

The Investigating the Relationship between Personality Dimensions and Knowledge Management (Case Study: Employees of Boyerahmad Health Center in 2020).

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conscientiousness with knowledge management in the staff of boyerahmad health center was significant and inverse ($p < 0.05$). Also, there is no significant relationship between neuroticism and knowledge management of the health center staff of this city ($p > 0.05$).

KeyWords: Personality dimensions, Knowledge Management, Employees, Health Center

Abstract

The main of this study was to investigating the relationship between personality dimensions and knowledge management (case study: employees of boyerahmad health center in 2019). the main purpose of this study is to investigate the relationship between personality dimensions and knowledge management in health centers of boyer-ahmad city and to present executive strategies in personality promotion and knowledge management, which has been done in a correlation method and in the field. This research is applied in terms of correlation method. its statistical population included the staff of boyerahmad health center in 2019. And 180 people were selected by simple random sampling. Short neo-form personality questionnaires (neo-ffi) and online knowledge management of nonaka and takochi were used to collect information. data analysis was performed by pearson, kruskal-wallis correlation coefficient test in spss26 software and graphs were drawn using excel software. The results of inferential analysis showed that the relationship between extraversion, openness, acceptance and

1. Introduction

Personality can be defined as certain patterns of thinking, excitement and behavior that define one's personal style in interaction with his social and material environment. In other words, personality includes relatively stable and stable characteristics in which traits such as early, anxious, cheeky, introverted and extroverted, etc. are used [12].

Knowledge has always been viewed as power. It can be used for the benefit of a large number of people to help increase the wealth of a small number of people, always searched, and if not found, invented or shaped by existing knowledge. Throughout history, knowledge owners have fought to control and ration knowledge. The world of commerce has tended to do the same. Since the mid-19th century, scientific advances and techniques have increased the power of different civilizations and cultures to convey and expand common knowledge. Today, the trans-industrial society is an information society in which ergogenic technologies gradually replace knowledge-enhancing technologies. And in today's dynamic and

complex environment, it is essential for organizations to continuously apply new knowledge in the form of creation, accreditation and application in their products and services. Therefore, the management of organizations should rely on superior knowledge, make more sensible decisions on important issues and improve knowledge-based practices. Knowledge management means the process of creative, effective and efficient use of all the knowledge and information available to the organization for the benefit of the customer and, consequently, for the benefit of the organization itself.

Personality is a complex subject with different dimensions and aspects, many efforts have been made to recognize human personality, some of which are unsymious, superstitious, and a few others scientific and credible. Personality recognition, characteristics, how personality is formed, factors affecting personality creation, and such issues, in one aspect, satisfy curiosity, and want to be truth-seeking in human beings, because this recognition is a form of self-knowledge. On the other hand, this knowledge and information allows a person to take appropriate and informed positions in mutual communication with others. Personality study is important both in terms of gratification on curiosity and social relationships. At a general glance, it can be said that knowledge management can be the same as organizing knowledge, i.e. trying to gain essential knowledge, sharing information within an organization and emphasizing on strengthening employees' personality in order to improve the decision-making process, increase services and communication and innovation in the organization. The use of knowledge management in the health center helps to increase the knowledge and awareness of employees as well as enrich the content of jobs, and employees' knowledge leads to their professional dominance over the organization, and if we accept this famous sentence "knowledge is ability", then we can claim that in

organizations and departments where knowledge management is used, employees have more personality, power and ability. It affects the work environment, creates competition among health center staff and promotes the internal operations of the department and reduces domestic costs and accelerates the work.

2. Importance And Necessity

During the 1990, researchers and scientists identified the importance of a knowledge management system. This concept became one of the most important topics of decision support tool or information management systems. Since development, the knowledge-based system has been used in various studies and branches. Among its applications are performance evaluation, commercial loan, support strategy design, agricultural production, education, earthquake design, transportation equipment selection, customer service management and knowledge generation. Personality is the dynamic organization within the person, which is made up of physical mental systems, these systems create patterns of behavior, thoughts and feelings of the person [16]. Negative emotions are an indicator of neuroticity, and the less a person has this characteristic, the more meaning he feels in his life [13]. Knowledge management, knowledge management, or management of scientific reserves means systematically putting information and scientific reserves available to those who need them when needed so that they can perform their daily work with greater efficiency and more effectiveness. Knowledge management includes a series of strategies and strategies for identifying, creating, representing, distributing and adapting insights and experiences in the organization. The executive program of scientific resource management is based on these two main components. Knowledge management is one of the sub-branches of knowledge economics; This concept acts on transforming the intellectual gifts of the

