

RESEARCH ON PERSONALITY TYPES IN THE DYNAMICS OF ORGANIZATIONAL MEETING

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Abstract:

The concept of personality apparently seems simple, but in reality there is a wide growing range of phenomena, structures and sizes. There exists a wide range of definitions of personality, and this phenomenon shows no nonsense but an attempt to cover all aspects related to this structure bio-psycho-socio-cultural.

Throughout his professional life, every individual experiences different organizational roles and responsibilities derived from the specifics varied of their professional tasks group to which it belongs at a time or organization constitutive objectives. Rarely, it may happen that an organization people working absolutely alone; Typically, they are trapped in a specific network of interactions, which requires cooperation and coordinate their actions in an effort to achieve the objectives. Networking with a difficult person is tiring and frustrating, whether it's about someone in the family about a boss or colleague, collaborator or a mere acquaintance. If we do not understand how that person think, in which category is and how he sees reality different from us, it is unlikely to succeed to communicate and have a good relation ever. Instead, if we understand their way of thinking and we know the logic behind it, we can approach each one in the best way which help us to collaborate and to avoid conflicts with them.

This paper aims to study the personality types at work within an organization and what effects may occur. Based on a quantitative, but also qualitative, this paper constitutes an exploratory research, particularly by highlighting relevant information from the field.

Keywords: *personality, organization, conflict, work, employee.*

Clasificare JEL: *I15*

1. Introduction

"The concept of the person designate human individual concrete. Personality, contrariwise is a theoretical construct developed by psychology for understanding and explanation by the level of scientific theory of the manner of being and functioning characterizing person as psycho-physiological body." (Dafinoiu I, 2002)

By personality is understood usually "human subject" considered as bio-psycho-social unit, as a carrier of epistemic, pragmatic and axiological functions. Psychology considers personality like a macro operational and, information having defining characteristics for the subject. (Gheordunescu M., 2013).

Allport defines personality as "dynamic organization within the individual of those psychophysical systems that determine the thinking and characteristic behavior".

Norbert Sillamy sees personality as "stable element of a person's behavior, what characterizes and distinguishes it from another person". For Sociology personality is "sociocultural expression of human individuality." (Zamfir N., Vlăsceanu L., 1998).

As reality, personality is all psychological characterizing and individualizing a particular human. She is the living human, concrete, empirical, passionate, rational, so human as he felt outside ourselves or in our being. (Zlate M.,2000). So, knowing the personality, personality traits is important because it puts consistent person and career, which intends to develop.

Personality is very important in the context of work, discovering that it does predict happiness but also specific behaviors work. These behaviors include: performance, absenteeism, counterproductive behavior, efficiency in work, teamwork. Anișei M., (2013).

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Managers take into account the personality when hiring a new person, personality weighing harder in manager decision than intelligence. A lot of studies have shown how important is personality as a predictor of performance. Personality predicts a variety of behaviors very important for managers, including counterproductive behavior, desire to leave the organization, delays in the workplace, organizational citizenship behavior, job satisfaction, performance goals and leadership. (Landy & Conte, 2010).

Thus, the ability to integrate and to carry out effectively in a team are among the most requested things, but it is necessary and knowledge of typical traits of personality both employees and employers, in order to be use within the team. Gherman L., Dindire L., Pănoiu L., Popa L., 2013).

We appreciate that individual personality while developing permanent, in time under the influence of all the environmental, social, educational and cultural factors that human comes in contact along its development.

2. Research Methodology

The research purpose is to highlight the personality type that can have subjects within an organization and how it affects the life and work of those investigated.

In the current context was formulated following *hypothesis*: suppose that in analyzed society exists subjects with different types of personality, considering object of activity and they interact differently thus creating environment organization.

The main research objective is to highlighting the types of personalities taken by employees of an organization and how they react in different situations and how they interact between them.

This paper demonstrates the existence of several types of personalities within an organization and how they interact, shaping the environment company and helping achieve objectives in the most efficient way.

This paper focuses on a exploratory research which was conducted in March of 2016 and uses as research method quantitative and qualitative method. Personality type assessment was made by applying standardized questionnaire (S. Jenner, 2010), looking the type of personality. It consists of 15 questions, which give both activities of daily life of an employee and the tasks that it has to fulfill. Each question is one answer "YES" or "NO".

