
Studying the psychological profile of congruent and disparate personality of staff of Iran-Khodro Company with respect to their jobs

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Abstract

The present study aimed at surveying the individual's mental health based on their personality types in congruent and disparate vocational environments in Iran-Khodro Company.

The major goal of the present study was to evaluate the theories, which are divided into two major and minor parts, and to respond to the stated questions about sex, age, education, and work experience. The major theories deal with individual's health, and the minor ones discuss the mental health in comparison to the entire six personality types in the congruent and disparate groups based on Holland's theory. This is a descriptive-analytical study which was conducted in 2015.

Three hundred staff of Iran-Khodro Company were randomly chosen. Seventy-two were female and the rest were male. They were from different departments including engineering, artistic, medical, administrative, and educational along with their bosses and managers. Holland's personality vocational inventory and SCL-90- R were used for data collection. Research data were analyzed using both descriptive (mean, standard deviation, percentage), and inferential statistics (T1 and F2 testing, the analysis of unilateral variance, ANOVA).

According to the results of the study, 26.7 % of employees had congruence between vocations and personalities, but 73.3 % did not have such congruence. Moreover, men were mentally healthier than women. The highest mental health was found among conventional and realistic groups, while the highest disorder and the lowest mental health were observed in artistic groups. The most prevalent disorder was paranoia and the least one was psychosis.

Key Words: Congruent, Disparate, Personality Type, Vocational Environments, Mental health

Introduction

Whenever an individual is able to use and utilize his/her total capacities and opportunities in order to achieve vocational objectives, then, vocational success will be gained (1).

Development of any organization depends, largely, on suitable use of human resources. The larger the size of the organizations, the more their problems with how to manage human resources. Managers try to control their employees and believe that when an individual is hired, he/ she should try to adapt themselves with the new conditions. Although most of the employees are nowadays concerned with economic issues due to the existence of financial pressures, they gradually tend to do more important and interesting jobs. Therefore, they feel valuable inside themselves in this way(1,2).

One of the main causes of low rate of manpower in industrial organizations and services in our country is the nonuse of capable and qualified employees. In fact, It does not mean that our organizations and managers hire incompetent employees, but it probably means that someone who is honest and capable is appointed for a job which he/she is not expert at and has no relationship with his/her job. In other words, he/she does not have suitable conditions for the regarding responsibility, although he/she could be more qualified and better-off for another occupation (2).

As we know, people certainly vary in their capabilities, interests, talents, and in their personality characteristics. Different personalities vary in different ways and behave differently, have different expectations, needs, motivations, and goals. So, an accomplishment requires specific capabilities and talents. Furthermore, precise and regular plan for individuals' vocational direction not only has an effective role towards utilization and social economic rise, but also causes more satisfaction and success with one's efficiency (3).

However, the vocational success will come when an individual uses their capability and facilities to reach their goal. More importantly, proper and methodological selection of individuals in vocational and systematic opportunities will lead to mental health improvement. With regards to all these points, this study was prospect to evaluate the congruent and disparate individual's mental health based on their personalities and occupations.

Methods and materials

: True 1T
False : 2 F

This is a descriptive-analytic study which was conducted in 2015. Three hundred employees of Iran-Khodro vehicle manufacturer were randomly chosen. Data were collected from December 1 to January 24 using Holland's personality vocational inventory and SCL-90-R. Holland divides individuals' personality into six types: Realistic, Idealistic, Social, Enterprising, Artistic, and Investigative.

In this theory, four major and five minor hypotheses construct the main part the theory (1, 4, and 5). SCL-90-R includes 90 five-point questions. Questions are in a Likert scale ranging from "not at all, a little bit, moderately, quite a bit, to "extremely."

Finally, data were analyzed were analyzed using both descriptive (mean, standard deviation, percentage), and inferential statistics (T3 and F4 testing, the analysis of unilateral variance, ANOVA). In order to meet ethical considerations, participants were informed about the study and its goals in advance, and they were clarified about confidentiality of their responses.

