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Studying the Personality Type of Employees in Governmental Organizations of Kerman City and Its Relation to the Employees' Capability

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Abstract

Personality is a stable set of characteristics and tendencies that specifies similarities and differences of a person's psychological behaviour that is permanent through time and may not be comprehended easily or recognized as immediate or direct situations due to some environmental and social stresses. Personality theory specifies the similarities and differences of people. A person's different and similar characteristics in comparison to others should be noticed to understand his personality. Such complexity causes behaviour differences to emerge, challenging for managers who are permanently related to people. Empowerment is not a new and fresh concept, but it has been linked to fields such as psychology, sociology, and religious sciences for decades. Empowerment thoughts in sociology are mostly related to the rights movements, for instance, women's rights, in which people fight for their freedom and control in personal situations. For centuries, in religious sciences, many discussions have emerged about force and freedom, dominating and dominated, destiny, and humanism versus proofism. The root of all these issues is the issue of empowerment versus inability. The present research studies the relationship between the personalities and ability types of employees who work in Kerman city's governmental organizations with the universe, including the mentioned employees. A sample of 322 employees was selected, and a related questionnaire was distributed among them randomly. This paper identifies a relationship between employees' personality types and abilities, and there is a relationship between introvert, extrovert, sensitive, emotive, thoughtful, considerate, and judging personality types and employees' abilities.

1 | Introduction

Personality is one of the effective factors that cause individual differences and abilities. It is the total of how one reacts or interacts while confronting others. Since occupation is one of the primary activities of life and personality factors play an essential role in choosing an appropriate job to have emotive satisfaction and success, it is necessary to perform vast research about personality theories and their relation to job selection.

Empowerment presents potential capacities needed for utilizing human ability, which is not applied completely. If any organization decides to last in today's dynamic and complex world, it should control and use such potential power [1]. In fact, empowerment is a pioneering and effective technology that benefits both organizations and employees in guidelines and opportunity-making, respectively. Empowerment enables those managers tending to fundamental change to utilize all personnel's wisdom, skill, experience, and motive [1].

Idiomatically, personality includes a set of stable and relatively fixed properties that make each person unique from others' viewpoints [2]. Personality includes different dimensions and can be categorized in *Tables 1* to *4*.

Table 1. Characteristics of extroverts and introverts.

No.	Extroverts	Introverts
1	Take energy when with others	Take energy when themselves alone
2	Want to attract others' attention	Do not want to attract others' attention
3	Do and then think	Think and then do
4	Think loudly	Evaluate things in their mind
5	Know them is easier. They share their personal information easily	Act more privately, show their personal information less
6	Speak more than they listen	Listen more than they speak
7	Eager to communicate	Take their encourage for themselves
8	Answer quickly	Think and then answer
9	Prefer width to depth	Prefer depth to width

Table 2. Characteristics of sensitive and talented.

No.	Sensitive	Talented
1	Trust what certain and cohesive	Trust inspiration and reasoning
2	Accept applicable new ideas	Like new ideas for the sake of ideas
3	Valued realism and healthy mind	Valued innovation and imagination
4	Like to use existing skills	Like to learn new skills but bored when learn
5	Notice applicability and details of an offer	Use metaphor and comparison much
6	Present information step by step	Not caring about exact information
7	Caring present	Caring future

Table 3. Characteristics of thoughtful and sensitive.

No.	Thoughtful	Emotive
1	Impartial in decision-making	Consider their decision effect on others
2	Valued logic and justice much but in a standard way	Valued harmony and intimacy and consider exception in a rule
3	Notice mistakes and defects naturally and criticize	Like to satisfy others naturally. Show their thanks easily
4	May seem cruel, emotionless and carefree	May seem extreme emotive and sentimental
5	Valued reality more than politeness	Valued politeness more than reality
6	Believe that emotions are creditable while logical	Believe that any emotion is creditable whether meaningful or meaningless
7	Motivated by the effect of tending to success	Motivated by the effect of tending to be thanked

Table 4. Characteristics of judging and considerate.

