

The Relationship between Irrational Thoughts and Personality Types A & B with Occupational Satisfaction of Kermanshah Teachers

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ABSTRACT

The purpose of this study was to determine the relationship between irrational thoughts and personality types A&B with occupational satisfaction of high school teachers in Kermanshah. Statistical universe of this study 740 persons of high school teachers in Kermanshah. The samples of this study 260 persons were selected by cluster random sampling method, then answered to joonzirrational thoughts questionnaire (1968), Bortner A&B personality types (1969) and Minesoota occupational satisfaction (1967). Multivariate analysis of variance, regression, correlation, independent t and Qi-2 was used to analysis of data. The acquired data of the present study showed that there was a significant correlation between irrational thoughts aspects including expectation of being confirmed by the others ($r=0/161$), much expectations ($r=0/183$), reaction with frustration ($r=0/122$), worry associated with anxiety ($r=0/184$), avoidance from problem ($r=0/152$), dependence ($r=0/173$) with occupational satisfaction of teachers. Their correlation coefficient was significant at level 0/05. Therefore there was a positive significant relationship among them. However we could conclude that were no significant relationship between the other irrational thoughts aspects including self-blame, emotional irresponsibility, insolvency against changings perfectionism with occupational satisfaction of teachers. There was a significant relationship between the level of irrational thoughts with personality type A&B. Therefore the hypothesis was accepted and table t equals to 0/930, 0/932 and 0/896 orderly and $p>0/05$ which is significant at level 0/05. There was significant difference between personality type and occupational significant. Therefore, the hypothesis wasn't accepted (confirmed) i.e the persons with less occupational satisfaction, show A personality type. The table t (2/12) and degree freedom (258) which is more than the table t (1/98) and $P<0/05$ is significant at level 0/05. The data showed that there was a reciprocal relationship between irrational thoughts and personality types A&B.

KEYWORDS: Irrational thoughts, teacher, personality types, occupational satisfaction.

1. INTRODUCTION

Occupational satisfaction is recognized as a kind of person affective adjustment with job and its conditions including two aspects, cognitive and behavioral aspects. The cognitive aspect indicates personnel opinions (beliefs) about occupational situation and the behavioral aspect is indicator of person behavioral inclination toward his/her job. The cognitive aspect shows more validity than behavioral aspect because it has more relationship with person's attitude [1]. Frost & Willson stated that personal features affect occupational satisfaction strongly. In the other word we should pay attention to personality and individual features of persons to study (survey) occupational satisfaction. Personality types A & B are recognized as personality features of persons, each of them show their specific features. Persons with A type are very competitive, impatient, and aggressive and feel much pressure. They are very punctual and eat, walk and talk quickly. They try to control group discussions. They have problem in disturbing power. Therefore they consult with the others about job responsibility insufficiently. Therefore increase the serve of their job. When defeat in one thing, search a negative critic to adjust themselves. Persons with A type work fast than the persons with B type, use occupational situations, avoid from tedium, and show creative and variety behaviors in their jobs, they often lose their jobs and show good reaction and performance [2]. In contrast, persons with B type don't emphasize upon job nature. They are obedient, patient and mild and don't show some actions for acquiring occupational promotions. In total, they are easy, uncompetitive and cool (sedate), and overcome on problems simply

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[3]. Irrational thoughts are the other factors which affect upon persons occupational satisfaction. The cognitive attitude has concluded that person's thoughts are effective upon his/her behavior. Thinking has some dimensions. One dimension of it is irrational thinking. Ellis defines irrational thoughts no accident can't result in psychic distress naturally because all stimulus and accidents are interpreted by mind. On the basis, emotional problems are originated from interpreting and processing information from stimulus and accidents by ineffective thoughts and beliefs [4]. Therefore, the purpose of the present research is to study the relationship of occupational satisfaction with personality features and the kind of teachers thinking's and also to determine the effectiveness of the kind of teachers thinking's and personality upon their occupational satisfaction.

MATERIALS AND METHODS

The present study is a correlation. Statistical universe of this study 740 persons of high school teachers in Kermanshah. The samples of this study 260 persons were selected by cluster random sampling method, then answered to Joonz irrational thoughts questionnaire (1968), Bortner A&B personality morphies (1969) and Minesoota occupational satisfaction (1967). Joonz irrational thoughts questionnaire. The IBT test of the 10 scales and each scale consists of 10 questions. Overall, each of which is composed of 100 questions. Jones 1969, using the be seen retest reliability of test %92 and thereliability of the subscales of ten from %66 to %80 and the mean of all subscale reliability %74 [5]. Bortner A&B personality types questionnaire contains 14 pairs of each of the two sides, behavioral and other special shape A shape B is reflected. Continuum of values is 1 to 7 of 1 (characteristic morphological behavior B starting and 7 behavioral characteristic morphology A) leads [6]. The research by Smith Galachr and to determine the validity and reliability have been Bortner questionnaire, reliability and validity, %84, %78, calculated [6]. Minesoota occupational satisfaction This questionnaire is a 20 material from the long form questionnaire selected. Reliability was calculated by Cronbach's alpha for this scale is obtained by Weiss %97 [7].