Findings

Overall, three hundred subjects were participated in the present study. Seventy-two of them were women and the rest were men. The minimum and the maximum ages of the participants were 20 and 55 years respectively. Considering their education, sixty one of them had diploma, seventy-two with upper diploma, one hundred thirty-three had B.S, thirty-one with master, and three of the participants had PhD degree. With regards to their employment status, 237 had one-ten-year work experience, 50 with 11-20 year, and 13 of them had a 21-30-year work experience.

Results of the study indicated that those who had conformity with their occupations were much healthier than those with no conformity. Moreover, those investigative type participants who had harmony with their jobs were mentally healthier than those with no harmony.

Considering the artistic type, having a harmony between personal characters and jobs was a predictor for a better mental health among participants. Furthermore, according to the findings, there found a significant difference between both congruent and disparate groups in terms of anxiety, remonstrations and morbid fear. In addition, there seen a significant difference between anxiety, aggression, and morbid fear among social types of both congruent and disparate groups.

Results also demonstrated a meaningful difference between psychic health and sex in congruent group in a way that women in congruent group had more psychosis disorders in comparison to men.

Additionally, there found a meaningful difference between the occupational environment of the

disparate with their age. In this study, a meaningful difference was found between depression, anxiety, aggression, morbid fear, and paranoia with the mean of nine-item complaints for ages 20 to 55.

Furthermore, results of the present study revealed a significant relation between education level with mental health of the congruent group. Aggression rate and morbid fear among participants with upper diploma degree was more than those with B.S degree.

According to the findings, a meaningful relation was seen between people with disparate occupational environment and their work experience which this indicated a meaningful difference in measures of sensitivity in relations, anxiety, reproach, paranoia, psychosis, and the measure of the final mean of the 9-item complaints. Results showed that having sensitivity disorders in relations among those with one-ten-year work experience was more than those with a 21-30-year work experience.

Moreover, among the people in congruent and disparate environments, the highest disparity in nine-item measures was between the artistic, investigative, social, and enterprising groups respectively. Additionally, realistic and conventional types showed the least difference.

The most seen disorder in congruent and disparate occupational environment was paranoia and the least was psychosis.

In the artistic type, with the congruent and disparate occupational environment, the highest difference was seen in all 9-item measures, except for psychosis.

The outcomes of the research hypotheses showed that vocational congruent investigative and artistic types were mentally healthier than disparate ones.

The most interesting finding of the present study was the significant difference between vocational congruent and disparate artistic types. Congruent ones were mentally healthier than their disparate counterparts.

Finally, in the realistic and conventional type with the congruent and disparate occupational environment, no meaningful difference was seen in 9-item measures of scl90.

Discussion

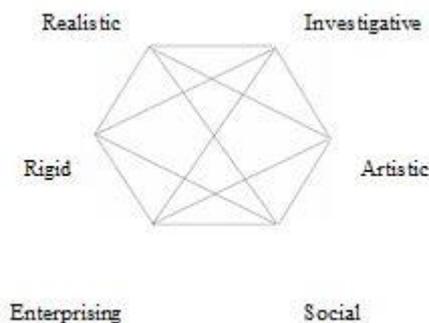
Considering Holland's theory, if personality types are placed with disparate environments, social-psychological stress factors, which originate from job or employment situation, will often be lasting and repeatable during the time. In spite of different ways that one uses for confronting with stress, his requirements may exceed his abilities; therefore, not only the confronting way may not be effective but also may become a troublesome source in the long run. The consequences of such condition appear in

form of disorder in psychological and behavioral functions. Irritability, worrisome, tension, and depression are counted as basic indexes. Subsequent to these, cognition disorders appear in form of a reduction in activity capacity (6).

Furthermore, based on the occupational needs, any of the personality traits or paradigms has some effects on the occupational function. Attentions have recently been aimed at the link between the occupational needs and personality traits (7). This subject is best specified in Holland's occupation-character proportionality hypothesis (7). Holland theory suggests that there must be a proportionality between one's personality traits and his/her occupational environment.