employees and organizing the internal beneficial forces of the staff members, the force of competition and the new value. Knowledge management focuses on linking information with information, information with activities and information with the individual, to realize knowledge sharing, and is completely different from information management. Considering the mentioned findings about the importance and role of personality and knowledge management of employees and the role of these variables in their job success, the present study is conducted to provide evidence of the relationship between personality traits and knowledge management of employees of Boyer-Ahmad Health Center.

3. Research Objectives

3.1. The main purpose of the research Determining the relationship between personality dimensions and knowledge management of health center staff in Boyer-Ahmad city.

3. 2. Research Objectives

3.2.1. Understanding the Relationship between Neurotics and Knowledge Management of Health Center Staff.

3.2.2. Understanding the Relationship between Extraversion and Knowledge Management of Health Center Staff.

3.2.3. Understanding the Relationship between Openness and Knowledge Management of Health Center Staff.

3.2.4. Understanding the Relationship between Acceptance and Knowledge Management of Health Center Staff.

3.2.5. Understanding the Relationship between Conscience and knowledge management of health center staff

4. Theoretical Foundations

4.1. Theoretical Foundations

4.1.1. Personality

The built-in personality is inheritance and environment. Man is born with certain genetic characteristics, and from then on he will be working with his surroundings. What is more emphasized in today's world

is that human influence from the environment is much stronger than the genetic impact. Personality is one of the most important study constructs in individual behavior that can play an essential role in predicting human behaviors. Blanchard regards personality as a set of habits, and Allport regards it as a dynamic organization within the individual, which includes those psychophysical systems that determine human behavior and thinking [17].

It should be noted that during 40 years of research on personality, with the efforts of people like Fick (1949), Smith and Norman (1967), Goldbury (1981) and McCrae and Costa (2003) this The field of research has evolved and finally researchers have reached a relative agreement to describe the difference between personality, emotional and social behavior and the five-factor theory of personality known as the big five or five powerful factors. Five-factor personality model includes:

1. Extraversion: Implies a person's comfortableness in relationships. These people have consistently commented, socially, warm-blooded, pleasant and decisive.

2. Compatibility (Agreeableness): Includes respect for others. These people have a spirit of cooperation, reliable, honest and true, altruism and good nature.

3. Conscientiousness: it considers the responsibility of the individual. Dutiful individuals are reliable, stable, structured and goal oriented.

4. Neuroticism: It is related to a person's ability to tolerate stressors and stress stimuli. The obvious characteristic of neuroticism is the tendency to experience negative feelings and view the surrounding world as an uncomfortable and threatening environment. In contrast, people with high emotional stability are stable and calm, have a lot of confidence.

5. welcoming experience: It refers to fascination and interest in new phenomena and experiences. People with this characteristic are fancied and are free from

conjudicing and curious in terms of artistic and wise feelings.

4.1.2. Personality Theories

4.1.2.1. Shea Klein's Theory of Relationships: The Theory of Object Melanie Klein's Relationships was based on the precise observations of young children. Unlike Freud, who emphasized the first 5 to 6 years of life, Klein emphasized the first 5 to 6 months after birth.

4.1.2.2. Sullivan's Theory of Mutual Interaction: Personality emerges when a person shows a behavior in relation to a person or other person. Sullivan does not accept instinct-based theories, but does not deny the importance of inheritance. Sullivan believes social experiences are effective even in physiological acts.

4.1.2.3. Victor Frankel (Semantics): Man chooses his reaction to unwanted sufferings and hardships and his environmental conditions, and there is no one but him to take away this right from him.

4.1.2.4. Rolomi (existentialism): Proponents of this philosophy, especially the supporters of Kigard, said that truth cannot be separate from human experience and that we can only know the truth with one's perception of it. Roulomi claimed that Keagard's insights in this regard had changed the human mindset about the truth.

