52
Human capabilities development subscale	3	36	17/74	4/56

As you can see in the table above, the descriptive statistics of the research variables (perceived social support, personality traits, psychological well-being and quality of work life) have been reported. For example, the mean and standard deviation of the perceived social support variable are 41.57 and 6.48, respectively.

Table 2. Kolmogorov Smirnov (K-S) test for data normality

Research variables	Z	sig
Perceived social support	1/07	0/08
Neurotic personality trait	0/20	0/14
The personality trait of extroversion	0/16	0/11
The personality trait of being open to experience	0/15	0/22
Adaptability personality trait	0/12	0/18
Conscientious personality trait	0/12	0/31
Psychological well-being	0/07	0/17
Quality of working life	0/11	0/12

The results related to the normality of data distribution in the variables examined in the pre-test are reported in the above table. According to the results of the above table, because the significance level of the Kolmogorov-Smirnov test is more than 0.05 in all the investigated variables, then the null hypothesis (normality of data distribution) is confirmed.

Table 3. Matrix of correlation coefficients of research variables

Variable	1	2	3	4	5
1	1				
2	0/71**	1			
3	0/44**	0/19*	1		
4	0/15*	0/18*	0/14*	1	
5	-0/26**	-0/12*	-0/12*	0/06	1
6					
7					
8					
9					
10					
11					
12					
13					
14					
15					
16					
17					
18					
19					
20					
21					
22					
23					
24					
25					

		24	25
0/07	0/23**	0/23**	0/23**
0/23**	0/03	0/20**	0/10
0/03	0/06	0/06	0/06
0/06	0/13*	0/41**	0/41**
0/13*	0/07	0/36**	0/36**
0/07	0/19*	0/30**	0/30**
0/19*	0/10	0/31**	0/31**
0/10	0/04	0/33**	0/33**
0/04	0/04	0/04	0/04
0/04	0/13*	0/07	0/07
0/13*	0/21**	0/02	0/02
0/21**	0/05	0/05	0/05
0/05	0/07	0/04	0/04
0/07	0/10	0/10	0/10
0/10	0/78**	0/52**	0/52**
0/78**	0/18*	0/13*	0/13*
0/18*	0/02	0/06	0/06
0/02	0/10	0/05	0/05
0/10	0/02	0/06	0/06
0/02	0/13*	0/06	0/06
0/13*	0/29**	0/78**	0/78**
0/29**	0/32**	0/18*	0/18*
0/32**	1	0/34	0/34
1		1	1

1. Perceived social support, 2. Subscale of perceived social support from family, 3. Subscale of perceived social support from friends, 4. Subscale of perceived support from others, 5. Personality trait of neuroticism, 6. Personality trait Extraversion, 7. Openness to experience personality trait, 8. Adaptability personality trait, 9. Conscientiousness personality trait, 10. Psychological well-being, 11. Self-acceptance subscale, 12. Environmental mastery subscale, 13. Subscale Positive relationship with others, 14. Purposefulness in life subscale, 15. Personal growth subscale, 16. Independence subscale, 17. Quality of work life, 18. Fair and adequate pay subscale, 19. Safe and hygienic work environment subscale, 20. The subscale of providing the opportunity for continuous growth and security, 21. The subscale of legalism in the organization, 22. The subscale of social dependence in working life, 23. The subscale of the general atmosphere of life, 24. The subscale of unity and social cohesion, 25. The subscale Scale of development of human capabilities

*. P < 0.05 ** . P < 0.01

The correlation coefficients in the above table show a significant inverse relationship between the personality trait of neuroticism with perceived social support and support from family and friends. Also, a significant positive relationship was found between the personality trait of extroversion with perceived social support and support received from family and friends. There is a positive relationship between the personality trait of openness to experience with perceived social support and support received from the family. There is a significant positive relationship between the personality trait of adaptability and perceived social support and support from the family. Also, there is a significant positive relationship between the personality trait of conscientiousness and perceived social support and support received from family, friends, and others.

A significant positive relationship was found between psychological well-being with perceived social support and support received from the family and the quality of work life, and a positive relationship was found between psychological well-being with extroverted personality traits, openness to experience and adaptability, and a significant negative relationship with neuroticism. has it. There is a significant positive relationship between the quality of work life with the perceived social support and the support received from the family, and there is a significant relationship between the quality of work life with the personality traits of extroversion, openness to experience, adaptability and conscientiousness. The highest coefficient is related to the subscale of perceived social support by the family and the lowest coefficient is related to the personality trait of openness to experience.

