

CORRESPONDENCE BETWEEN PERSONALITY AND JOB TITLE

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Abstract

Does the position held by an individual in a company fit into his/her personality? The answer to this question is yes. This is because there is significant relationship between the characteristics possessed by a worker which includes his character, personality and way of life, with the current position he/she is holding in an organization. The evolution of man is in accordance with technological advancement, new cultures, social and economic developments, among other phenomena. In other words, the success in the position given to a person will depend largely on his/her personality from a mental and physical point of view. This aim of this paper is to analyze the part of clinical psychology which is associated with human talent through a series of characteristics and personality traits. Personality traits and characteristics are crucial for the proper performance of a worker in a specific job.

Keywords: Human resources, personality, job title, individual

Introduction

There are various types of organizations, institutions or companies, which are either public or private, and small or large. However, a lot of people are working in these organizations, institutions or companies to meet their survival needs. Psychologically speaking, employees are not only working to earn wages, but they want to become useful. This they do by carrying out their activities with a driving energy called "motivation". Consequently, you need to understand that it is important for a worker to feel affection towards the job he/she is doing, irrespective of the feelings of pleasure or pain (Perilla,1998). When people search for jobs, they should not

only consider the idea of having "something" doing, but should get the idea and bases that the job would define their goals. It is for this reason that jobs have an important role to play within the organization. This is beneficial for both the worker and the employer as none of them have enough knowledge, experience, skills or physiology. Thus, the character traits are a watershed for effective play because it makes you feel at ease and to continue with the organization being a person of value.

An Individual Personality and the Workplace

Over time, various taxonomies on personality traits have been developed within the branch of Clinical Psychology. However, a classification has an increased use and recognition in the workplace. This is known as a model of the five factors identified from a number of surveys and studies. In Table 1, the factors and associated features are shown. Personality plays a role in the work behavior especially in the motivational aspects of the job. Subsequently, the usefulness of a personality test to predict the future behavior of the worker depends on the task at hand and the factors which were assessed. Personality tests have both negative and positive verification check. The first seeks to detect a pathology, while the second evaluate various aspect of "normal" personality. In general, the latter can be used more easily in the industry compared to the first which must be used carefully. This is because it could be considered to be discriminatory in some countries. However, in the United States, tests of this type apply only to workers who are hired by considering their personality disorders and covert disabilities. The application of such tests in all cases must be justified by the duties held by the workers (Aguilar, 2010).

Table 1. Model of five factors

Factor	Characteristics
Awareness	Responsible, prudent, self-controlled, persistent, glider, and achievement oriented.
Extroversion	Outgoing, assertive, communicative, ambitious, and energetic.
Acceptability	Well educated, cooperative, reliable, and friendly.
Emotional stability	Sure, calm, anxiety, and low emotion.
Openness to change	Curious, intelligent, imaginative, and independent.

Source. The job analysis. Aguilar (2010)

From the perspective of Noguera (2002), the workplace is observed from a production-optic perspective when considering both work and production. This is consider as a compulsive ends of human existence, or when a "labor" model action is taken as an Archimedean point of human existence. Furthermore, they might only work when it comes to making

valuable economic activities on commercial terms; and anti-productivist would not make such assumptions. A less complicated concept is that provided by Miranda (2008), who states that a job is a unit of specific and impersonal work which constitutes of a set of operations to be performed. They must possess skills and responsibilities to be assumed by the holder under certain working conditions (e.g. positions of secretary, director, department head, secretary, and boss of the area, among others).

Personality Conflicts in the Workplace

The worker has to perform a set of operations with certain specific characteristics for continuous periods of time. Likewise, they should develop qualities, responsibilities, and conditions to make known their physical abilities, skills, and knowledge. Indeed, activities and requirements that the post requested are primarily associated with the production efficiency and the potential for normal human activity. This leads to a position that differs from another by the nature of what was requested.

On the other hand, we can say that not always do the operations, attributes, responsibilities, and conditions of a position corresponds to what an individual has at some point, but they are demanded by any person who will occupy it. Thanks to this positions which can be filled by several people at once. Therefore, the position is made to fit the people, and not the people made to fit the position. In this sense, the occupation of a position due to joint operations and characteristics is common to various positions. Thus, there is a closed functional link between them.

The jobs must be very specific and this activity will be done better. The job title is important, but we know that there are some companies who appoint them in one way and others in another way. This does not mean that activities are different. Thus, they should express clearly the job title to avoid confusion. For example, operators can be machinery or transport equipment.

Human Behavior in the Organization

In investigating the workers as a resource, we must not forget that each of them have certain personality characteristics. Come to think of that, we can easily change it. Nevertheless, this thought is wrong because their history has been giving aspects of training both at work and in their social and family environment. So, we must note that there are very specific aspects of individuals, which indicates that there is a wide horizon of human behavior in organizations.