RESULTS

The resulting's of statistical analysis for existing hypothesis are:

Table1: Descriptive indicators of irrational thoughts aspects (elements)

	Number	Mean	Standard deviation	Variance
Expectation of being confirmed by the others	260	27.6154	7.62072	58.075
much expectation	260	31.6846	7.27723	52.958
Self-blame	260	51.1539	78.56158	344.532
reaction with frustration	260	27.9769	18.56158	37.737
Emotional irresponsibility	260	44.3000	6.14304	323.176
Worry with anxiety	260	32.7385	5.98719	35.846
Avoidance from problem	260	31.5769	5.61282	31.504
Dependence	260	30.7731	5.54226	30.717
Insolvency against changing	260	29.7654	5.58635	31.207
Perfectionism	260	33.9923	5.63771	31.784

As it is clear from the above table: The rate of expectation confirmed by others mean equals to 27/61, standard deviation 7/62 and variance is 58/07. The rate of much expectation mean is 31/68, standard deviation 7/27 and variance is 52/95. The rate of self-blame mean is 51/15, standard deviation 18/56 and variance is 344/53. The rate of reaction with frustration is 27/97, standard deviation 6/14 and variance is 37/73. The rate of emotional irresponsibility mean is 44/30, standard deviation 17/97 and variance is 323/17. The rate of worry with anxiety mean is 32/73, standard deviation 5/98 and variance is 35/84. The rate of dependence mean is 30/77, standard deviation 5/54 and variance is 30/70. The rate of insolvency against being changed mean is 29/76 and standard deviation 5/58 and variance is 31/20. The rate of perfectionism mean is 33/99, standard deviation 5/63 and variance is 31/78.

Table2: The descriptive indicators of occupational satisfaction.

	Number	Mean	Standard deviation	Variance
Existing data	260	54.8769	16.39640	268.842
Desirable data	260	96.5192	26.15095	683.872
The difference between two existing and desirable state	260	-42.5692	30.54295	932.872

As it is clear at below table: The rate of is existing state mean is 54/87, standard deviation 16/39 and variance is 268/84. The rate of desirable state mean is 96/51, standard deviation 26/15 and variance is 683/78. The rate of difference mean between existing and desirable states is 42/56, standard deviation 30/54 and variance is 932/87.

Table3: The descriptive indicators for personality morphies A & B.

	Number	Mean	Standard deviation	Variance
Personality morphy A	260	88.07	15.105	228.146
Personality morphy B	260	38.98	12.319	151.760
Total score of personality morphy	260	59.75	27.170	738.227

As it is clear at below table, the rate of A personality type mean is 88/07 standard deviation 15/10 and variance is 228/14. The rate of B personality type mean is 38/98, standard deviation 12/31 and variance is 151/76. The rate of total score mean for personality type is 59/75, standard deviation 27/17 and variance is 738/22.

Hypothesis Test

Hypothesis1: There is significant relationship between the level of irrational thoughts and occupational satisfaction.

		sum of square	degree of freedom	mean squares	f	significant level
The expect of being confirmed by other	intergroup	281.645	1	281.645	4.923	.027
	intragroup	14759.893	258			
	total	15041.538	259			
much expectation	intergroup	164.932	1	164.932	3.140	.078
	intragroup	13551.206	258	52.524		
	total	13716.138	259			
Self-blame	intergroup	43.114	1	43.114	.126	.723
	intragroup	88603.024	258	343.423		
	total	88646.138	259			
reaction with frustration	intergroup	46.080	1	46.080	1.225	.269
	intragroup	9704.166	258	37.613		
	total	9750.264	259			
Emotional irresponsibility	intergroup	14290.387	1	14290.387	46.535	.000
	intragroup	79229.752	258	307.092		
	total	93520.138	259			
Worry with anxiety	intergroup	28.000	1	28.000	.771	.381
	intragroup	9369.784	258	36.317		
	total	9397.785	259			
Avoidance from problem	intergroup	24.204	1	24.204	.705	.402
	intragroup	8851.684	258	34.309		
	total	8875.888	259			
Dependence	intergroup	.325	1	.325	.011	.917
	intragroup	7708.537	258	29.878		
	total	7708.862	259			
Distress against being changed	intergroup	21.348	1	21.348	.683	.409
	intragroup	8061.340	258	31.246		
	total	8082.688	259			
Perfectionism	intergroup	20.355	1	20.355	.647	.422
	intragroup	8107.112	258	31.423		
	total	8127.466	259			
Unlogical thoughts	intergroup	18429.415	1	18429.415	8.424	.004
	intragroup	564412.046	258	2187.644		
	total	582841.462	259			