4.1.2.5. Eric Bern (Exchange Analysis Theory): For Eric Bern, the starting point was when two people got together and one of them opened the conversation with the other. He believed this exposure was the driver of reciprocal behavior and the other side's reaction was the response of reciprocal behavior. The person who sends the stimulus is an activist.

4.1.2.6. Learning theories in Personality: Skinner has proposed a reinforcement-based approach, to the content that personality is nothing more than the sum of behavioral patterns learned in response to environmental dependencies. If a pattern

is constantly strengthened, then the person repeats the pattern continuously [19].

4.2. The Concept of Knowledge Management

Knowledge management, i.e. knowledge activities management, knowledge management means mind management and documentation. Knowledge management goes beyond doing knowledge activities. Knowledge management is a layer beyond knowledge activities and focuses on goals and strategies that improve knowledge activities. People's activities, subscriptions, exploitation, etc. are knowledge activities that need to be managed. For example, knowledge sharing is nothing but knowledge management, Black is a matter of knowledge management. The role of knowledge management is to improve knowledge sharing, not to do it. Knowledge management is the management of a wide range of activities used to exchange, create or promote intellectual capital at a macro level. Knowledge management is intelligent design of processes, tools, structure, etc. with the intention of increasing, renovating, sharing or improving the use of knowledge that appears in each of the three elements of intellectual capital, namely structural, human and social.

Knowledge management is a process that helps organizations identify, select, organize and publish important information and skills that are considered as organizational memory and normally exist un organized. This enables the management of organizations to solve learning problems, strategic planning and dynamic decision making efficiently and effectively. In general, knowledge management can be categorized and generational from different perspectives. For example, if we measure the convergence between knowledge management and technology management, we will reach generations of knowledge management such as traditional knowledge management, social knowledge management, semantic knowledge

management and intelligent knowledge management. Data are meaningless points in space and time that make no mention of space and time. The data resembles a letter or word event outside the field (without relationship). Knowledge is a set of knowledge and skills necessary to solve the problem, so if the information that is possible can solve the problem, it can be said that knowledge exists. In addition, knowledge should be able to become executive and practical guidelines. Nonaka believes that implicit knowledge is entirely personal, it is very difficult to formally formalized, so it is not easy to convey it to others. Research in management literature shows that there is no agreed definition of knowledge management. Definitions are mainly focused on organizational capabilities regarding wealth generation of knowledge-based assets, and the role of knowledge management, acquisition, collection and use of organizational technical knowledge and lessons has been learned. A little over ten years have passed since the invention of the general concept of knowledge management, and during this period, various definitions have been presented in this regard, each of which shows some aspects of this issue. The following are the most important definitions:

Knowledge management is defined as efficient collection, distribution and use of knowledge resources [7]. Knowledge management is a set of procedures, infrastructures and technical and management tools designed to create, share and use information and knowledge within and outside organizations [4]. Knowledge management is a comprehensive approach to identify, conquer, recycle, multiple and evaluate an information capital of the organization. This information capital may be data, documents, policies and procedures. Gartner Group (1999), Knowledge management is a process in which the organization generates wealth from knowledge or intellectual capital. Takuchi and Nonaka (1995), Knowledge management of using

individual and collective experience and knowledge through knowledge production process, knowledge multiples and using it with the help of technology in order to achieve the goals of the organization. Knowledge management is the use of intellectual capital to make the organization compete with peer organizations, as well as innovative responses to new challenges and leverage for action and a mediator.

4.3. Knowledge Management Strategies

Macro management in order to be efficient of its subsystems should know the nature, principles and dimensions of knowledge management. Strategies that reflect the different nature and ability of managers include knowledge strategy as a business strategy which is a comprehensive and organizational-wide method for knowledge management, which is considered more as a product. The strategy of managing intellectual capitals emphasizes on the use and promotion of capitals that already exist in the organization. Responsibility strategy for individual knowledge capital that supports employees and encourages them to develop their skills and knowledge and share their knowledge with each other. Knowledge creation strategy that emphasizes innovation and creation of new knowledge through R&D units. Knowledge transfer strategy which has been considered as the best activity in improving the quality of affairs and efficiency of the organization. Customer-centered knowledge strategy which is used to understand clients and their needs in order to provide their demands carefully.