Man often performs an oriented activity so as to satisfy their needs and achieve their objectives and aspirations. Thus, they labor and act positively outside this environment. Man is social, and their work within the organization is a key part to people that evolves with the company of others.

Therefore, they seek to preserve their identity and psychological wellbeing. Sometimes, the link with other workers makes them to provide information about themselves and their environment. Consequently, these data is a "social reality." Man has different needs and people are motivated depending on the needs that were generated (Chiavenato, 2007).

The internal and external factors influence the behavior of people. The first comes from his personality: learning ability, motivation, perception of internal and external environment, and attitudes and values, among others. The second comes from the requirements that may fit him into the position. The position is occupied by people with entrepreneurial characteristics, such as pressures superior, peer influences, personal systems and changes in technology, family demands, training and development, states of internal energy, and environmental conditions, among others.

Psychology at Work

Psychology over time has been contextualized in various areas of study. However, these areas are interrelated and they often overlap each other. Psychology areas can also be described in terms of application areas. Social psychologists, for example, are interested in the influence of the social environment on the individual and how they act in groups. Consequently, industrial psychologists studies the working environment of workers; while educational psychologists studies the behavior of individuals and social groups in educational settings. Finally, clinical psychology tries to help those who have problems in their daily lives or who are suffering from some mental disorder (Bermudez, 2008).

Psychology is a scientific study of behavior and experience of how humans and animals feel, think, learn, and know how to adapt to their environment. Modern psychology has been devoted to collecting facts about behavior and experience, and to organize them systematically by elaborating theories for its understanding. These theories help to understand and explain the behavior of human beings and on occasion, even to predict their future actions and can intervene on them.

Main Dimensions used by Psychology

However, for some confrontations to have occurred throughout the history of psychology, we can finally say that it is a human behavior that occurs in a specific context, which determines the behavior that leads to different positions (Mikulic, 2009). From the behavior and mental processes which was studied, it is necessary to identify a number of dimensions which allows its analysis to get to know its principles, items etc. However, the basic dimensions used in psychology include: 1) The cognitive dimension refers to the structures and mental processes involved in thinking, such as cognitive

architectures, memory, and the building blocks of information processing; 2) The motivational-affective dimension refers to all the aspects involved in emotions, such as the central affection, mood, and emotional regulation, among others; 3) The behavioral dimension refers to the more or less observable manifestations of the organism. Furthermore, she distinguished between two dimensions: a) The physiological responses of the body is linked to the endocrine system, central nervous system, the autonomic system, and the neuroendocrine system; b) The motor, which gives answers related to the movements and operations of all. Also, one or several parts of the body to which a symbolic element gives them meaning, as with non-verbal communication (Chóliz, 2005) were added.

The Psychosocial Working Life

The workplace, both in the broad sense of work as in the narrower job, has a partner character - historical. As it has already been mentioned through time, it presented various configurations. Therefore, its concept and content have suffered permanent changes due to influences from the social, political, cultural, economic, historical, and technological conditions of the moment. In this sense, it is said that the work has a psychological dimension to understand. Also, it states that work activity is socially constructed as a result of relationships, interactions, and symbolic exchanges which represent the values and beliefs shared. While the ethical sense is the most visible character of this term, an issue that can be mistaken for a desire is the dimensions that constitute a solid analytical notion structure. Also, it realizes how many worker suffers today and in every place due to this vital activity (Lanan, 2004).

Conceptualization of Work Psychology

Some authors believe that this discipline is an application of Social Psychology (Gallardo, 2011), which should take the name of Social Psychology of Work and Organizations. From a historical point of view, the inclusion of both spheres, Work, and Organizations, stems from the fact that the very development of the discipline has resulted to so many phenomena studied. Consequently, this has forced a name that covers several areas (Diaz, 1998). By including job, we refer to the closest level of individual analysis processes which are more related to classical Industrial Psychology. By including "Organizations", the reference is social. Also, it is the organization and groups that is composed of the social environment in which most of the work behavior occurs. Thus, the inclusion of the social environment in the title would be redundant with the inclusion of the organizational on one hand. Thus, on the other hand, reductionist studies the scope and application of discipline, and this was eliminated because of our

interest. In addition, the individual processes are vitally important in understanding, explaining, and predicting job performance (Diaz, 1998).

Work psychology deals with individual aspects involved in work behavior. It obviously deals with people to be involved in a social activity work and in understanding the behavior that these cannot be carried out exclusively from their personal characteristics. Therefore, these behaviors would constantly influence some factors such as: the characteristics of other people, the relationships established between them, the group dynamics department, unit or team, the ways in which work is organized by the same type of work, and the activities or tasks performed.

