

Determine the Type of Personality (Behavioral Patterns) in Educational Managers of Islamic Azad University of Tabriz

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ABSTRACT

This study examines personality types based on two behavioral patterns A and B in education managers. Statistical Society of Educational Managers, Islamic Azad University of Tabriz in this study is that there are 76 people. 64 subjects were selected using a table Morgan. The research instrument was a questionnaire memes Matson and Matsoyich. Results showed that most managers (87.5%) have a behavioral pattern A. Are the 10.9% with behavioral type B. Are the Between different types of personality A majority of managers (48.4%) are with hard-working personality type and 31.2% with type behavioral and involved with the job (7.8%) with a type of behavioral are impatient and intolerant.

KEYWORDS: Personality Type (Behavioral Patterns), Educational Managers.

1. INTRODUCTION

Healthy and thriving organization's character is one of the treasures that are associated with high levels of personal skills, Little treasures and the potential transformation and modernization of rival organizations and survival of manufacturing and service sectors, and training will be (Alavi, 2001). Personality differences between managers can be a source of creativity and or the root of many organizational problems, and the action, behavior, decisions and organizational behavior, they will be effective (Khnyfir and et. al., 2009). Relationship between personality traits and leadership styles of managers exist so that the Novinnam, and colleagues in a study conducted in Ahvaz will prove it this way; Cattell 16 personality factors play in this research work with three different styles of leadership, organization and participation were examined (Novinnam and et. al., 2001). Governmental organization based in the city of Ahvaz 85 of 148 randomly selected organizations. For cognitive styles, 5 employees per principal subordinates were also randomly selected. Director or Deputy Director in the 170 and 850 employees were included in the study of pad. Sample of 118 managers responded to the questionnaire of Cattell's personality questionnaires 590 of subordinates in the managers' leadership styles were completed. The results showed that: (1) of the 16 personality factors investigated in this study, personality factors C (strong-feelings) and Q1 (The risk-conservative) work with different leadership styles, personality factors L (Suspicious-Untutored) and Q3 (self-significant-Significant non-self) with leadership style, organizational and personality factors B (smart-very smart), F (I think-seriously) and H (bold-timid) with a participatory leadership style simple correlations are significant. (2) of the Cattell 16 Personality Factor, factor C (strong-feelings), A (people's-the edge of the atmosphere), L (Suspicious-Untutored) and Q1 (The risk-conservative) with different leadership styles, the factor L (Suspicious-Untutored) and C (solid-emotions), leadership style, organization, and the Q1 (of risk-conservative), G (principal-the interest-oriented) and H (bold-timid) with a participative leadership style stage correlation method that significant multivariate. Top of duty, which is characteristic of type A with high motivation to complete the work, predicts job performance to a greater extent. The compatibility is also affected by motivation; persistence can predict successful job performance (Barrich and et. al., 2002). Personality characteristics of neuroticism, high quality experience with a commitment to continuous duty and are associated (Erdhim and et. al., 2006). Therefore, understanding personality type seems essential for managers.

2. RESEARCH LITERATURE

The Latin word *persona* (personality) is called, is rooted *Persona* the word Latin. This word was said that the mask or mask theater actors in ancient Greece as well as their own role in the actor say he was on (Shamlou, 2009). Visual appearance and social character that is based on the role that person plays in society, is located. The person in your community offers a community based on its personality, he will assess (Shamlou, 2009). Allport's personality dynamics of the psycho-physiological person knows that his thoughts and behavioral can be specified. Internal factors that can make all the individual activities (Agayosefy, 2010).

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2.1. Personality Type

One of the most famous personality patterns-behavior that in the literature of psychology and psychiatry has been raised since 1959 and is considered by many as a type A personality. Specific types of personality Type A and B in 1959 by two cardiologists named Friedman and Rosenman were identified and they saw men and women have characteristics such as speech speed, competitiveness, impatience, hard work, aggression and violence are approximately seven times higher than those without such features, are prone to coronary heart disease CHD. Personality model - behavioral features mentioned individuals' « personality Type A » was called. Type A of militant, aggressive, competitive career and are bored. Fast talking are ambitious and perfectionist. Conversely, type B individuals, the issues are very easy and give more importance to quality of life, are less ambitious, disciplined and are cautious. While some irrational beliefs for people to help themselves create stressor your stress may trigger others stress cause by type A behavior. Since the early 1960s, hundreds of researchers to investigate various aspects of this personality pattern – its relationship with other behavioral characteristics and personality types have been conducted in different countries and several scales to measure psychological characteristics-personality type of behavior that has been developed (Hassanzadeh, 2002; Kuchaksrayi and *et. al.*, 2006).