3. Analysis and interpretation of results

Socio-economic characteristics on subjects

Research had a total of 10 subjects, employees of the banking institution, aged 22-45 years, of both sexes, with a councilor current operations, counselor CLIPRI, charge current operations and cash desk functions. They seniority between 2 years and 20 years, all with higher education. Their main task is to realize current and counseling operations for customers natural or legal persons.

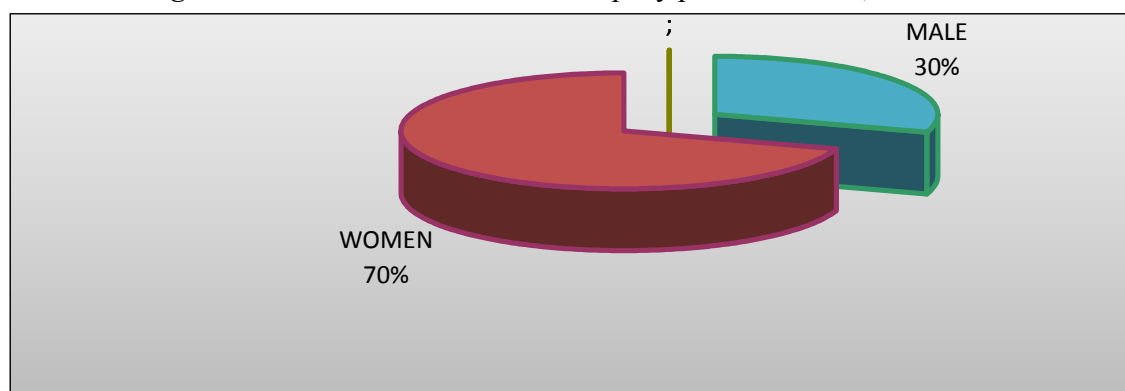
To identify the type of personality held by most employees was completed by them a personality questionnaire and responded to questions on the way to react to certain situations.

Following the responses of those we managed to identify personality type predominant in the company and how it helps or not to achieve the objectives and professional environment of the company.

Table no. 1
Characteristics of investigated subjects

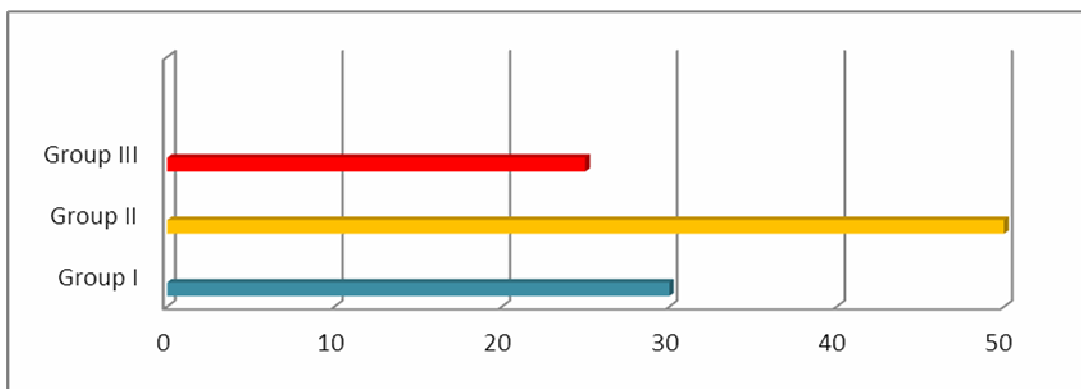
Category	Features	Nr.	%
Sex	Male	3	30
	Female	7	70
	Total	10	100
Age	25	1	10
	30	2	20
	32	2	20
	35	1	10
	36	1	10
	37	1	10
	43	1	10
	45	1	10
	Total	10	100
Education	University	10	100

From *Figure no.1* we can see that in the company prevails female, which is almost 70%



(Figure no. 1). - The percentage of subjects by gender)