4.4. Conceptual Framework of Research

In the present study, it is intended to investigate the relationship between personality dimensions and knowledge management of employees of Boyer-Ahmad health centers in recent years, many researches have been conducted on the five main dimensions of personality

and the results of the researches have confirmed it. These five personality factors, including: voicing, compromising, compromising, emotionally stable and experienced, in addition to presenting the personality framework, the research conducted on these five main dimensions of personality led to the conclusion that there was a direct relationship between personality dimensions and job performance. In psychology, the five-factor personality model is an experimental test for measuring personality variables. According to this model, personality consists of five main wards: neuroticism,

extraversion, adaptability, welcoming experience and consancing. Paul Costa Jr. with Robert R. R. Martin. In the 1980, McCrory devised a neo-I test that measured three of the big five personality factors. Then, in 1985, by adding two other factors, they released the NOTO-PI test to measure five personality factors. The final edition of the test was published in 1991, now called THEO-PI-R. The mass of subsequent research in total indicated that these five factors were broad and efficient enough. By summing up these studies, a comprehensive conceptual model is developed for the present study (Figure 2).

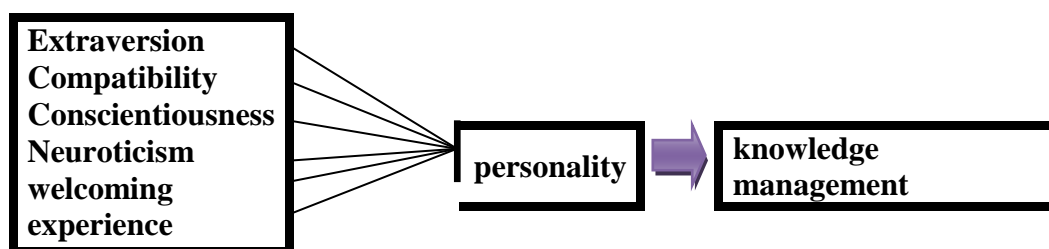


Figure 2- Conceptual framework of the relationship between personality dimensions and knowledge management (Regulation: [18])

4.5. History of Researches

4.5.1. Internal

- Farjad, and Motieian Najjar (2018) conducted descriptive-correlational research strategies to determine the effect of knowledge management on organizational performance considering the mediating role of research strategies. The statistical population of this study consisted of 750 employees of Iran Khodro Diesel Company. They showed that knowledge management directly and indirectly affected organizational performance through strategic human resources measures [10].

- Atashzadeh et al. (2016) stated that the health sector, especially the nursing ward, is known as the Letter Services Organization and because of its

relationship with community health, it requires the use of effective methods in providing services. This is only possible by using new methods of information management and allocation of appropriate time to knowledge management. In this study, a review of the concept and components of knowledge management and its importance in nursing performance performed in 2015 by reviewing published and available domestic and foreign sources and articles related to knowledge management in nursing and searching in Google Scholar Iranmedex, Elsevier, Proquest, Scopus, Pubmed databases.

-Khosravi (2016) In his research, they examined the necessary personality in the career success of experts. For this purpose, using traits theory and using scientific

method of factor analysis, they selected and measured a limited number of traits. Norman's big five-factor theory was based on this research. According to this model, traits were divided into five major factors: extraversion, adaptability, consciency, emotional stability, culture and education, and about 20 explaining scales. After data collection and analysis of the results, the effect of five types of personality on their job success was confirmed by respondents using two-sentence and Chi-square tests.

-Akbari Borang et al. (2015) based on descriptive-correlational method, investigated the relationship between the big five personality factors and goal orientation in students of Birjand Payame Noor University. And 380 students of Birjand Payame Noor University were selected by available sampling method. The results of multiple regression analysis showed that there is a relationship between five factors of personality and goal orientation and personality is a significant predictor of goal orientation.

Farahani (2013) In the analytical-comparative study of knowledge management and its functions in organizations, they stated that in the information age, the main advantage lies in knowledge capital. Knowledge in today's advanced world is rapidly becoming the advantage of the main competition of organizations.

- Abdi et al. (2008) in a descriptive study of the type of correlation of 357 students of Tabriz University in the academic year selected by simple random sampling and using Eysenck personality traits questionnaire, Goldberg's general health and "informed attention to present" scale, the subjects measured the relationship between personality traits and mental health of students with informed attention to the students. Data were analyzed using descriptive statistics and Pearson correlation coefficient, stepwise regression, t-test and one-way ANOVA. They concluded that mental health is able to improve consciousness of the type of "conscious attention to the present", this

finding can be used in psychological interventions.