Holland has put forward six kinds of characters and claims that job satisfaction and staff's inclination for job abandonment depends strongly on the conformity between people's characters and their professional environment. He believes that when there is an adaption between character and occupation, job satisfaction gets to its highest point, and its abandonment will get to the minimum. Social people must be in social vocations, rigid occupations must be assigned to rigid people, and the same thing applies for other jobs as well.

A realistic person best fits a realistic occupation rather than an investigative one. He/she can have a social occupation that is the most suitable position instead of its own(8,9,10).



The aforesaid theory suggests that when there is a harmony between people's characters and their occupations, job satisfaction and psychic healthiness gets to its maximum and, as a result, staff shifting and psychic harms get to their lowest level.

Considering one's characters, a special kind of occupations must be given to him/her.

Speaking of characteristics, if one owns technical skills, a high physical stamina, and remonstrative characters, he/she does well in agricultural occupation and forestry rather than investigative jobs. Therefore, if he/she is assigned for those kinds of occupations with a high social aspect, no doubt he/she will come up with disconcerting results.

As we believe that when there is conformity between one's character and occupation, he/she will benefit from psychic healthiness, thus this will bring about

job satisfaction and is conducive to that person's pleasure and happiness (11).

All managers do strongly believe that the efficiency of a happy and satisfied worker or employee is considerably high, thus such harmony leads to increased productivity.

One, who is in conformity with his/her job, can deal with it well and it makes him have a good feeling about that job and makes more efforts to increase the efficiency(12.)

On the other hand, having a positive insight towards one's occupation leads to job commitment due to the mentioned conformity.

Those with job satisfaction are less absent from work compared to those with no satisfaction. Job abandoning and transferring depend on people's perspective. people with occupational transfer ,disloyalty to the job , long absences , many delays , late coming, work slowdown , and occupational mistakes are those whose character have nothing to do with the job, therefore this brought about dissatisfaction that will emerge in different ways due to stress.

Mental pressure, which is idiomatically called stress, is made under certain circumstances during which a tensile and heavy force is made on human feelings, excitation, thinking process and body forms (13).

A lot of researches have been done about Holland's theory in Iran, and all of them confirms its usefulness by itself.

In studies done in Iran using this theory(14,15,16, and 17), it is indicated that the spread rate of psychic disorders ,especially depression and anxiety, are much more common among female university students compared to their male counterparts, and female's psychic healthiness is in a lower position as well . This finding has also been confirmed in other study(18). One reason for female's low psychic healthiness lies in their more exposure to tensions and they hold a negative perspective towards this tension.

Moreover, as pointed out by other researchers (19) , sexual differences in dealing with tense factors can be determined well by sexual imprintability; females are more encouraged in accepting tense factors and admitting them as womanly traits. In other words, they learn to surrender themselves passively to the tensions they face with, and therefore they hurt themselves more, while males try to deal with these tense factors and find some ways to cope with them and be dominant over them (19).

In a similar study conducted by Maryam Hessari et al. (2000) on nurse trainers , the results specified that the married trainers were more depressed , had more inter-personal sensitivities and anxieties and ,in total , the older the trainers the more the public complaints(20).

The Mobic panic average of the trainers with mathematics diploma is higher than those in artistic majors.

Recommendations

Recommendations according to the findings:

- Reconsideration in applying techniques and the employment of novices in the company. As it came out of the research, understanding individuals' personality traits and their conformity with their job not only improves the production conditions, but also influences the organizational mental health of individuals.
- Use of occupational counselors in organizational chart of each unit or department in order to evaluate employees who have been chosen and hired earlier in the past.
- Creating occupational security and assisting employees via holding individual or team occupational workshops.

Recommendations for future studies :

- Studying the influence of making working environments congruent with employee's personality traits on reduction of or prevention from mental disorders.
- Studying the influence of using vocational–personal testing on selecting suitable individuals for certain occupations.
- Studying the effect of vocational–personal testing on selection of individuals with vocational satisfaction.

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