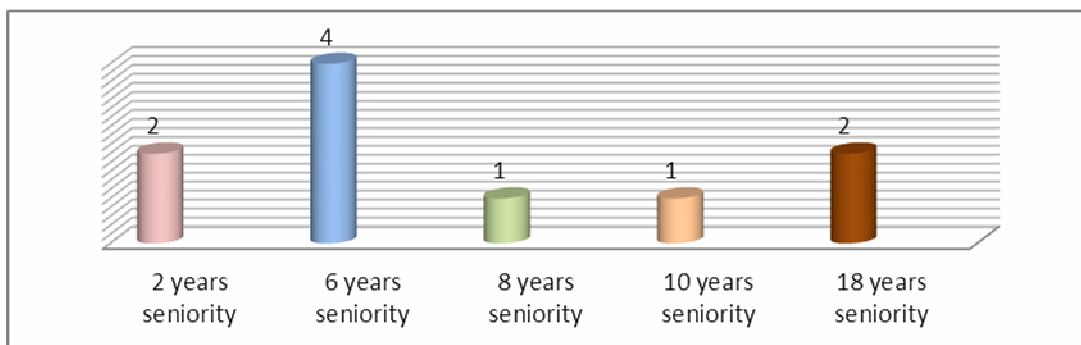
Taking into account demographic characteristics, subjects are divided into the following age groups: Group I consists of employees aged between 20 and 30 years, group II consists of employees aged between 30 and 50 years and group III consists of employees aged over 50 years. Figure No. 2, indicates that the majority is the group II of age, consisting of employees between 30 and 47 years.



(Figure no.2). *Share subjects by age group*

For a better delimitation of the existing kinds of personalities, subjects were divided according to the age they have in the bank.

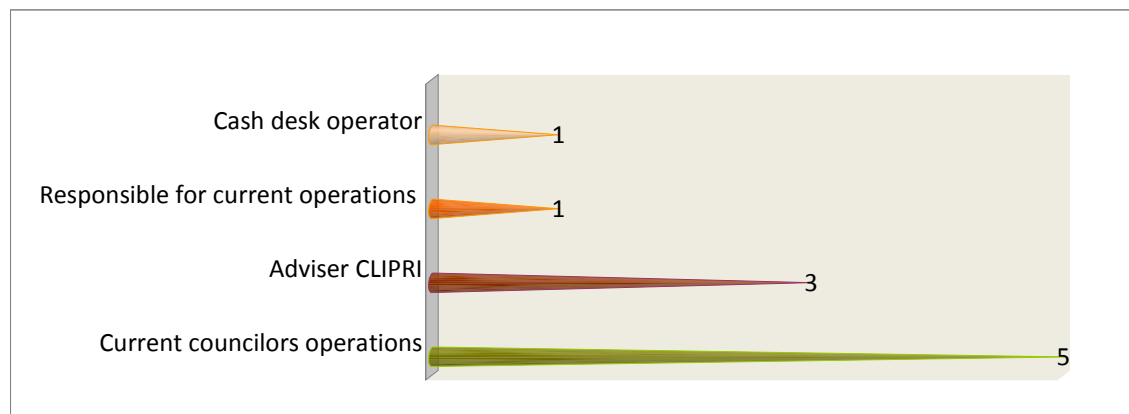
In *Figure No.3* we see differentiation of employees according to their seniority within the bank and note that most employees share is 6 years old, followed to equal by those with seniority to 2 and 18 years. Of those 10 employees surveyed only 1 have experience in BRD of 8 respectively 10 years.