| No.	Judging	Considerate
1	Become happy after making decision	Become happy when leave the subject unfinished
2	Honest in working: first work then play	Notice play: first enjoy then work
3	Specify goals while working to achieve them on time	Change their goals by receiving new information
4	Result-based (emphasize to finish work)	Process-based (emphasize how the work is done)
5	Believe time as eternal source	Believe time as a repeatable source
6	Consider deadlines important	Consider deadlines flexible
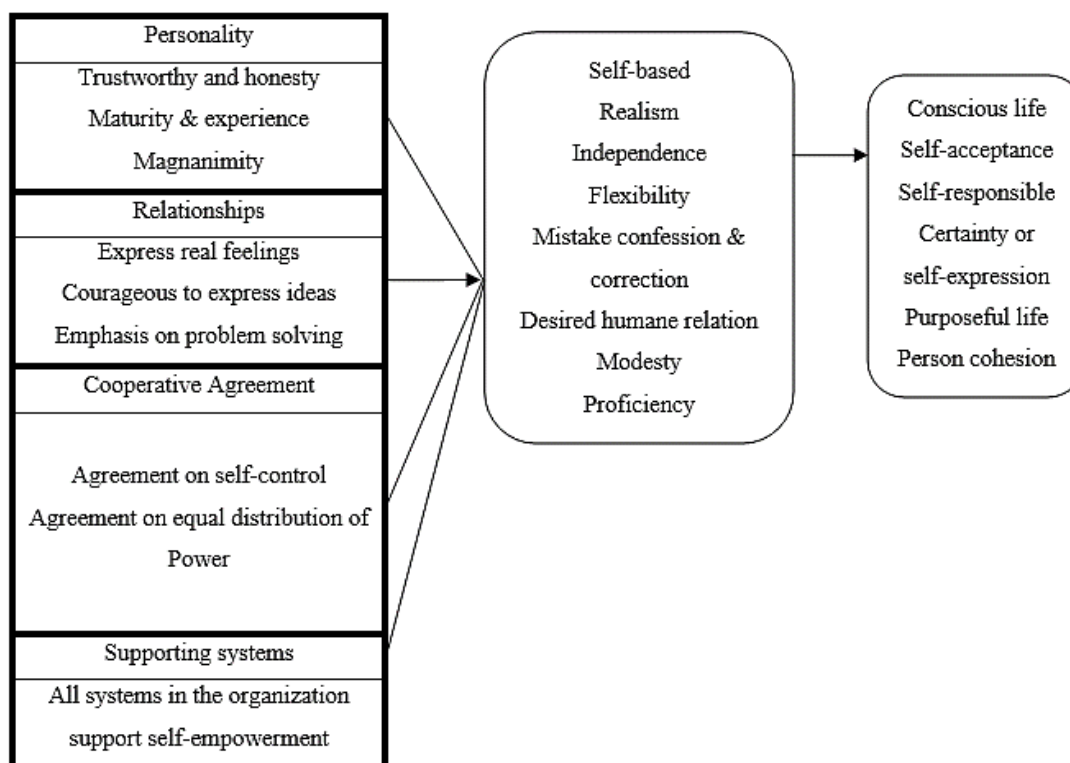
Fig. 1. Empowerment.

The results delineated a strong relationship between personality characteristics and performance. Personality is the base of self-empowerment (*Fig. 1*) and includes three essential properties for empowerment:

   I. Trustworthy and honesty.

  II. Maturity and experience through them one balance between bravery and considerateness.

 III. Magnanimity.

Each personality type includes a hierarchy of functions. Still, gradually, a person's abilities in personality types grow differently, and the desirable growth of personality type causes the person to use the maximum of his natural abilities, make the best decisions, and prevent wasting his internal weak points.

2 | Problem Definition

Personality is an organized and unit set including relatively stable and permanent characteristics that totally differentiate one person from another. Personality is a stable set of properties and tendencies that specify similarities and differences of a person's psychological behaviour that is permanent through time and may not be comprehended easily or recognized as immediate or direct situations due to some environmental and social stresses. Personality is a set or combination of psychological properties by which persons are classified [3]. Empowerment is designing and preparing an organization where personnel are prepared to accept more

responsibility and control themselves. Empowerment means encouraging personnel to be more active and take responsibility for their improvement.