Working Conditions and Culture

All work can be defined from two basic elements: what is done or said about actual work activity, and under what conditions (physical, temporal, social, contract) is it made. With the label working conditions to a broad and diverse set of factors and circumstances which is directly or indirectly related to the way they carry out the work activities that have a significant impact on the experience of both referred, I worked as the dynamics of labor relations. Therefore, the effects of working conditions are not limited to the immediate creation environment (physical space, time, risk factors, contract, etc.), but they also reach the implications for workers (health, welfare, quality of working life, financial situation, to mention the most important). Furthermore, they also meet the needs of other people and other facets of their life, including family, social relationships, participation in community or association activities, and the amount and use of leisure time and leisure (De la Garza & Neffa, 2010).

The Personality

The study of personality is very wide. As such, many psychologists do not accept a single concept. Nevertheless, they understand that there may be a variety of judgments about it. Personality refers to the characteristic patterns of thoughts that persist across time and situations, and which distinguish one person from another (Useche, 1992). The personality is the result of the person making use of their abilities and potential. This has a static and a dynamic aspect. The static refers to the wealth of the individual soul, while the dynamic appearance has to do with the ability to relate with others and to put the qualities in the service of others. Therefore, only the unity of these two aspects of a rich personality emerges. In their training, the experiences have special influence. There are many divisions that have been established which refers to personality. Most psychologists divide individuals into introverts and extroverts. The former are reserved and

reflective, while the latter are communicative and active. Table 2 shows some personality types often identified at work.

Table 2. Types of personality

Classification	Personal Characteristics	Labor Characteristics
Choleric	Outgoing; exuberant; lively; concrete; practical; friendly but impetuous; and generous.	Fast, practical and specific intelligence; messy; tardy; rebellious; and capable of initiative and tenacity, but unstable.
Passionate	Quiet and thoughtful; reacts strongly; dominates; proud, self-confident; independent, and unsociable.	Solid, organizer and synthetic intelligence; disciplined; orderly and even intransigent; hard worker; and tenacious in implementing their projects.
Nervous	Unstable, easy communication; He loves renewal; very dependent and is a simulator.	Intuitive thinking; more concrete than abstract; more subjective than objective; undisciplined; He worked to death; and follows the impulses of his emotions.
Sentimental	Quiet; slow; sensitive; few but good friends; and dominated the subjective life.	Specific intelligence; poor; hardworking; memory seeks to make things right but discouraged; serious; disciplined; and responsible.
Sanguine	Outgoing; distracted; eager for excitement; social relationships; polite but heat; and he likes most things, money and business.	Lively; fast but concrete; utilitarian intelligence; and Lacks consistency.
Phlegmatic	Calm like mood; self-possessed; sober but faithful in relationships; and social interests.	Think based on principles and objective; orderly; disciplined led to formalism; great capacity for work without tension; and regular and persistent if necessary.
Amorphous	Asleep; expressionless well with everyone but superficial; and immediate personal interest.	Slow; passive; idle; lazy; easily discouraged; and Intelligent.
Listless	Withdrawal; he displays no joys or sorrows; indifferent; sober in their expressions; attracted little problematic things; and are intellectuals.	Practice and slow; disciplined; intelligent; poor memory; works when they see; lazy; calculator; and pays Little.

Source: Stories Neurotic. Based on the Enneagram Personality Types. Tests and Treatments (Santos, 2008)

Therefore, the continuous behavior or reaction by a human being or individual helps in establishing his/her own personality.

Determining Personality

According to Robbins & Judge (2013), determinants and personality attributes include: 1. Heritage: Those factors which are determined at conception. Thus, hereditary theory states that the definitive explanation of the individual's personality is in the molecular structure of genes; 2. Ambient: Among the factors that places pressure on the formation of personality is the culture in which we grow; 3. Situation: The third factor is that situation influences the effect of heredity and environment on one's personality. The personality of an individual is generally stable and consistent, but it changes with situations.

Moreover, the adult personality is composed of hereditary and environmental factors, which is moderated by situational conditions. The attributes of personality that influence organizational behavior are:

Locus control: Some people think they are masters of their own destiny. Some others believe in fortune and thinks that what happens in their life is a matter of luck.

1. Internal: Are more motivated and are more willing to show initiative.

2. External: Are more dissatisfied with their work, have higher rates of absenteeism, feels more removed from his job, and they are less committed to their position.

Thus, the degree to which individuals believe that they are masters of their destiny is known as Locus of control.