(Figure No. 3) *Number of employees based on work experience*

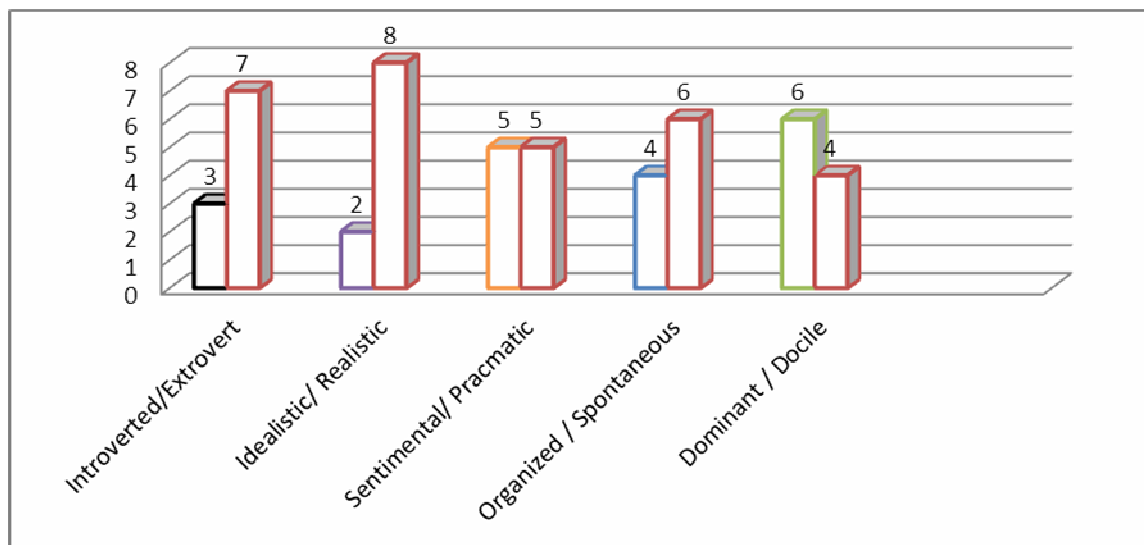
Figure No.4 exemplifies the number of subjects by position held and we can see that most are current councilors followed by adviser CLIPRI, these two functions assuming work continues both with customers and with monetary and involves an increased level of stress and responsibility, so it is necessary that individuals who occupy these positions hold a stronger type of personality to be able to fulfill its remit and objectives in a professional manner.

Function of responsible for current operations primarily requires that the subject to be the dominant type to be able to exercise management and control function, but this type of personality if used excessively and in the wrong way can generate labor disputes.



(Figure No.4) Number of subjects by position held

From *Figure No.5* we conclude that the following answers given by employees in the questionnaire, the first set of questions predominate extrovert type more exactly most employees prefer the company of other people, making them happy linking social relationships. This type of employee is sociable, loves fun activities, has many friends, feel the need to talk to people and does not like to read or study alone. Easily assume risk is adventurous and hazardous. Reach for strong emotions, desires commotion, acts as the inspiration of the moment and is generally impulsive. He likes to make jokes, tricks, and often he has an answer prepared in advance. He is oscillating, uncaring, optimistic, likes to laugh and be merry. It tends to be aggressive and easy to lose self-control.



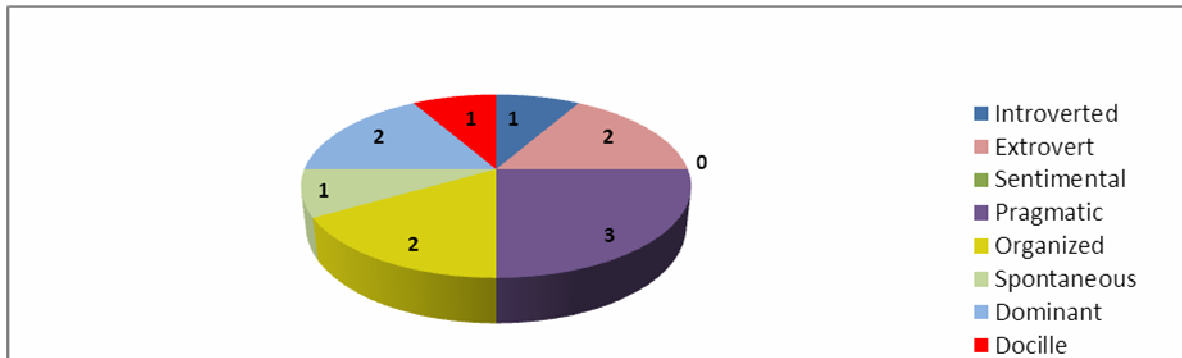
(Figure No. 5) Distribution of employees by type of personality

- Although prevail extroverted type there are also introverted people who do not like to be in the spotlight, contrariwise like loneliness. Such people prefer to solve problems themselves and complete the actions it started.