Factors effective on personnel's empowerment are:

   I. Individual factors: education, job experience, gender, race, control point, and self-esteem.

  II. Group factors: group effectiveness, group importance, group internal assurance, and group members' understanding of their effect on managers.

 III. Organizational factors: position ambiguity, resource availability, control domain, information availability, social support.

Person personality type is one of the factors affecting employees' ability, but it seems governmental organizations and inside obstacles obstruct employees' empowerment. Factors such as formal and hierarchical structure, low reliance and trust, managers' inappropriate attitude toward employees, lack of necessary skills, personnel's personality differences, and stresses in working environment that affect employees' personalities significantly are all obstacles to performing employees' empowerment process.

The main Objectives of this paper are as follows:

   I. Studying and describing employees' personality types in governmental organizations of Kerman City.

  II. Studying and describing employees' abilities in governmental organizations of Kerman City.

 III. Studying and analyzing the relationship between employees' personality types and abilities in Kerman City's governmental organizations.

Secondary Objectives are:

    I. Studying and describing introvert personality type and analyzing its relation to employee ability.

   II. Studying and describing extrovert personality type and analyzing its relation to employee ability.

  III. Studying and describing talented personality type and analyzing its relation to employee ability.

  IV. Studying and describing sensitive personality type and analyzing its relation to employee ability.

   V. Studying and describing emotive personality type and analyzing its relation to employee ability.

  VI. Studying and describing thoughtful personality type and analyzing its relation to employee ability.

 VII. Studying and describing considerate personality type and analyzing its relation to employee ability.

VIII. Studying and describing judging personality type and analyzing its relation to employee ability.

2.1 | Conceptual Model

Any researcher requires a conceptual model to compile research hypotheses to identify variants of the hypotheses in addition to expressing their relations and their conceptual definitions.

In this research, the evaluation model of personality types is Meyers & Briggs model as follows:

   I. Introvert and extrovert personality type.

  II. Talented and sensitive personality type.

 III. Emotive and thoughtful personality type.

 IV. Considerate and judging personality type.

Also, the employees' abilities are evaluated through ability dimensions as follows:

  I. Self-efficacy feeling (self-deserving feeling).

 II. Self-determination feeling (autonomy, self-authority, personal selecting feel).

III.   Personal consequence (effectiveness, feeling of being effective).

IV.   Meaning feeling (feeling the value of working).

V.   The feeling of trusting others (feeling of trust & security).

2.2 | Research Main Hypotheses

I.   Study and describe employees' personality types in governmental organizations of Kerman City.

II.   Study and describe employees' abilities in governmental organizations of Kerman City.

III.   Study and analyze the relationship between employees' personality types and their ability in governmental organizations of Kerman City.

2.3 | Secondary Hypotheses

I.   Study and describe introvert personality type and analyze its relation to employee ability.

II.   Study and describe the extroverted personality type and analyze its relation to employee ability.

III.   Study and describe talented personality type and analyze its relation to employee ability.

IV.   Study and describe sensitive personality type and analyze its relation to employee ability.

V.   Study and describe emotive personality type and analyze its relation to employee ability.

VI.   Study and describe thoughtful personality type and analyze its relation to employee ability.

VII.   Study and describe considerate personality type and analyze its relation to employee ability.

VIII.   Study and describe judging personality type and analyzing its relation to employee ability.

3 | Method and Type of Research

It is of descriptive-correlative type and applied from the viewpoint of purpose.

Research domain

It was done in governmental organizations of Kerman City to study the relationship.

The Universe

The universe has 1915 employees, of which 322 were selected as samples by the Cochran formula.

Classification of the variants

Personality types and employees' abilities are considered as predicting and criteria variants; age, experience, education, and gender are also middle variants.

Information and data collection tool

Two questionnaires to evaluate "personality types" and "employees' ability" were used. Opinion of 5 teachers in the Management Department of Islamic Azad University of Kerman was applied to specify the validity of the questionnaires. The validity of personality types was 90%, and the validity of employees' ability was 91%. The reliability of the questionnaires was also evaluated as 80% and 83% for personality types and employees' abilities, respectively.

