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The mediating role of job enthusiasm in the relationship between work conscientiousness and productivity of female teachers

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Abstract

This research was conducted to explain the mediating role of job enthusiasm in the relationship between work conscientiousness and the productivity of female teachers. The research design was descriptive and correlational. The statistical population of the research was formed by all the female teachers in the urban area of Yasouj city in 2019. Among the statistical population, 252 female teachers were selected and studied by multi-stage cluster random sampling. The Job enthusiasm questionnaire of Salanova and Schaufeli, Hersey et al.'s productivity, and Costa and McCree's work conscientiousness questionnaire were used to collect data. After collecting and extracting the data, the participants' scores were analyzed using Pearson's correlation, multiple and multivariate linear regression, and the macro bootstrap test. The results showed a significant relationship between productivity and job enthusiasm (powerfulness, dedication, and absorption). There is a significant relationship between job enthusiasm and reliability component and success orientation. A significant relationship was also obtained between work conscientiousness and its components (reliability and success orientation) with job productivity. Also, the findings showed that job enthusiasm significantly mediates the relationship between work conscientiousness and the productivity of female teachers.

Keywords: *Work conscientiousness, Job enthusiasm, Female teachers.*

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Introduction

Today's organizations have realized the importance of human resources as the most influential factor in the growth and productivity of the organization and a valuable asset to create a competitive advantage in the knowledge-based economy. The human power of any society is the eternal and active capital of production, creation, material well-being, and the achievement of spiritual goals and human excellence, and other capital and technological factors are considered secondary components (Belcourt, Buhlander, & Snell, 2016).

The productivity of human resources and its in-depth investigation is among the priorities of the progress and development of every organization. Productivity is the feeling of the individual's effectiveness, efficiency, and capability in the organization. In other words, the optimal use of labor is the power, talent, and skill of human resources (Hersey & Blanchard, 1997). In order to retain their knowledge-oriented, valuable, and talented employees, organizations should pay special attention to another important and positive component, job enthusiasm.

Should et al. (2006) define work enthusiasm as a positive and satisfying mental state related to work, characterized by three components: professional energy, professional dedication, and professional fascination. Job enthusiasm is a positive, practical, and work-related state that includes three dimensions: strength, passion, and dedication (Salanova & Schaufeli, 2007). Strength includes high energy levels and resilience of the worker's mind while doing work. Self-dedication is a person's intense engagement with work and a sense of meaning, passion, and challenge. Absorption is a person's concentration and satisfactory

engagement in work so that time passes quickly for him and it is difficult for him to separate from work (Schaufeli et al., 2002).

One of the variables that are considered in order to increase employee productivity is work conscientiousness. The term work conscientiousness has entered the country's organizational culture in recent years. Officials have repeatedly used it, but unfortunately, until now, basic steps have yet to be taken to identify the development of work conscientiousness in society (Ardalan & Beheshti Rad, 2014). Conscientiousness is a workforce that commits a person to perform a series of goal-oriented behaviors in the organization and aligns different thoughts and tastes to form constructive behavior. In other words, work conscientiousness means the satisfaction of the heart, commitment, and practical commitment to the duties that a person is supposed to perform in such a way that if no inspector and observer are watching his activity, he will still not be negligent in performing his duty. (McKenna, 2005).

People with high work conscientiousness consider the organization's goals and values as their goals and strive to achieve them. These people add value to the organization, and fewer problems are seen in their work (Pala, Eker, and Eker, 2008). Work conscientiousness causes the employees of the educational and organizational system of the country to put their capabilities, talents, and expertise not only without control but also voluntarily in order to achieve the goals of the organization; in the shadow of this work conscientiousness, the country's sustainable development programs are insured (Simmering, Cherami, 2010). Therefore, according to the stated contents, the current research aims to explain the mediating role of job enthusiasm in the

relationship between work conscientiousness and the productivity of female teachers.

Method

The current research is of applied purpose type and descriptive-correlation type in terms of method. This research's statistical population was comprised of all female secondary school teachers in Yasouj who were working in the academic year 2018-2019, and their population consisted of 730 teachers. In this research, a multi-stage cluster random sampling method was used. Two districts were randomly selected from among the educational districts of Yasuj and five girls' schools in each district (first and second secondary), and all the teachers of each were tested. The sample size was calculated based on Morgan's table, which was estimated to be at least 252 people. Finally, the female teachers of those schools answered the job enthusiasm, work conscientiousness, and productivity questionnaires. After completing the questionnaires, the data were statistically analyzed using SPSS and emos software.

Materials

1. Job Enthusiasm Questionnaire, Salanova and Schaufeli (2001). Salanova and Schaufeli's (2001) questionnaire was used to measure job enthusiasm. The job enthusiasm questionnaire consists of 17 questions with a 5-point Likert response scale. This questionnaire contains three components. These dimensions include strength (6 items), dedication (5 items), and absorption (6 items). In the research of Vazirpanah (2011), the content validity of the questionnaire was confirmed, and the reliability of the questionnaire was confirmed by Cronbach's alpha method of 0.78.

2. Hersey, Blanchard, and Goldsmith productivity questionnaire (1980). This

questionnaire (achieve model) was designed by Hersey, Blanchard, and Goldsmith (1980) to help managers determine the cause of performance problems and create change strategies. This questionnaire has 26 items and is scored using a five-point Likert scale. This questionnaire includes seven dimensions ability, role clarity, organizational support, encouragement, feedback, credibility, and environment. This questionnaire's minimum and the maximum score is 26 and 130, respectively. The reliability of this questionnaire was confirmed by Cronbach's alpha method.