- Machiavellianism: In the sixteenth century, Niccolo Machiavelli wrote on how to acquire and exercise power. A very Machiavellian individual is pragmatic, maintains emotional distance, and believes that the end justifies the means. "If you use it serves" is an expression that matches a Machiavellian point of view.

- Esteem: The extent to which the individual likes or dislikes. From the organizational point of view, self-esteem is directly related to the hopes of success. Several studies show that those who have more self-esteem are more satisfied with their work.

- Personal Supervision: This is the ability of an individual to adjust their behavior to external factors. Individuals show great adaptability to adjust their behavior to the situation factors involved. In addition, they are very sensitive to external signs and often act according to the situation.

- Willingness to Take Risks: Variation in individuals shows their willingness to take risks.

- Personality Type A: A personality of this type results intensely to a chronic and unending struggle for more in a less period of time.

In recent years, research provides support to the concept that there are five dimensions that covers most of the important variations of the human

personality. 1. Extroversion: The degree of comfort in relationships with people. They are gregarious, assertive, and sociable. Also, introverts are reserved, shy, and gentle. 2. Conformity: Refers to the propensity of the individual to bend to others. Consistently, people are cooperating, loving, and trusting. Thus, who gets a low score on this factor are cold disgruntled and antagonistic. 3. Scrupulousness: Is a measure of reliability. It is very responsible, organized, reliable, and persistent. Therefore, those with low rating are distracted, disorganized, and unreliable. 4. Emotional Stability: It regards the ability of a person to withstand stress. They are calm, confident, and safe. Furthermore, those with a negative score are nervous, anxious, depressed, and insecure. 5. Openness to Experience: The last dimension concerns the range of personal interests and the charm of novelty. The very open people are creative, curious, and they have artistic sensibility. Those on the other end of the opening category are conventional and are comfortable with the known (Dubrin, 1978).

However, interest to match job requirements with personality characteristics is articulated in the theory of correspondence between personalities. Thus, John Holland presents six personality types as shown in Table 3.

Table 3. Holland personality type

Type	Personality Characteristics	Occupations Congruent
Realistic: Prefers physical activities that require strength and coordination skills.	Shy, genuine, persistent, stable, compliant, and practical.	Operator Mechanic punch, assembly line worker, and farmer.
Researcher prefers to organize activities that require reflection and understanding.	Analytical, original, curious, and independent.	Biologist, economist, mathematician, and journalist.
Social prefers activities which assist and encourages others.	Sociable, friendly, cooperative, and comprehensive.	Social worker, teacher, counselor, and psychologist.
Conventional prefers regulated activities, tidy and clear.	Efficient, practical, unimaginative, and inflexible.	Accountant corporate director, ATM, and archivist.
Entrepreneur prefers verbal activities where there are opportunities to influence others and gain power.	Confident, ambitious, energetic, and dominant.	Lawyer, real estate agent, public relations specialist, and director of small business.
Artistic prefers ambiguous and unsystematic activities that allow for creative expression.	Imaginative, disorderly, idealistic, emotional, and impractical.	Painter, musician, writer, and decorator.

Source: Organizational Behavior, Cap IV Personality and emotions; Robbins & Judge (2013).

Consequently, the key aspects of this model is that i) There are different kinds of work, ii) Among individuals, there are intrinsic differences in personality; and iii) Individuals in positions that is consistent with your personality type will be more satisfied and less likely to give up.

Organization faces an environment of dynamic change and they often need employees who can easily switch between tasks and move smoothly between teams. Therefore, it is more important than the personality of individuals should be consistent with the general culture of the organization and with the characteristics of a fixed position. The extroverts are more aggressive in terms of cultures, better teamwork, and easy adaptability. They are very satisfied and the people would be better off in an organization with a supportive climate in order to focus on aggression. Also, they are open to experiences that people adapt better in their preferred innovation organizations on standardization. Following these guidelines when hiring should lead to the choice of new employees who are better suited to the culture of the organization. Thus, this will result in a greater satisfaction and lower turnover.

Conclusion

The role of Work Psychology is in twofold. First is addressed to the comprehensive care of the individual which however lead to assessment and intervention with respect to the structural aspects of the organization so as to prevent risks labor. Subsequently, the work of psychologist is integrated into a multidisciplinary team which is usually configured for different types of specialists (occupational physicians, engineers, etc.) in order to work in a coordinated manner.

Workers in companies develop skills and willingness to respond favorably to performance objectives and opportunities. With the efforts to obtain satisfaction, they pick up jobs they found in the same environment. Therefore, this requires the right combination of knowledge and skills.

Today, it is not enough for workers to have the necessary knowledge and skills, but should possess the right personality to perform the job better. This can be achieved through the wealth of the individual soul, dynamic appearance, the ability to relate with others, and in putting qualities into the service of others.

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