By regarding above table we conclude that there is significant relationship among the expectancy of being confirmed by others, much expectations, emotional irresponsibility and unlogical thoughts ($P < 0/05$). The table f is 4.92 , 3.14, 46.33 and 4.82 orderly. There is significant relationship among irrational thoughts level, the expectancy of being confirmed by others, much expectations, emotional irresponsibility with occupational satisfaction.

However there is no significant relationship among self-blame, reaction with frustration, worry with anxiety avoidance from problem, dependence, distress (insolvency) against being changed, perfectionism with occupational satisfaction at level $P > 0/05$.

Hypothesis2: There is significant relationship between irrational thoughts level with personality types A & B.

Group		Number	Mean	Standard deviation	t	Degree of freedom	Significant level
The expectancy of being confirmed by other	B	147	28.54	7.957	2.242	258	0.026
	A	113	26.42	7.014			
much expectation	B	147	32.39	7.847	1.802	258	0.073
	A	113	30.76	6.377			
Self-blame	B	147	52.71	19.766	1.789	258	0.075
	A	113	48.58	16.507			

According to the above table, we can conclude that the table t equals to 0/930, 0/932 and 0/896 orderly, $P > 0/05$ with significant level 0/5. There is a significant relationship between the level of irrational thoughts with personality types A & B. Therefore, the hypothesis is confirmed.

Hypothesis 3: The rate of irrational thoughts for teachers with occupational dissatisfaction is more than teachers without it.

Table 11: The relationship between logical thoughts and occupational satisfaction

Group	Number	Mean	Standard deviation	t	Degree of freedom	Significant level
Occupational dissatisfaction	150	45.62	25.086	2.902	258	0.004
Occupational satisfaction	110	52.20	24.116			

It is clear from the above table that the table t equals to 2/90, degree of freedom is 258 which is more than the table t(1/98) and $P > 0/05$ with significance level 0/05. There is significant difference between logical thoughts and occupational satisfaction. Therefore, the hypothesis is confirmed. That is, the rate of irrational thoughts for teachers with occupational dissatisfaction is more than teachers without it.

Hypothesis4: Persons with personality type A indicate (show) little occupational satisfaction than persons with personality type B.

Table12: The relationship between personality type and occupational satisfaction.

Group	Number	Mean	Standard deviation	t	Degree of freedom	Significant level
Occupational dissatisfaction	130	45.62	25.086	2.124	258	0.035
Occupational satisfaction	110	52.20	24.116			

We can conclude that the table t equals to 2/12, degree of freedom is 258 which more than the table t(1/98) , $P < 0/05$ with significance level 0/05.

There is significant difference between personality type and occupational satisfaction. Therefore, the hypothesis isn't confirmed. That is, persons with little occupational satisfaction have personality type A.

DISCUSSION AND CONCLUSION

In this study, after the data collection and statistical methods appropriate to there search hypotheses, the following results were obtained:

1. there is a positive significant relationship between the items of irrational thoughts (including expectation of being confirmed by others, much expectations, reaction with frustration, worry with anxiety, avoidance from problem) with occupational satisfaction of teachers.(The correlation coefficient is significant at level 0/05). However, there is no significant relationship between the other items such as self-blame, emotional irresponsibility, insolvency against being changed, perfectionism with occupational satisfaction. (the correlation coefficient isn't significant at level 0/05)that the findings are consistent with results[8].

2. There is significant relationship between the level of irrational thoughts with personality type A & B. As the research results show, persons with Friedman & Roozenman morphology, type A and type B, have different irrational believes. Persons with type A try to succeed in all aspects of their life and don't accept failure. Therefore, persons with typeA have irrational believes [9].

3.The other results that persons with personality type A show little occupational satisfaction that persons with personality type B.[10 ,11,12] showed that teachers with personality type B have more security sensation and occupational satisfaction than teachers with personality type A.

The results of this study indicate those teachers' thinking and personality impact on job satisfaction.

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