2.2. The Definition of Personality Type A

Personality behavior pattern type A, which is a combination of emotional action with "extreme efforts" to achieve high scores - and perhaps ultimately in life - in the shortest possible time and in opposition to and competition with other people is determined (Hassanzadeh, 2002).

The Type A personality and character type B: (behavioral pattern A and B)

This thought occurred when the worker's office waiting room chairs craftsman when repair procedures found that many chairs were broken, only the front edge. Two cardiologists Rosenman and Friedman it concluded that many patients were anxious to sit quiet and motionless on a chair was difficult for them. With this view it as a starting point and based on his clinical experience, they concluded that patients treated with two different behavioral patterns (A and B) are shown in (Morhd and Griffin, 2009).

Important features of human behavior, human type A and type B

Character Type A: competitive person, and very busy doing things in Egypt, aggressive, fast and is extremely loyal. Such a person has many desires and dreams and wants and wishes more quickly to achieve the aggressive spirit, the risk is welcomed (Morhd and Griffin, 2009). Other features of these people, desire to work alone, ambition and extreme perfectionism, listen to live and great sharpness, rush and hurry of life and competitiveness, impatience, impatient and irritable, extreme punctuality, strongly being immersed in work, employment and disability retirement of extreme interest to the profession (Hassanzadeh, 2002; Mazaheri and *et. al.*, 2008).

Character Type B: personal, non- competitive, with a busy little thing, in doing so is Egypt, human conflict and the role is far from quiet. He has a lot of confidence, is moderate, less hostile to someone, the less risk, and ultimately undermines the character of the human A -type B is not necessarily any more or less success.

Personality model - the type A behavior

- ✓ Working together several times.
- ✓ Do not express your feelings easily.
- ✓ Not more circumstantial evidence speaks.
- ✓ Like to monitor.
- ✓ Daily activities are fast.
- ✓ Timely head and willing to meet.
- ✓ Do not help others to do the job.
- ✓ Are hurried and exciting.

Personality patterns - behavior of type B

- ✓ Completion of the work they are doing another.
- ✓ Deal with their emotional phenomena around them.
- ✓ Rack and are interested in face to face contact.
- ✓ Are interested conduct.
- ✓ The daily activities are peaceful.
- ✓ Have any other hobbies except work.
- ✓ To help others do the work.
- ✓ Hasty and not exciting (Morhd and Griffin, 2009).

How to distinguish type A from type B

It should be noted that each of the personality types A and B have their special features are given that it can be of type A and type B was detected. The features and personality profile types A and B refer to:

- ✓ Type A is always on the move, while type B is not concerned about time.
- ✓ Type A fast walks, but type B is patient.
- ✓ Quick eats type A, but type B slowly and with complete peace of their own food to eat.
- ✓ Type A fast talking and fast talk, but not type B, and slow speaks does not boast.
- ✓ Instrumental tone is severe type A, but type B the tone is a gentle word.
- ✓ Speech quality type A rough, tight and short, while type B is uniform speech.
- ✓ Type A is impatient and quick to respond to questions, but type B is patient and does pause before answering questions.
- ✓ The two work together to type A, but type B only one work comes on achievement of responsibility.
- ✓ Type A, which takes a lot, but type B, which rarely lasts.
- ✓ Type A pull facial movements, in both eyebrows and hostile, but type B face is calm and loving.
- ✓ Type A running play to win and to lose thinks, but type B plays for fun, not winning.
- ✓ No leisure-time type A, but type B said without feeling guilty under time pressure is not the end.
- ✓ Type A smile on the lip, but type B has a broad smile.
- ✓ A type is a dry laugh, while type B, have a soft laugh, delicate and pleasant.
- ✓ The mind is filled with figures of type A, but type B does not try to memorize numbers.
- ✓ Type A quantity measured with success, but the type B can be considered quality.
- ✓ Your finger too much pressure to type A, but type B rarely does.
- ✓ Type A is most of the effort to dominate the opponent, but type B, it rarely does.
- ✓ Type A continuous, is the pressure lack of time, but type B is never rushed.
- ✓ Type A no satisfaction from his work and tries to go through a high degree, while type B is satisfied from his work (Alvani, 2005; Morhd and Griffin, 2009).