3. Conscientiousness questionnaire by Costa and McCrae (1992). 16 items from the five-factor personality questionnaire (NEO) used, which was created by Costa and McCrae (1992). This questionnaire is a five-point Likert type (0 = completely disagree to 4 = completely agree). The minimum possible score will be 0, and the maximum will be 64. This questionnaire is standard and has been used in many studies.

Implementation. In this research, descriptive statistics indices were used to describe and classify the data collected from the sample, correlation coefficient tests were used to test and analyze hypotheses, and regression was used to predict. The sample size examined in this research was 252 people. After implementing the questionnaires on the sample, the descriptive statistics indicators such as the number, mean and standard deviation related to the research variables are reported. In the following, the examined hypotheses were analyzed through Pearson's correlation and regression tests, which will be reported in detail. It should be noted that all statistical calculations were done through SPSS_22 software.

Findings

The mean and standard deviation of the total job enthusiasm score are 57.06 and 9.23, respectively. Also, the lowest score related to the dimension of strength with an average of 12.81 and a standard deviation of 2.01, and the highest score related to the dimension of dedication was obtained with an average of 15.48 and a standard deviation of 3.74.

The mean and standard deviation of the total job productivity score are 89.04 and 16.18, respectively. Also, the highest score related to the compatibility subscale, with an average of 17.10 and a standard deviation of 3.98, and the lowest score related to the motivation subscale, with an average of 10.34 and a standard deviation of 2.58, were obtained.

The mean and standard deviation of the total work conscientiousness score are 39.43 and 7.37, respectively. Also, the lowest score related to the reliability subscale, with an average of 18.35 and a standard deviation of 3.17, and the highest score related to the success orientation subscale, with an average of 21.07 and a standard deviation of 4.16, were obtained.

There is a significant correlation between the total score of job productivity with job enthusiasm and the dimensions of strength, dedication, and absorption. Also, a significant correlation was obtained between ability, understanding, recognition, organizational support, motivation, feedback, credibility, and adaptability with job enthusiasm. A significant correlation was found between work conscientiousness and work enthusiasm and the dimension of self-devotion. A significant correlation was also found between the dependability component and success orientation with work enthusiasm.

Also, a significant correlation was obtained between work conscientiousness and its components (reliability and success orientation) with job productivity.

The results of the path coefficients model showed that work conscientiousness has a significant direct relationship with job enthusiasm and productivity. Also, job enthusiasm has a significant direct relationship with productivity. The findings indicate that the mediating relationships are significant; In this way, the hypotheses related to indirect (intermediate) paths were confirmed.

A goodness of fit index (GFI) equal to 0.99 adjusted goodness of fit index (CFI) equal to 0.92 has been 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 0.063 and is less than 0.08, and this index also indicates the good fit of the model.

Discussion

The present study aimed to explain the mediating role of job enthusiasm in the relationship between work conscientiousness and the productivity of female teachers. The results showed a significant relationship between job enthusiasm (powerfulness, dedication, and absorption) and job productivity. Also, the results showed a significant relationship between job enthusiasm and the components of reliability and successful orientation. Also, a significant relationship was obtained between work conscientiousness and its components (reliability and success orientation) with job productivity. In the following, we will explain the results in detail.

According to existing definitions, work conscientiousness is the expansion of one's ethics in the organization and when performing one's duties, and it is actually a cultural norm that considers doing good and correct work as having spiritual value. In fact, people with professional work conscientiousness in the organization have a positive attitude towards themselves, their role, and organizational duties and consider working in the organization to be valuable and positive in itself. In fact, these people are trying to be conscientious in the organization and observe ethical principles in their careers. This work ethic makes these people have a positive opinion of the organization and perform their duties with more enthusiasm. Conscientiousness requires these people to show up in the organization with more enthusiasm. Performing job duties is attractive to them, and dedicating themselves to the organization (one of the dimensions of job enthusiasm).

Job enthusiasm is a positive psychological concept known as an indicator of well-being and psychological health in the work environment, defined as the amount of energy, attachment to the job, and effectiveness of the profession. The existence of job enthusiasm in the employees makes them have a high commitment to performing their duties and make the utmost efforts to achieve the organization's goals. The formation and realization of any significant change and transformation in organizations are highly dependent on the active participation of employees who will deal with it with open arms and support it comprehensively. In the meantime, employees with high job enthusiasm do not experience feelings of uncertainty, fear, and confusion after being aware of organizational changes and developments.

They welcome high performance with open arms and increase this performance and increase productivity.

Conscientiousness is the degree to which the people of an organization are persistent, hardworking, and motivated to achieve the goal; Therefore, it is expected that employees who have higher work conscientiousness show more perseverance and effort; in this case, we can expect employees who have higher work conscientiousness to have better job productivity.

It is suggested that managers and officials pay more attention to the issue of work enthusiasm in order to get the most productivity and plan to increase it. It is also suggested that other researchers investigate other variables affecting work enthusiasm and conscientiousness.

Ethics

In this research, ethical standards including obtaining informed consent, ensuring privacy and confidentiality were observed.

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Conflict of Interest

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

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