Table 4. Model fit indices

RMSEA	GFI	CFI	χ^2/df	χ^2
0/067	0/99	0/99	1/30	10/32

As seen in the above table, the goodness of fit index (GFI) was equal to 0.99, and the adjusted goodness of fit index (CFI) equal to 0.99 was obtained. The size of the indices obtained from the structural model fit test indicates that the model fits well. The root means square error approximation (RMSEA) is equal to 0.067 and is less than 0.08, and this index also indicates the good fit of the model.

Table 5. Value and significance of path coefficients of the initial model of the proposed path

Path	Non-standard effects	Standard effects	Standard error	T	Sig	
From Neurosis	To Perceived support	0/14	0/19	0/05	2/61	0/009
Openness to experience	to Perceived support	0/23	0/16	0/10	2/37	0/018
Conscientiousness	Perceived support	0/75	0/64	0/07	10/28	0/001
Adaptability	Perceived support	0/15	0/12	0/07	1/99	0/046
Psychological well-being neurosis	Perceived support	-0/16	-0/15	0/06	-2/39	0/017
extroversion	Quality of working life	-0/66	-0/43	0/09	-7/00	0/001
Adaptability	Quality of working life	0/28	0/14	0/10	2/66	0/008
Psychological well-being	Quality of working life	0/32	0/13	0/13	2/46	0/014
Support realized	Quality of working life	0/20	110/	090/	1/74	0/049
	Life	0/84	0/41	0/15	5/46	0/001

The path coefficients model results showed a significant direct relationship between neuroticism, openness to experience, conscientiousness and adaptability of personality traits with perceived support and psychological well-being and perceived support. Also, there was a direct relationship between neuroticism, extraversion, adaptability and psychological well-being with the quality of work life, and finally, a significant direct relationship was obtained between perceived support and quality of work life. No direct relationship was found between extraversion and perceived support; Also, no direct relationship was found between openness to experience and conscientiousness with the quality of work life, which were excluded from the analysis of the final model, and the final fit model is presented in Figure 2.

Table 6. Macro and Preacher and Hayes bootstrap test results for all mediating paths in the initial model

independent variable	Mediator	The dependent variable	Bootstrap	Bias	Standard Error	Confidence interval%95	
						Lower limit	Upper limit
neurosis	Perceived support	Quality of working life	0/76	0/0003	0/04	-0/83	0/56
extroversion	Perceived support	Quality of working life	0/18	0/0008	0/61	-0/69	0/22
Being open to experience	Perceived support	Quality of working life	0/60	0/0004	0/18	-0/55	0/88
Conscientiousness	Perceived support	Quality of working life	0/02	0/0006	0/31	-0/41	0/54
Adaptability	Perceived support	Quality of working life	0/44	/000010	0/88	0/20	0/72
Psychological well-being	Perceived support	Quality of working life	0/86	0/0007	0/44	0/46	0/66

In the above table, bootstrap was used for the mean of mediating relationships. Table (6) shows the results obtained from bootstrap in Preacher and Hayes macro program for all indirect (intermediate) paths. The contents of the above table indicate the significance of intermediate paths. The confidence level for the confidence interval is 95 and the number of bootstrap resampling is 5000. Considering that zero is outside the confidence interval (upper and lower limits), these mediating relationships are significant; In this way, the hypotheses related to indirect (intermediate) paths were confirmed.