Educational Managers

These managers include: directors of colleges, deputies (principal and college), managers of departments, chief of education and director of education in year 2011.

3. METHOD

There is a fundamental question in this study and is that personality patterns (behavioral), Islamic Azad University of Tabriz educational manager's kind (type) is? Descriptive statistics were used to answer this question. The determinist type personality, according to demographic data managers were also studied. Statistical Society of Educational Management, Islamic Azad University of Tabriz, this study considered that the community has been selected, based on the Morgan 64. This type of research in personality (behavioral pattern) by a standard questionnaire that was designed in 1982 by Matson and Matsoyich was measured the questionnaire contains 21 questions that cut to the range of polar (Asgod range) in which two types, namely type A behavioral pattern are measured and type B. A brigade is divided into three groups: 1. Impatient, 2. Involved with the job, 3. Hard competition, the questions have been determined. To determine the pattern of personality, first seven questions related to the type A personality and is impatient and intolerant. Features of this type are: anxious and eager work to listen precisely to talk to people unable to wait, unable to complete the work of others. The next seven questions related to the type A personality is the type of job involved with the job specification are: focus on jobs - the jobs are - a lot of anxiety in their job - they are submerged in their jobs. The last seven questions related to the type A personality type is the type of hard competitive features of this type is as follows: hard work - high accuracy - high competition. The highest test score of $21 \times 7 = 147$ is the behavioral patterns of behavioral patterns and the lowest score is $21 \times 1 = 21$. The coefficient Cronbach alpha reliability of this questionnaire was used the test results to measure personality type variable 0.75, Tool that has been discredited.

4. Research findings

Patterns of personality (behavioral) educational managers, Islamic Azad University of Tabriz, what kind (type) is?

Table 1: Status of personality type managers

	Frequency	Percent	Valid Percent	Density percent
Personality type A	56	87.5	88.9	88.9
Personality type B	7	10.9	11.1	100
Total	63	98.4	100	
Missing	1	1.6		
Total	64	100		

The table shows that 87.5% of respondents have a personality type A and B is the 10.9% of respondents have a personality type.

Table 2: characteristics of managers in terms of type A personality

	Frequency	Percent	Valid Percent	Density percent
Impatient and intolerant	5	7.8	8.9	8.9
Involved with the job	20	31.2	35.7	44.6
Hardworking competitive	31	48.4	55.4	100
Total	56	87.5	100	

The table shows that 48.4% of the people who have type A personality type, hard-working, competitive 31.2% involved with the job and 7.8 % are impatient and intolerant.

Table 3: Demographic characteristics of managers

Property	Issues	Frequency	Percent
Age	30 to 40 years	41	64.1
	41 to 50 years	17	26.6
	51 to 60 years	4	6.2
	More than 61 years	2	3.1
Total		64	100
Sex	Males	55	85.9
	Females	8	12.5
Total		63	98.4
Educational degree	BA	2	3.1
	MA	14	21.9
	Ph.D.	47	73.4
Total		63	98.4
Managerial work experience	Less than 5 years	41	64.1
	6 to 10 years	15	23.4
	11 to 15 years	6	9.4
	Higher than 16	2	3.1
Total		64	100
Marital status	Married	57	89.1
	Single	7	10.9
Total		64	100
Educational field	Experimental Sciences	8	12.5
	Science	12	18.8
	Humanities	17	26.6
	Technical Engineering	11	17.2
	Veterinary	6	9.4
	Agricultural	2	3.1
Architecture	2	3.1	
Total		58	90.7

The results above show that most respondents are aged between 30 to 40 years, more male respondents (85.9%) and a doctoral degree (73.4 %) are. Most respondents (64.1 %) are less than 5 years of managerial experience. And most of them were married (89.1 %). More fields educational Managers (26.6 %) is the branch of the humanities.

Table 4: Personality types according to age

		Age				Total	
		30 to 40 years	41 to 50 years	51 to 60 years	More than 61 years		
Personality	A	Count	37	14	3	2	56
		% within age	90.2%	87.5%	75.0%	100.0%	88.9%
	B	Count	4	2	1	0	7
		% within age	9.8%	12.5%	25.0%	.0%	11.1%
Total	Count	41	16	4	2	63	
	% within age	100.0%	100.0%	100.0%	100.0%	100.0%	