4.5.2. Foreign

- In their studies, Ista and McCrey presented a structural model of personality that consisted of five domains of personality including neuroticism versus emotional stability, extroversion versus introversion, openness of experience to its closure, agreeableness versus task-oriented metamorphosis versus lack of direction or work problems [8].

In their study, Xing and Webster (2004) concluded that extraversion could well predict the orientation of the mastery-approach goal. Also, the results of this study showed that neuroticity has a positive relationship with functional-approach and functional-avoidance orientation. In this study, Zweig concluded that extraversion has a negative and positive relationship with functional-avoidance goal orientation, negative, psycho-neurotic and task-oriented relationships with mastery-approach goal orientation [20].

- Gould et al. (2007) believes that knowledge management includes organizational activities and processes that combine the organization's processing capacity in the field of data and information with the organization's ability in the field of creativity and innovation of employees .

Davenport and Prusak (1998) believe that knowledge management includes all activities that are necessary to make knowledge available so that "proper knowledge" is available to "the right people".

Martinez (2000) like Chang and Lin (2007) knows knowledge management as the process of creating, creating, publishing, distributing and applying knowledge. The aim of knowledge management is to control and use knowledge and information and to provide its unparalleled access to all employees. To do their job better. In his opinion, knowledge management has two wards. Physical and

nonphysical later, which has two living and lifeless states.

-Kanan et al. (2000) explains knowledge management as a combination of two factors: tools (database, data, documents and technology for knowledge participation) and process (learning and solving group problems). The point that needs to be taken into consideration all the time is how information is converted into knowledge and then leads to learning.

5. Methodology

The research method is descriptive survey (field finding). The statistical population of this study is all employees of Boyer Ahmad Health Center office who are working in 2018-2019, of which 500 are employed. Simple random sampling method was used to select the sample from health centers of Boyer-Ahmad city, in proportion to the employee population of each center, a number of men and women and a total of ١٨٠ people were selected as the sample. Data were collected using field method (jacking, table, databases and computer and satellite networks) and neoform personality standard questionnaires (NEO-FFI) and knowledge

management (Noaka and Takeuchi). Due to the coronavirus outbreak and observance of social distancing, the distribution of questionnaires was done digitally among the employees of Boyer-Ahmad Health Center. Closed questions with answers in four-scale Likert scale are used for questionnaires. In order to analyze the data from descriptive statistics including: mean and standard deviation and inferential statistics including Pearson correlation coefficient using SPSS26 software and at the probability level of 5% ($\alpha=5\%$), as well as graphs were plotted using Ms.Excel 2013 software [18].

6. Findings

6.1. Descriptive statistics: Descriptive findings of this study include statistical indicators such as frequency, percentage, mean, standard deviation and number of subjects.

6.1.1. Frequency distribution of health center staff based on gender: Based on the findings of this study, 47.2 % of employees were male and 52.8 % were female (Chart 1), [18].

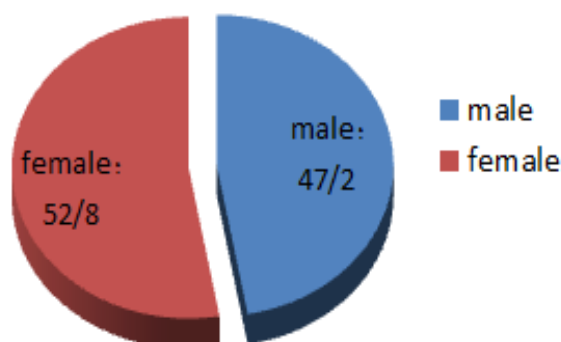


Chart 1- Frequency distribution of health center staff based on gender

6.1.2. Frequency distribution of employees of Boyer-Ahmad health center based on age: According to the findings of this study, 16.7 % of employees were under ٣٠ years of age,

56.6 % of employees were 30 to 40 years old, 15.6 % were ٤٠-٥٠ years old and 2.2 % were over ٥٠ years old (Chart 2), [18].

