Reviewing Personality Types of A, B, C, D and its Effect on Performance of Managers of Organizations

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Abstract:
Mental health of personnel is one of important subjects introduced in today's world. Undoubtedly managers' behavior with personnel has the most effect on people and finally on organizational effectiveness and profitability. Being familiar with personality types helps individual to know themselves better as the manager of an organization and coordinate and improve their behavior by the power of personal flexibility. In this paper it was tried to consider 4 common types out of different types of personality (A, B, C, and D). Familiarity and paying attention to the personality of managers is important both for the way of confronting with managers and for familiarity of managers with the manner of their performance. Paying attention to both categories can be effective for improvement of each organization.

Key words: Mental health-Effectiveness- personality type-flexibility-improvement

Introduction:
Urbanization beside advantages and providing appropriate opportunity for human being caused many problems that one of them is mental problem. Since mental health is the most important basis of each person's life, paying attention to this subject has high significance. In order to consider and recognize mental state of people with different goals, researchers have identified different kinds of personality types.

One important division of personality types has been done by Jung in 1915 in which 8 types of personality are introduced. Human in his lifetime is affected by different elements that finally these elements cause distinct behavior. The importance of this subject will be more when a person has significant function in the society. The function that affects or is affected and it has direct and extreme relationship with the manner of performance of a person and this relationship is more introduced in managerial occupation than other occupations.

Being familiar with the models and groups of personality helps human to know himself and his workplace better. An organizational person through recognizing what mental movement his morality tends to, can know his mental disorder and improve it. In an organization that manpower is known as immediate capital of any activity and it can be important for improving the level of managers' behavior with subordinates and vice versa for accessing the goals of organizations better.

Each personality type is resulted from genetic and environmental factors that the person likes to follow factors that are more compatible to his demands and spirit. Being familiar with these divisions helps individual obtain good opportunities, besides
knowing himself at his or others' organizational activities. In this paper in addition to introducing 4 personality types of A, B, C, D it has been tried to consider the characteristics of each type.

Records of the research

According to the research of Mr. Hassan peymanizad with the title of determining personality types of managers of physical exercise at universities and its relationship with job opportunities, through questionnaire it was distinguished that 86% of managers are type A, 3/4% type B, 9/7% were between type A and B that are called type X. Also this research shows that there is poor communication between educational managers of Type A and job opportunities but the relationship between job success and people of Type B is meaningful statistically. The result showed that most managers belong to type A and despite the distinct features of people of this type is seeking success, there is poor relationship with job success. On the one hand people of type B who were in minority had strong relationship with job success and the result showed that none of the managers are affected by especial diseases related to their behavioral pattern especially type A.

The research done by Aliakbar Shemri and Ahmadlofi Faez which is studying interaction of personality features and job stress at workplace, showed that personality type A and B at the level of significance has the highest share at predicting low self-esteem of personnel at statistical society of the above study and also significant statistical relation has been observed between the level of education of people and the existence of mental disorder that if the level of education increases the degree of its disorder will increase.

Based on the result of the research done by Zahra Zamanian Ardakani in 1996 which is about consideration of the situation of mental health of nurses working at hospital in Shiraz, the result showed that there is statistical meaningful relation between mental health of personnel at significance (a= 0/05) and organizational atmosphere (p<0/03). Five out of nine dimensions of mental health including obsession, compulsion (p< 0/04), depression (p< 0/04), stress (p< 0/01) leaving occupation (p< 0/01) and psychosis (p< 0/03) has showed meaningful relation with the organizational atmosphere. Also there was positive meaningful correlation between the amounts of people's income with organizational atmosphere.

Throughout the history, human has always tried to know mankind. In meantime various theories, definitions and results have been obtained. Many different definitions about personality have been presented. In the view of Sheldon, personality is: << dynamic organization of perceptual, reactive, voluntary and physical dimension of a person is human>> (2).

In another definition: personality of each person is the result of his total imagination about himself in different situations and fields (3). In the Salivan's point of view, personality is a supposed concept and cannot be seemed alone and out of people's body. Personality and gender have effect on evaluation of personnel's (2).

Factors of shaping personality

Theses factors have effect on human's personality: 1-genetic factor 2-environment 3-acquisition 4-growth

Some features of human are genetic. The reality that gene affects personality is known by all people. Also genetic factors have function at personality changes at different situations.