Data analysis method and statistical tests applied

First, indexes related to personality types and employees' abilities are described. Then, the research hypotheses are analyzed in two primary and secondary parts, applying statistical correlative tests such as Kendal and Spearman and the correlation among the specified variants.

4 | Information and Data

4.1 | Regarding Obtained Information and Data

I. 62 (19.3%) of responders are between 20-30, 124 (38.6%) between 31-40, 112 (34.9%) between 41-50 and 23 (7.2%) are more than 50 years old.

II. 198 (62.1%) of responders are men and the rest 121 (37.9%) are women.

III. 46 (14.4%) of responders are less than five years of working, 45 (14.1%) 6-10 years, 51 (15.9%) 11-15 years, 51 (15.9%) 16-20 years, 74 (23.1%) 21-25 years and 53 (16.6%) 26-30 years of working.

IV. 6 (1.9%) of the responders' education is less than high school, 54 (16.8%) high school diplomas, 70 (21.7%) junior college diplomas, 157 (48.8%) bachelor degrees, 32 (9.9%) M.A. and 3 (0.9%) Ph.D.

And variant description personality types and employees' capabilities as *Tables 5* and *6* reached.

Table 5. Description of personality type variants.

No.	Variant	Avg.	Med.	Mode	Max.	Min.	Blank	Num.
1	Personality types	3.08	3	3	5	1	2	320
2	Introvert personality type	3.64	4	4	5	1	2	320
3	Extrovert personality type	2.74	3	4	5	1	2	320
4	Emotive personality type	3.12	3	3	5	1	3	319
5	Talented personality type	2.99	3	3	5	1	2	320
6	Sensitive personality type	2.80	3	4	5	1	2	320
7	Thoughtful personality type	2.99	3	4	5	1	2	320
8	Considerate personality type	3.44	3.5	3	5	1	2	320
9	Judging personality type	2.63	2	2	5	1	-	322

Table 6. Description of employees' ability variant.

No.	Variant	Avg.	Med.	Mode	Max.	Min.	Blank	Num.
1	Employees' ability	3.52	4	4	5	1	-	322
2	Feeling of deserving	3.33	4	4	5	1	1	321
3	Feeling of self-authority	3.46	4	4	5	1	3	319
4	Feeling of effectiveness	3.57	4	4	5	1	4	318
5	Feeling of purposeful job	3.94	4	4	5	3	2	320
6	Fleeing of trust	4.47	5	5	5	3	-	322

5 | Findings Analysis

5.1 | Main Hypothesis

Considering the amount of –P obtained in both tests (0.000), which is less than the significance level (0.05), the zero hypotheses were rejected, and it can be claimed that there is a significant linear relation between two variants of employees' personality types and their ability; considering positivity of calculated coefficients, there is a direct relation between employees' ability and their personality types (*Table 7* and *Fig. 2*).

Table 7. The survey of linear relevance between employees' personality types and their capability.

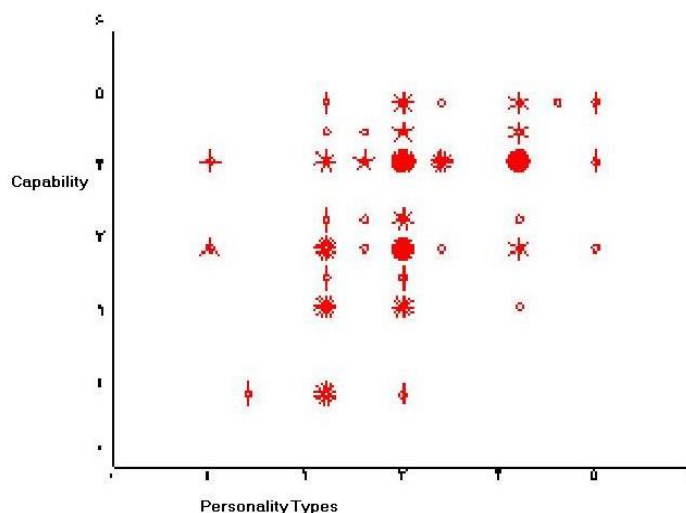| Personality Types						Variant
Spearman		Redundancy	Condal			
-P percentage	Correlation coefficient		-P percentage	Correlation coefficient		Employees' ability
0/000	0/49	320	0/000	0/42		

Fig. 2. The correlation figure of employees' personality types in their capability.