Table 4-1: type a personality types according to age

		Age				Total	
		30 to 40 years	41 to 50 years	51 to 60 years	More than 61 years		
TipA	Impatient	Count	4	1	0	0	5
		% within age	10.8%	7.1%	.0%	.0%	8.9%
	Involved with the job	Count	13	6	0	1	20
		% within age	35.1%	42.9%	.0%	50.0%	35.7%
	Hardworking competitive	Count	20	7	3	1	31
		% within age	54.1%	50.0%	100.0%	50.0%	55.4%
Total	Count	37	14	3	2	56	
	% within age	100.0%	100.0%	100.0%	100.0%	100.0%	

As the results show more than 63 chief executives Person37 age group 30 to 40 years are a type A personality and the type A personality types in this age group, 20 person with hard-working type are competitive and the lowest type impatient and intolerant (4 people) are. Most managers in the Type B personality are in the age group 30 to 40 years.

Table 5: Personality types according to sex

		Sex		Total	
		Males	Females		
Personality	A	Count	48	8	56
		% within sex	88.9%	100.0%	90.3%
	B	Count	6	0	6
		% within sex	11.1%	.0%	9.7%
Total		Count	54	8	62
		% within sex	100.0%	100.0%	100.0%

Table 5-1: Types of type A personality with regard to sex

		Sex		Total	
		Males	Females		
TipA	Impatient	Count	3	2	5
		% within sex	6.2%	25.0%	8.9%
	Involved with the job	Count	19	1	20
		% within sex	39.6%	12.5%	35.7%
	Hardworking competitive	Count	26	5	31
		% within sex	54.2%	62.5%	55.4%
Total		Count	48	8	56
		% within sex	100.0%	100.0%	100.0%

The results show that 88.9 % of men are those who have type A personality. Of these, 54.2 % are competitive with hard-working type. Among women do not have any type of behavioral B and they are all 100% of Type A behavioral of which most of them 62.5 % with a type of behavioral are competitive hardworking lowest number (only one) 12.5 % with the type of are involved with the job.

Table 6: Personality types according to marital status

		Marital status		Total	
		Married	Single		
Personality	A	Count	50	6	56
		% within Marital status	89.3%	85.7%	88.9%
	B	Count	6	1	7
		% within Marital status	10.7%	14.3%	11.1%
		Count	56	7	63
		% within Marital status	100.0%	100.0%	100.0%

Table 6-1: type A personality types according to marital status

		Marital status		Total	
		Married	Single		
Tip A	Impatient	Count	5	0	5
		% within Marital status	10.0%	.0%	8.9%
	Involved with the job	Count	20	0	20
		% within Marital status	40.0%	.0%	35.7%
	Hardworking competitive	Count	25	6	31
		% within Marital status	50.0%	100.0%	55.4%
Total		Count	50	6	56
		% within Marital status	100.0%	100.0%	100.0%

According to the results in Table 89.3 % from a type A personality are married and from 50% has a personality type are hardworking competitive they are all 100% of single people have a hard-working personality type are competitive. Most people with personality type B are married.

Table 7: Personality types according to degree

		Educational degree			Total	
		Ba	Ma	Ph.D.		
Personality	A	Count	2	12	42	56
		% within Educational degree	100.0%	85.7%	91.3%	90.3%
	B	Count	0	2	4	6
		% within Educational degree	.0%	14.3%	8.7%	9.7%
Total		Count	2	14	46	62
		% within Educational degree	100.0%	100.0%	100.0%	100.0%

Table 7-1: type A personality types according to degree

		Educational degree			Total		
		Ba	Ma	Ph.D.			
Tip A	Impatient	Count	1	1	3	5	
		% within Educational degree	50.0%	8.3%	7.1%	8.9%	
	Involved with the job	Count	1	5	14	20	
		% within Educational degree	50.0%	41.7%	33.3%	35.7%	
	Hardworking competitive	Count	0	6	25	31	
		% within Educational degree	.0%	50.0%	59.5%	55.4%	
	Total		Count	2	12	42	56
			% within Educational degree	100.0%	100.0%	100.0%	100.0%

Most managers are type A personality who has a Ph.D. degree are and of this number 59.5 % of the hard-working type of competitive and 33.3 % have involved with the job type and 7.1 % have type are impatient and intolerant. Executives with graduate degrees from 50% of hard-working type are competitive bachelor's degree holders and two types of impatient and intolerant and are involved with the job. People with type B personalities are more of them have doctoral degrees.