2-Environmental factors

Human being is affected by the environment and his behavior is the great reflection of social environment around him. The influence of environment on the appearance of person's behavior is like effectiveness of temperature on raw material that delivers cooked materials. Some researchers believe that environmental factor has higher effect on shaping personality and appearance of person's behavior.
3-Acquisition
Acquisition affects different dimensions of human behavior. A person learns through observing other people's behavior. The result of most research shows that most dimensions of personality are educated.

4-Growth
Steps of human growth have significant influence on shaping personality. In Feroid's point of view, at 5 years old all dimensions of personality will form in a fixed and complete form and after childhood personality will grow during lifetime. Personality is changeable although fundamental tendency of the personality may not remain without any change at least for some years.

Personality types
Researchers have divided personality types differently that we will consider 4 types.

Personality type A
People that have the following evident features can be put in the group of this kind of personality type:
They are quick at studies and speak clearly and very fast and provide short and strong answers to the questions, the gap between asking question and receiving answers from them is very short and they often have strict and twisted face. They are not satisfied about their job and try to get higher position; they are ambitious and try a lot to win in any situation they like to dominate the opponent. They are often seen with clenched fists and have hostile face.

Personality type B
The following features are observed in these people:
They are seen with favorable and mild smile. They seldom interfere and talk while others are talking and don't interrupts others' speech. The quality of their speech is uniform. Before answering question they pause and think. Their face seems calm and friendly. This group tries to dominate the opponent. Competence is not important for them and they are not usually ambitious from the work that they dominate on, merit is not important for them and they are not usually ambitious. They are satisfied about work that has been assigned to them and they seldom sigh. Their method of conversation is calm and with pausing (4).

Personality Type C
These people are known with the following evident features:
Most people in this group love discovering new things and know the performance and application of things around them. They are interested in details. They seem calm and do not like to dominate the opponent. They don't get used to impose their believes to anyone. They are introvert and like their physical exercise and seem pragmatist.
People in this group have often mental stress and depression. Working with other people is difficult for them and they like to work alone. They are independent and intelligence. People in this group are capable of getting career.

Personality type D
People in this group are affected by mental depression more than other groups. They are stressed and get angry more than others. They don't feel comfortable with others. They are social and like to communicate with others but they fear that their behavior will not be accepted by others. They have less self-esteem and this fear threatens them permanently that they will not be accepted by others.
Some scientists believe that all personal features aren't genetic and some factors affect them and may affect a person who is situated at an especial position. A person should know the reason of weakness (6).

Personality type of a person is changeable and at least one feature can be easily changed.
Undoubtedly a manager as a human is not out of above groups. Recognizing that a manager is part of which group and his thinking tendency is similar to what type is effective at his different personal and organizational dimensions. He can know correct himself and passes better working process and follow a modified mental regime. Mental regime guarantees the personality, disposition and almost all events of human life (3).

Recognizing personality types helps to evaluate his real character.

Personality differences of managers can be the source of developing creativity or stem of many organizational problems and affects their action, behavior, decisions and organizational behavior(7).

The history of recognizing personality

Studying differences of human has long history in the west and east. Experts in this field have created different categorization through different methods.

This conception that we can divide people into different level and types dates back to Boghratera (400 B.C). After that Jalinus extended his theories (about 150 A.C) (5).

Then Jung has done extensive studies in this field and then Eysenck divided personality based on 4 tributes.

There are different schools for recognizing personality and many scientists follow this thinking direction. Most studies are owed Jung and two American women named Catherine Brigelz and her daughter Isabel Brigelz whereas Jung was continuing his research, Catherine Brigelz that was affected by personality differences and similarities of human for a long time provide a system for determining personality types of people.

Meyers and Brigelz regarding theoretical diligence of Jung have started their work and then by developing it they made its scientific application possible, after detailed consideration they concluded that there are 4 personality preferences and 16 psychological types (1).

Conclusion

The effect of the kind of personality type of managers and its impact of that behavior in an organization is clear for everyone in different dimensions. Studies in this field have had the following result:

1-There is meaningful relation between personality type of managers and effectiveness of an organization
2-Managers, who have especial personality type, have high effectiveness
3-People who have the characteristics of type A are more suitable for management and then group B is important
4-Most people in the group of managers have A personality
5-Human can know himself better by knowing different personality type and try for improvement of his behavior and can change it
References