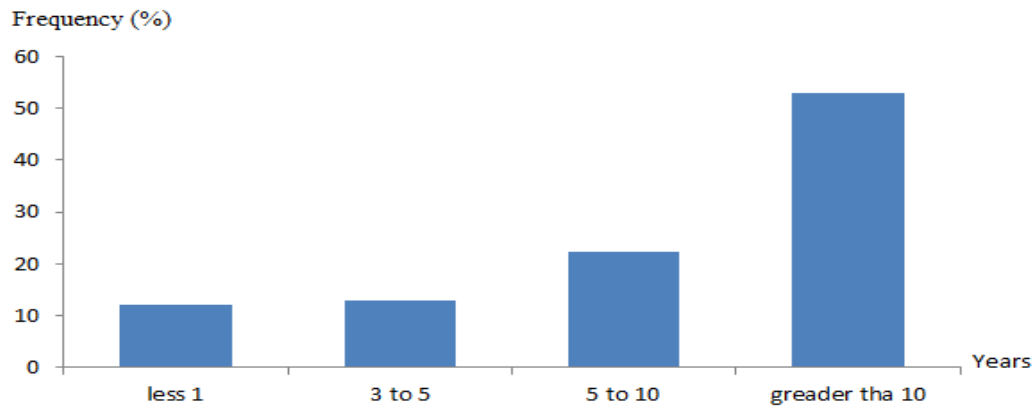


Chart 2- Frequency distribution of health center staff based on age

6.1.3. Frequency distribution of employees of Boyer-Ahmad health center based on working years: The results showed that 22 employees were about 12.2% less than 1 year of

experience, 23 had about 12.8% of employees 3-5 years of experience, 40 and 95 had about 52.8 % of employees over 10 years of experience (Chart 3), [18].

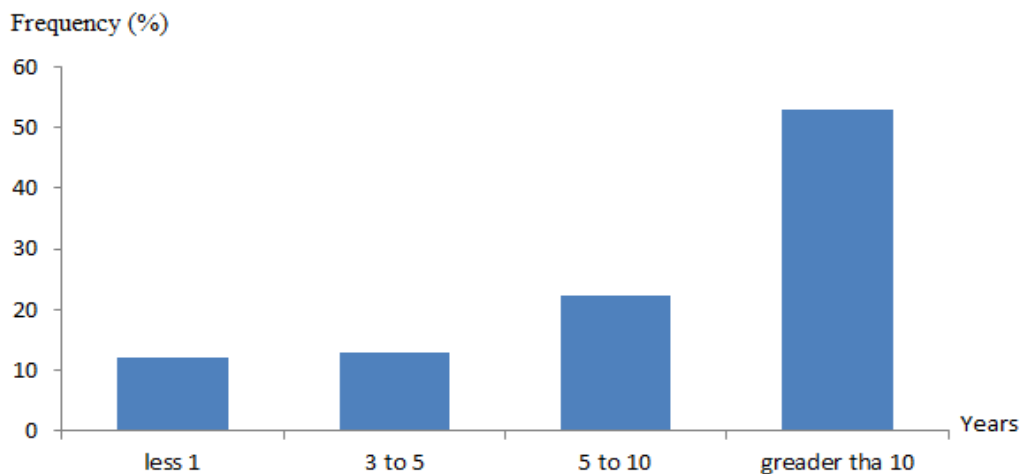


Chart 3- Frequency distribution of health center staff based on working years

6.1.4. Frequency distribution of employees of Boyer-Ahmad health center based on Education Level: According to the findings of this study, 22 employees were about %12.2 of employees with diplomas, 19 persons

about %10.6 had post-graduate education, 83 were about %46.1 of employees with bachelor's degrees, 43 were about %23.9 of postgraduate staff and 13 were about %7.2 of employees with doctoral education and higher (Chart 4), [18].