- From the same figure infer that the company most often meet people realistic that focused more on reality and less on the possibilities, perceiving the strict sense of things and prefers realism to the detriment of the possible things that cannot see or imagine

In smaller numbers, there are idealistic and people who like to imagine all sorts of scenarios and possible things they love ideas new visions and implications. Another feature of these people is that largely focuses on the future and what might be, rather than what it is now.

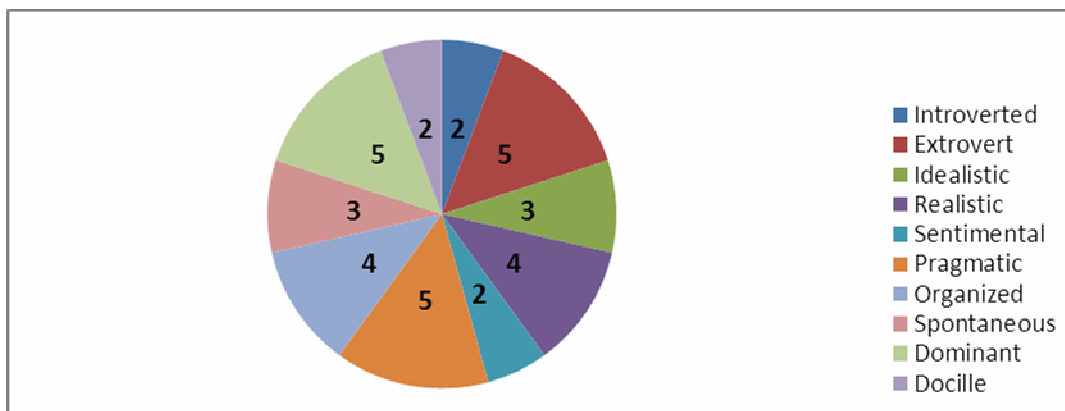
- In this organization meet 5 people sentimental and 5 pragmatic, which gives a favorable balance to the company .Sentimental type of employee tends to focus on feelings and personal values, and the pragmatic type are turning to analysis, rules, laws and policies.
- Maybe considered both an advantage and a disadvantage of the company that most employees prefer to be spontaneous, namely preferred targets without deadline and is characterized by flexibility, adaptability to change. Organized people prefer planning and fixed objectives with deadlines.
- Most of employees are the dominant type, being people decided, authoritarian, but we meet and docile, passive, people who do not like to take the lead company.



(Figure no.6.) Personality traits obtained from male employees

In *figure no.6* we represented the result of male staff within the company and we can say that the three men who took part in the test, none of them are *sentimental*, all three being *pragmatic*, namely oriented analysis , rules, laws and policies. Here we see also that most are *organized*, loving them planning and fixed objectives with deadline. Another *dominant* is that are extroverts, preferring the company of other colleagues and law social relations.

Also most prefer to be dominant and only one in three is docile, being a passive person does not like to take over the team.