5.2|Secondary Hypotheses

Hypothesis 1. Considering the amount of –P obtained in both tests (0.000), which is less than the significance level (0.05), the zero hypotheses were rejected, and it can be claimed that there is a significant linear relation between two variants of introvert personality types and employees' ability. Considering the positivity of calculated coefficients (0.44 & 0.52), these two variants have a direct relation.

Hypothesis 2. Considering the amount of –P obtained in both tests (0.000), which is less than the significance level (0.05), the zero hypotheses were rejected, and it can be claimed that there is a significant linear relation between the two variants of extrovert personality types and employees' ability. Considering the positivity of calculated coefficients (0.28 & 0.35), these two variants have a direct relation.

Hypothesis 3. Considering the amount of –P obtained in both tests (0.000), which is less than the significance level (0.05), the zero hypotheses were rejected, and it can be claimed that there is a significant linear relation between two variants of talented personality types and employees' ability; considering positivity of calculated coefficients (0.39 & 0.43), there is a direct relation between this two variants.

Hypothesis 4. Considering the amount of –P obtained in both tests (0.000), which is less than the significance level (0.05), the zero hypotheses were rejected, and it can be claimed that there is a significant linear relation between two variants of sensitive personality types and employees' ability. Considering the negativity of calculated coefficients (-0.30 & -0.36), these two variants have an indirect relation.

Hypothesis 5. Considering the amount of –P obtained in both tests (0.000), which is less than the significance level (0.05), the zero hypotheses were rejected, and it can be claimed that there is a significant linear relation between the two variants of emotive personality types and employees' ability. Considering the positivity of calculated coefficients (0.30 & 0.36), these two variants have a direct relation.

Hypothesis 6. Considering the amount of –P obtained in both tests (0.000), which is less than the significance level (0.05), the zero hypotheses were rejected, and it can be claimed that there is a significant linear relation between two variants of thoughtful personality types and employees' ability. Considering the positivity of calculated coefficients (0.58 & 0.49), these two variants have a direct relation.

Hypothesis 7. Considering the amount of –P obtained in both tests (0.000), which is less than the significance level (0.05), the zero hypotheses were rejected, and it can be claimed that there is a significant linear relation between two variants of considerate personality types and employees' ability. Considering the negativity of calculated coefficients (-0.40 & -0.48), there is an indirect relation between these two variants.

Hypothesis 8. Considering the amount of –P obtained in both tests (0.000), which is less than the significance level (0.05), the zero hypotheses were rejected, and it can be claimed that there is a significant linear relation between two variants of judging personality types and employees' ability. Considering the positivity of calculated coefficients (0.31 & 0.35), these two variants have a direct relation.

6 | Conclusion

Managers should give appropriate jobs to the employees based on their personality types and empower them. Also, managers can increase employees' abilities by evaluating and thinking about the issues before practice. By the way, employees can increase their ability by increasing their effective and suitable interaction and considering each other, and managers can improve such relations.

Also, try to help the employees consider reasoning, understanding phenomena, and being forethought; managers should increase their trust and apply new skills in the organization.

If innovation and imagination are not valued in an organization and there is not any support for new ideas, there will be a decrease in ability among employees.

Furthermore, managers can increase their organizational ability by increasing harmony, sympathy, and motivation by employing gratitude.

Also, managers can achieve high ability by creating a space of justice all over an organization and increasing the consideration of decisions based on thought.

Also, managers can increase an organization's ability level by increasing feelings of purposefulness and encouragement, not wasting time, not considering processes, not leaving a subject unfinished, and considering issued deadlines.

Also, managers can reach higher abilities by valuing time, finishing tasks, and discipline.

Author Contribution

N. S. research design, methodology, and validation. S. F. conceptualization, reviewing, and editing. S. E. N. validation and editing. N. S. P. data gathering and computing. The authors have read and agreed to the published version of the manuscript.

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Data Availability

All data supporting the reported findings in this research paper are provided within the manuscript.

Conflicts of Interest

The authors declare no conflict of interest concerning the reported research findings.

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