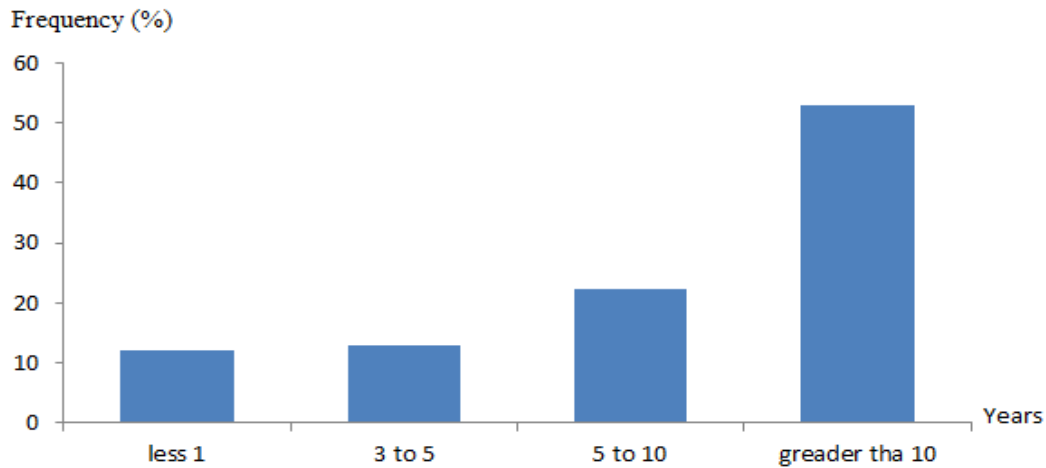


Chart 4- Frequency distribution of boyerahmad health center staff based on education level

6.2. Inferential analysis: In this section, the test of hypotheses is investigated through Pearson correlation coefficient.

6.2.1. The main hypothesis: There is a significant relationship between personality dimensions and knowledge management.

6.2.1.1. The first hypothesis: There is a significant relationship between neuroticity and knowledge management. This hypothesis is defined as follows in the form of statistical hypothesis:

Table 1- Correlation coefficient between neuroticity and knowledge management

Variables	Significant level	Number of data	Correlation
Neuroticity and Knowledge Management	0/147	180	0/108 ^{n.s}

*Correlation at the significant level of 0.05

H_1 = There is a significant relationship between neuroticity and knowledge management.

H_0 = There is no significant relationship between neuroticity and knowledge management.

To test this hypothesis, correlation coefficient was used that the results are listed in (table 1)

In table (1) Pearson correlation coefficient, the number of data and the significance level are shown. Based on this output, since the significance level was higher than ($p > 0/05$). hypothesis (H_0) is accepted and

there is no significant relationship between neuroticism and knowledge management variables [18].

6.2.1.2. The first hypothesis: There is a significant relationship between Extraversion and knowledge management. This hypothesis is defined as follows in the form of statistical hypothesis:

H_1 = There is a significant relationship between Extraversion and knowledge management.

H_0 = There is no significant relationship between Extraversion and knowledge management.

To test this hypothesis, correlation coefficient was used that the results are listed in (table 2)

Table 2- Correlation coefficient between Extraversion and knowledge management Employees

Variables	Significant level	Number of data	Correlation
Extraversion and Knowledge Management	0/001	180	-0/237**

*Correlation at the significant level of 0.01

In table (2) Pearson correlation coefficient, the number of data and the significance level are shown. Based on this output, since the significance level was higher than ($p < 0/01$). hypothesis (H_1) is accepted and there is significant and inverse relationship between Extraversion and knowledge management variables [18].

6.2.1.3. The first hypothesis: There is a significant relationship between Openness and knowledge management.

This hypothesis is defined as follows in the form of statistical hypothesis:

H_1 = There is a significant relationship between Openness and knowledge management.

H_0 = There is no significant relationship between Openness and knowledge management.

To test this hypothesis, correlation coefficient was used that the results are listed in (table 3)

Table 3- Correlation coefficient between Openness and knowledge management Employees

Variables	Significant level	Number of data	Correlation
Openness and Knowledge Management	0/015	180	-0/180**

*Correlation at the significant level of 0.01

In table (3) Pearson correlation coefficient, the number of data and the significance level are shown. Based on this output, since the significance level was higher than ($p < 0/01$). hypothesis (H_1) is accepted and there is significant and inverse relationship between Openness and knowledge management variables [18].

6.2.1.4. The first hypothesis: There is a significant relationship between Admission and knowledge management.

This hypothesis is defined as follows in the form of statistical hypothesis:

H_1 = There is a significant relationship between Admission and knowledge management.

H_0 = There is no significant relationship between Admission and knowledge management.

To test this hypothesis, correlation coefficient was used that the results are listed in (table 4).