Table 8: Personality types according to the managerial work experience

		Managerial work experience				Total	
		Less than 5 years	6 to 10 years	11 to 15 years	Higher than 16		
Personality	A	Count	34	14	6	2	56
		% within experience	85.0%	93.3%	100.0%	100.0%	88.9%
	B	Count	6	1	0	0	7
		% within experience	15.0%	6.7%	.0%	.0%	11.1%
Total		Count	40	15	6	2	63
		% within experience	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8-1: Types of type A personality with regard to managerial work experience

		Managerial work experience				Total		
		Less than 5 years	6 to 10 years	11 to 15 years	Higher than 16			
Tip A	Impatient	Count	5	0	0	0	5	
		% within experience	14.7%	.0%	.0%	.0%	8.9%	
	Involved with the Job	Count	11	5	3	1	20	
		% within experience	32.4%	35.7%	50.0%	50.0%	35.7%	
	Hardworking competitive	Count	18	9	3	1	31	
		% within experience	52.9%	64.3%	50.0%	50.0%	55.4%	
	Total		Count	34	14	6	2	56
			% within experience	100.0%	100.0%	100.0%	100.0%	100.0%

Because most managers are type A personality who has a record of less than 5 years are 85.0% and among these, most of them 52.9 % are competitive with hard-working type. Managers who are impatient with impatient behavioral all types of work experience are less than 5 years. People with type B personality that has worked less than 10 years.

As the results indicate that most general managers, 87.9 % in all fields have a type A personality. among the various fields of type A are more people who are related to the field of humanities from the types of personality Type A; type impatience and impatient in science and engineering, agriculture, veterinary. Item not found but more people in jobs related to the type of behavior involved with the Job science disciplines are human. Type of competitive behavioral in hard-working managers, human subjects and then most of the engineering sciences are included. Total 12.1% of people with personality type B, are most of the basic sciences, social sciences and veterinary medicine are.

Table 9: Personality types according to degree

		Educational field								Total
		Science	Experimental Sciences	Humanities	Technical - Engineering	Architecture	Veterinary	Agricultural		
Personality	A	Count	10	6	15	11	2	4	3	51
		% within course	83.3%	85.7%	88.2%	100.0%	100.0%	66.7%	100.0%	87.9%
	B	Count	2	1	2	0	0	2	0	7
		% within course	16.7%	14.3%	11.8%	.0%	.0%	33.3%	.0%	12.1%
Total	Count	12	7	17	11	2	6	3	58	
	% within course	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table 9-1: type A personality types according to degree

		Educational field								Total
		Science	Experimental Sciences	Humanities	Technical - Engineering	Architecture	Veterinary	Agricultural		
TipA	Impatient	Count	0	2	2	1	0	0	0	5
		% within course	.0%	33.3%	13.3%	9.1%	.0%	.0%	.0%	9.8%
	Involved with theJob	Count	5	1	5	4	1	1	1	18
		% within course	50.0%	16.7%	33.3%	36.4%	50.0%	25.0%	33.3%	35.3%
	Hardworking competitive	Count	5	3	8	6	1	3	2	28
		% within course	50.0%	50.0%	53.3%	54.5%	50.0%	75.0%	66.7%	54.9%
Total	Count	10	6	15	11	2	4	3	51	
	% within course	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

5. RESULTS AND RECOMMENDATIONS

Given that most managers are having a personality type (87/5 %) and this is the type of personality types. Type of personality characteristics that are impatient and intolerant with this type have the lowest number of managers: anxious and eager to work - impotent in careful listening to people talk - unable to wait for others to complete the work, communication skills for managers is very important. Most of them are competitive, hard-working people with the type of behavioral, including their characteristics: Hardened, precision, competition is high. This feature is very suitable for the growth and organization goals and prosperity and create innovations in the organization and a number of other managers who have the personality type of jobs are involved with features such as: Main focus on jobs, jobs, live with, concerns have much in their jobs, are submerged in their jobs. These characteristics are appropriate for. But some of them are harmful for the individual and those around him and they must spend much time from their family and personal time to work that certainly works for themselves and their families in the hand. Best feature is that they focus on their jobs and can be coordinated and aligned to your goals with organizational goals. There is an organizational psychologist and highly effective organization is needed. He should affect the character of manager the type b and type them impatient and intolerant toward the hard-working character and stuck with the jobs competitive. Relations between managers and employees to work on the organizational problems they solve. It can be stressful for people with personality type B in the parts used in the organization. Managers because of their administrative tasks that need to have planning and control and spend most of their activities to these can be worked simultaneously to multiple but that is not the multiplicity of activities which cause disturbance and other activities to do and arrears.

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