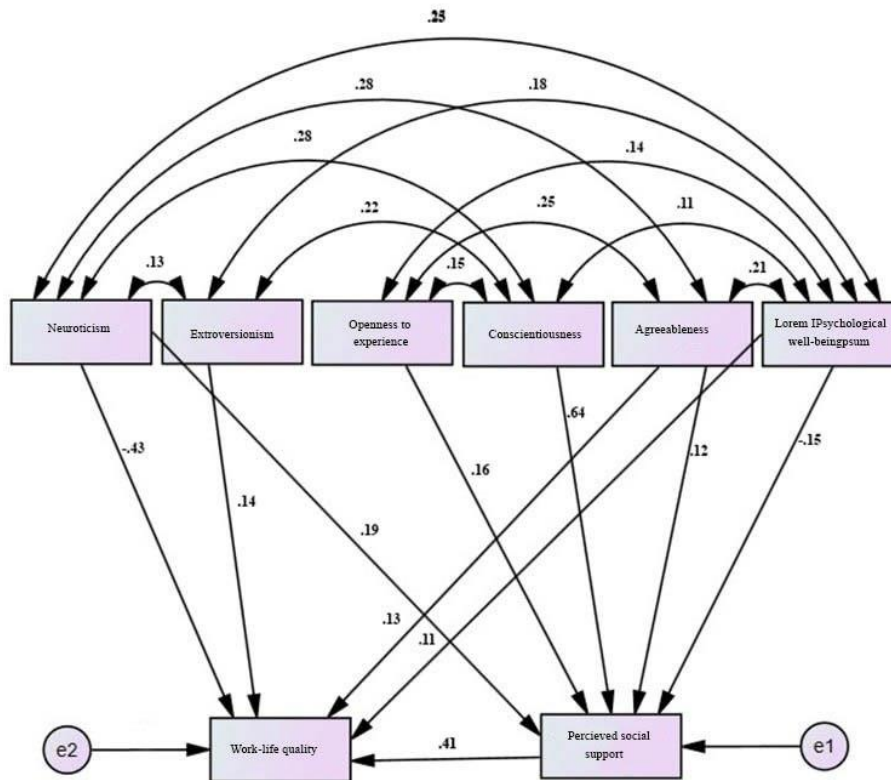


Figure 2. Final Model

Discussion and Conclusion

The present study was conducted to investigate the relationship between personality traits and psychological well-being with the quality of work life through the mediation of perceived social support in teachers and principals working in education in Boyerahmad city. In order to test the hypotheses related to this goal, 450 people were selected and studied through available sampling. Social support questionnaires by Ziman and his colleagues (1988), personality traits (NEO), Riff's psychological well-being (1989), Walton's quality of work life (2001) were implemented on each of the working teachers and educators; and after collecting and extracting the data, Participants' scores were analyzed using Pearson's correlation coefficient and path analysis.

As seen in the table (6), perceived social support plays a significant mediating role in the relationship between personality traits and quality of work life in working teachers. Considering the final model, perceived social support has been able to mediate between personality traits and quality of work life. The results obtained from this research are

consistent with the results of Abbasizadeh et al. (2015), Nasiri and Abdulmaleki (2015), Haji and Mahmoud Fakhe (2014), Jangil et al. (2017), Ping et al. (2018).

In the research of Bernardo et al. (2005), it was shown that personality is one of the correlates of health, especially through the dimensions of neuroticism. This personality structure is characterized by anxiety, depression, guilt, restlessness, and emotional instability. In fact, high neuroticism is related to extreme reactivity and mental instability. According to the research findings, there is a relationship between neuroticism and negative emotions. Neurotic people are prone to use drugs and engage in risky behaviors to cope with disturbing moods. High flexibility is also related to positive and negative emotions. Personality traits are a factor that affects the quality of the working life of teachers and educators, and it is considered an important factor in the low quality of the working life of people and the lack of personality development. Teachers and educators with a high quality of life can establish healthier and more successful interpersonal relationships and gain the satisfaction of others.

In explaining the obtained results, various factors are involved in creating behavior and as a result, mental health and quality of work life, and environmental factors and personality traits are among the determinants of behavior. According to documentary theories, especially Heider's theory, behavior is a function of environmental and individual factors; In other words, behavior is the result of individual effective force and effective environmental force; Therefore, it can be said that if a person accepts himself in terms of personality and identity (self-acceptance) and values and respects himself (self-esteem and identity), then he performs behaviors that are beneficial for both himself and others. and if he does not have value and respect for himself, then he engages in any behavior that reduces the quality of life (Abassizadeh et al., 2015).

In explaining the obtained results, one of the main concepts in social support is the discussion of the size of social networks and positive relationships and interactions between a person and his surroundings. This result is in line with the expensive theory. In terms of value, the more frequent the contact and the stronger the ties, the more support people receive from their network, which in turn leads to an increase in their quality of life. Social support is known as the strongest coping power for people to face successfully and easily when they are involved in stressful situations, and it facilitates the tolerance of problems for people and through playing a mediating role between stressful life factors and the occurrence of physical and mental problems. Also, strengthening the appropriate personality traits in people reduces the experienced tension, increases the survival rate and improves health care, and finally, improves the quality of life of people (Abdolzadeh et al., 2017).