Table 4- Correlation coefficient between Admission and knowledge management Employees

Variables	Significant level	Number of data	Correlation
Openness and Knowledge Management	0/0.5	180	-0/190.**

*Correlation at the significant level of 0.01

In table (4) Pearson correlation coefficient, the number of data and the significance level are shown. Based on this output, since the significance level was higher than ($p < 0/01$). hypothesis (H_1) is accepted and there is significant and inverse relationship between Admission and knowledge management variables [18].

6.2.1.5. The first hypothesis: There is a significant relationship between Consancing and knowledge management.

This hypothesis is defined as follows in the form of statistical hypothesis:

H_1 = There is a significant relationship between Consancing and knowledge management

H_0 = There is no significant relationship between Consancing and knowledge management.

To test this hypothesis, correlation coefficient was used that the results are listed in (table5)

Table 5- Correlation coefficient between Consancing & knowledge management Employees

Variables	Significant level	Number of data	Correlation
Consancing and Knowledge Management	0/0.5	180	-0/190.**

*Correlation at the significant level of 0.01

In table (5) Pearson correlation coefficient, the number of data and the significance level are shown. Based on this output, since the significance level was higher than

($p < 0/01$). hypothesis (H_1) is accepted and there is significant and inverse relationship between Consancing and knowledge management variables[18].

7. Discussion and Conclusion

Personality is an organized set of characteristics of different aspects of human existence including existence, intellectual, emotional, moral, social and religious. Of course, personal experiences, individual differences and some other factors make people distinct from each other [13].

Allport believes that personality is an dynamic organization within the person,

which is made up of physical mental systems, which creates patterns of behavior, thoughts and feelings of the person [16]. Researches show that some personality traits are associated with rumination and emotional disturbances. Negative emotions are an indicator of neuroticism, and the less a person has this characteristic, the more meaning he feels in his life [13]. In McKissta's view, psychosis is a compound of little agreeability, a weak conscience and little thought, and in Eisenek's view, psychosis tends to psychosis, and at the end of it tends to be isolation and indifferent, and the other end is acceptance of the customs of ajtama and attention to others [13]. Skinner has proposed a strengthening-based approach, to the theme that personality is nothing more than the sum of behavioral patterns learned in response to environmental

dependencies. If a pattern is constantly strengthened, then the person repeats the pattern continuously [19]. In an attempt to conceptualization of "knowledge production", Nonaka and Tomaia consider it a process whereby various organization contradictions are interspassed and valued through interaction between individuals, organizations and environments. They say that knowledge is produced in a circular expanding circuit and by linking and reconciling conflicting concepts such as order and turmoil, wisdom and class, component and whole, mind and body, implicit and expressive, inductive and analogy, creativity and efficiency. This approach is a process that starts from individuals and generalized to other members of the organization. This process will essentially mean the conversion of implicit knowledge into express knowledge [5]. There is no significant relationship between neuroticity and knowledge management. Also, there is a significant and inverse relationship between other components of personality i.e. extraversion, openness, acceptance and consecration and knowledge management. The results of this study are in line with Khosrowi research (۲۰۱۶), Akbari Borang et al. (۲۰۱۵), Casta, McRae and Martinez (۲۰۰۰). Neurotic people should be referred to counselors and psychologists at the psychiatric clinic in their home town for treatment. People with dramatic personality disorders such as eating disorders are much more vulnerable to stress and anxiety, be sure to see a doctor and follow long-term psychotherapy sessions.

In the case of married employees, the treatment of dramatic personality disorder is treated with family therapy and couple therapy. Family therapy and couple therapy are used to investigate the relationships and interactions of members together, identify the factors that make the disease more severe, relying on the cooperation of family members and the diagnosis of counselors and psychologists of the psychotherapy clinic. Performing

exercises that put the brain and body in line with each other, such as yoga, meditation, tae-chi and biofeedback treatment, is recommended for people with dramatic personality, as it helps these people to reset their mental planning so that they will have more control over their emotional reactions. Make your social behavior and interpersonal relationships better by discussing, exchanging ideas and playing a role in office meetings. In the case of behavior of people without direction or problems, change behavior by learning social skills and try to express emotions. Also, administrative centers and organizations during the implementation of knowledge management, knowledge sharing and selection of people according to their personality in different occupational and professional fields should be taken.

8. Thanks and Appreciation: Hereby appreciates all those who helped us with this research.

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