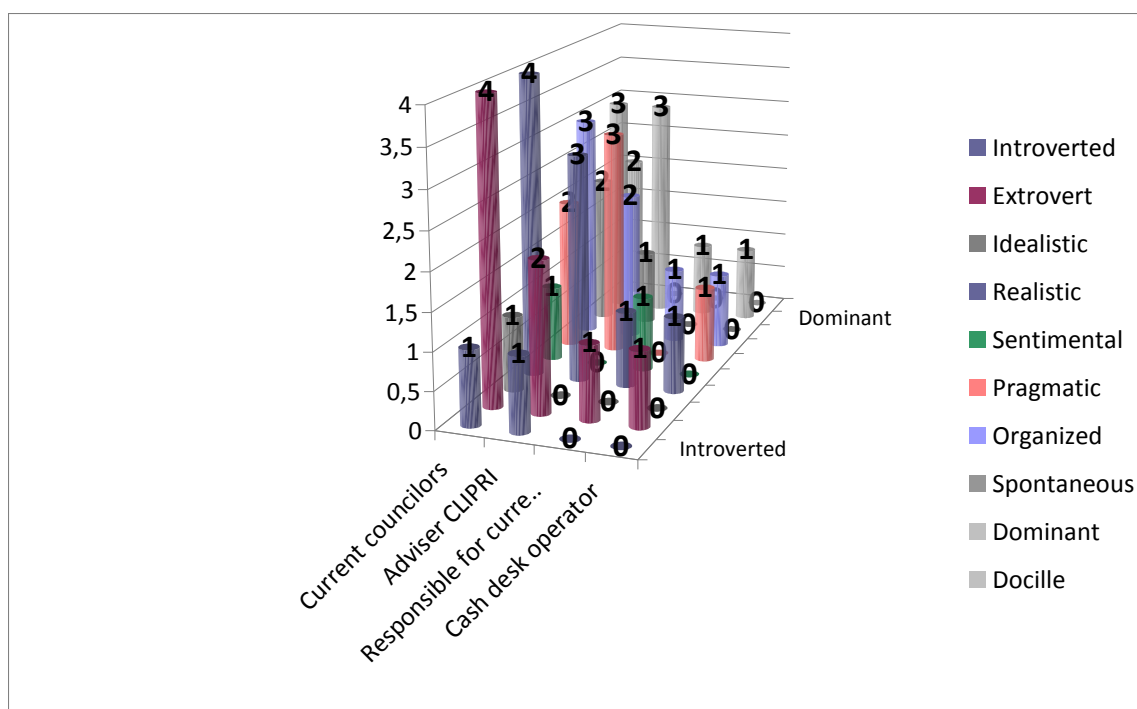


(Figure no.7). Personality traits obtained by female employees

From *Figure No.7* arising dominant traits hold by female employees. Although there are people *introverted*, *extroverted* people prevails, preferring to socialize, linking social relationships and be and be different lumber many people.

Females are in a appropriated proportion both *idealistic* and *realistic* creating a balance between those who imagine scenarios and possible things that I love the new views and the implications and those focusing more on the reality who perceive the strict sense of things and prefer realism instead of idealism.

Another pronounced feature is that most is *pragmatic*, focusing on analysis, rules and laws and less on emotions and personal value. As with male employees and most of female employees fall to *dominant* personality type, being authoritarian and very determined.



(Figure No. 8) Types of personalities in relation to the position held

Analyzing subjects' personality in relation to the position held from Figure No.8 see that *counselors current operations* most often encounter extroverted person, realistic, spontaneous, organized and dominant, but also introverted, idealistic, sentimental, pragmatic and docile, but in small proportion. For *CLIPRI Counselors* most common personality types are extrovert, realistic, pragmatic, organized and dominant. Idealist personality type has not been seen in any subject who holds an adviser CLIPRI.

If the *person responsible for operations* only meet extrovert personality type, realistic, sentimental, organized and dominant. The same situation we have and if *the cash desk operator* with the difference that we have in this pragmatic personality at the expense of the sentimental type.

Based on the analysis conducted after completion of the personality questionnaire by the subjects we conclude that most employees are extrovert loving them to socialize, to work in a team, which is very important in an institution of this kind.

Another trait is that they are realistic, focusing on reality and less on what could be.

Type of activities performed by them are to prevail pragmatic personality turning to analysis, rules, laws and rules, but there is and sentimental subjects which is focused on feelings and personal values. Organized or spontaneous personality type is found in 50% each, so some of the subjects prefer planning and deadlines fixed, while the other is spontaneous is characterized by flexibility and adaptability to change.

Although there are many types of personalities within the organization, the environment is productive labor conflict is beneficial because it creates positive competition among employees to achieve targets.

Conclusion

Personality is formed at birth and continues to develop throughout life, based on heredity and being strongly influenced by interpersonal and social relations.

Personality is a relatively stable configuration of mental qualities which manifests itself in constant behavior, giving uniqueness and individuality of the person. Personality traits are characterized as usual manner of perceiving the environment and oneself, and the way they behave and react an individual.

Given the present judges the types of personality are essential in creating the environment in the workplace due to their generating and conflicts are at work, which may have a positive effect.

Scientists say that about half of the human personality variations are defined by genetic factors. However, personality is constructed of two completely different traits: character and temperament. But personality traits are predominant, and they dictate our basic personality. The difference is given any figures of its dominant features. Of all the features that you hold an individual, he prefers to use consistently the best defined. Other features, less developed, are somewhat neglected in comparison with them.

Thus, through this research, we could see that in the analyzed company activate all personality types in different proportion, without take account of gender or seniority.

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