In explaining this finding, it can be stated that the experience of support against the demands of the situation is not considered as a possible protective factor, but increasing the

capabilities and compromise of the individual in facing challenges and overcoming problems, increases his personal growth and the opportunity to use experiences. It provides a substitute. Therefore, supportive and caring relationships are an essential source for psychological well-being. People who receive this type of support develop skills such as problem-solving, decision-making, and self-expression, which increases their psychological well-being. Moreover, it ultimately improves the quality of working life. As seen in the table (6), perceived social support plays a significant mediating role in the relationship between psychological well-being and quality of working life in working teachers. Considering the final model, perceived social support has been able to mediate between psychological well-being and quality of work life; In this way, having psychological well-being and perceived social support positively mediate. The results obtained from this research are similar to the results of Aqdar (2014), Abbasizadeh et al. (2015), Nasiri and Abdulmaleki (2015), Haji and Mahmoud Fakhe (2014), Jangil et al. (2017), Ping et al. (2018).), Virenda et al. (2018), Darcy and Melisia (2018) are consistent. In explaining these findings, some points can be raised, such as social support is one of the social factors that determine psychological well-being and quality of life, and humans are social creatures who need their fellow humans and communicate with them throughout their lives. Suppose a person believes that he is respected and loved by others, that he is a valuable and dignified element and belongs to a network of relationships and mutual obligations. In that case, these beliefs will ultimately lead to a pleasant feeling in the individual and ultimately to an increase in psychological well-being. Then an increase in Quality of life makes a difference. If a person does not have a source of support and the belief is created in him that he is alone and that no one values him, and he hesitates to communicate with others. As a result, it is expected that the person will have a lack of purpose in life, personal growth, perspective positive towards others and eventually suffer from a decrease in the quality of work life (Abassizadeh et al., 2015). Other results indicated that people's social support is influenced by psychological well-being, so that perceived social support is related to well-being. In this regard, man has a social nature and this tendency exists in him from birth. Also, the need to belong forms a basic motivation in humans that causes thoughts, emotions and interpersonal behaviors. This need includes a pervasive desire to create and maintain at least a few positive, stable, and important interpersonal relationships. Although there are individual differences in the intensity of the need to belong and how to satisfy it, the satisfaction of this need requires many positive interactions with other people in a sustainable situation, which leads to the happiness of the parties; Therefore, people who are unable to establish and maintain satisfactory relationships with others and as a result have difficulty in fulfilling the need to belong, are likely to experience a sense of deprivation that manifests itself with a decrease in psychological well-being and, as a result, a decrease in the quality of work life. According

to the mentioned materials, it is clear that if working teachers and educators face problems in social communication or do not have enough social support, it is not far from an imagination that their psychological well-being and quality of work life will decrease (Aqdar, 2014).

The current research, like any other scientific research, has faced obstacles and limitations in practice; Some of these restrictions include the internal aspect and some external aspects of the problem, including financial, administrative and executive restrictions. Since in the implementation of this research, many opportunities were provided to examine the variables in it, but limitations accompanied the implementation of such work. In this research, the most significant limitation was the correlation method and self-reporting tools. In this method, the discovered relationships cannot be assumed as causal relationships. In self-reporting tools, people may need more self-regard and answer the items responsibly. Many questions caused boredom and failure to answer the final questions. The lack of control of intervening variables such as socio-economic class and another limitation of this research were problems at the time of implementation, which was attempted by stating the purpose of the research and obtaining the approval of the head of education. Boyer Ahmad city solved this problem. According to the results of the research, it is possible to improve the quality of their working life by formulating policies and implementing programs to improve teachers' psychological well-being. Also, by knowing the factors affecting the psychological well-being of teachers and educators according to the variables and the environment related to their jobs, while recognizing the psychological injuries and factors that disrupt mental health, he took steps to improve the psychological well-being and thereby increased the quality of work life of teachers and educators. . According to the results of this research and previous researches, social support, especially emotional support, is considered as a cheap source to promote health, and it is necessary for planners to provide more teachers and educators with these supports. According to the findings, it is suggested that managers and counselors pay attention to the signs of psychological well-being variables and perceived social support and design programs based on them to increase the quality of work life of teachers. Also, in order to increase the quality of working life of teachers and educators, educational workshops can be used to promote social support and psychological well-being, and by applying necessary measures such as reducing unhealthy competition, work tensions can be reduced and in this way, the quality of working life of teachers and educators can be prevented.

Ethics

This research observed ethical standards, including obtaining informed consent and ensuring privacy and confidentiality. Also, while completing the questionnaires while emphasizing completing all the questions, the participants were free to withdraw from the

research at any time and provide individual information. They were assured that the information would remain confidential, which was strictly adhered to.

Acknowledgement

All participants in the research are thanked and appreciated.

Conflict of Interest

According to the authors, this article has no financial sponsor or conflict of interest.

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