

SURVEY ON THE RELATION BETWEEN ONE'S CAREER CHOICE AND PERSONALITY

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Abstract:

Current economic and social activities require the presence of competent, stable, efficient and well-motivated human resources. Organizations are increasingly concerned with recruiting talented personnel highly competent in more particularized fields. Ensuring that is, in the authors' opinion, a target not only of employers but also of future employees.

A survey conducted by the MANPOWER Company on talent deficits shows that as the economic recovery process goes on, employers face higher difficulty in having job vacancies occupied in their companies despite the seemingly large number of candidates and the high rates of unemployment. In addition, it is thought that a reason why talent deficit cannot be made up for is related to the existing incompatibility between one's type of personality and employee training/position held.

The first step while building one's career is the good knowledge of one's self, along with an insight into one's interests and concerns.

Starting from this element, it is thought to be important to the youth to choose their careers – thus regarded as a vocational development and training process by means of the higher education system in relation to one's own interests.

The present paper envisages an emphasis of the connection between students' choosing an education pattern and students' personalities by applying the Holland Form.

Key words: *career, vocational interests, personality type, vocational profile, employer, employees.*

JEL Classification: J24.

1. Introduction

The important issue of human capital in an organization as a factor triggering nations' growth has always been the concern of famous specialists in the world such as Nobel Laureates or practitioners in the field such as: Friedman (the Nobel Prize in 1976), Schultz (the Nobel Prize in 1979), Mincer, Becker (the Nobel Prize in 1992), Stiglitz (the Nobel Prize in 2001), Krugman (the Nobel Prize in 2008). At present, in the context of knowledge-based society and creative economy to which all the EU member states and others tend as they are originally encouraged by the regulations of the Lisbon Strategy and, more frequently, by the regulations of the 2020 Europe Strategy, a nation's human capital acquires new values making up a genuine comparative advantage to the countries that invest in this respect (Dindire, 2012, pp. 316-326).

In such a context, organizations have defined new strategies for human resources helping them pursue certain adequate results with as few resources as possible, whereas regarding human resources, they define employment strategies for the talented personnel that is best suited to a position. Now more than ever it is important to acquire adjustable skills and to build mentalities focused on collecting new knowledge to allow individuals to successfully cope with positions that involve various responsibilities according to various departments as small businesses continuously struggle to keep themselves competitive and sustainable.

With these elements in the beginning, it is necessary for human resources to concentrate on choosing professions able to define their personalities as best as possible due to the opportunity of building solid, yet flexible, versatile careers.

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2. Stage of the Research

A career regarded as a dynamic framework where a person understands their lives in their entirety (Manolescu, 2002, pp.332) should be built so as to have a balance between what one professionally accomplishes and one's own personality, to create new opportunities, to define objectives and to reach them eventually. **Choosing one's own career depends on one's personal values, motivations, abilities and skills.** Any person has their own system of values and beliefs that one regards as important from the moral perspective, so that one may reject certain jobs that do not meet one's requirements.

Finding an ideal job does not mean the end of one's professional life but, on the contrary, it is a true beginning, the beginning of one's professional career. At this moment onwards, an individual is expected to prove he/she is available to the organization where he/she holds a position (Pănoiu, 2010, pp. 46).

For this endeavor to be fulfilled, it is important one should know one's own personality and choose a career starting from what one is. It shall help one be more motivated, get more involved in organizational activities, prove one's loyalty to the policies set by employers.

3. Research Methods

The accomplishment of this paper has required the following research methods: quantitative method (the Holland Form.); qualitative method based on analyzing and stating various in-field published issues; and a case study to collect and assembly the data and information in an accurate way.

Investigating vocational concerns has taken place in accordance with the Holland Form about one's interests, made up of 120 questions describing different types of activities and skills, grouped under 6 categories corresponding to 6 personality types described by the authors, namely: realistic (leader), artistic (aesthetical), social, enterprising, conventional and inquisitive (intellectual). Setting a specific, dominant personality type has been done following two criteria: the average of final points and the frequency of rankings held by each of the six personality types within the structure of an interest pattern (the types ranking the first and the second according to points).

The following hypothesis has been stated in the current circumstances: let us suppose the specialization chosen by Master Degree candidates, namely Human Resources Management, suits personality profiles S (social) and E (Enterprising).

The aim of this research is to outline how important knowing students' interests is when generating students' choices when it comes to the continuation of their studies.

The primary goal of this research is to build the interest profiles of people subject to analysis and to compare the former in order to spot the differences.

Its secondary goals include: highlighting personality types – vocational interests subject to analysis namely the *realistic, intellectual, artistic, social, enterprising, conventional types* and their variants; identifying the connection between the vocational interests of respondents and their selected specializations.

The present work aims at proving that the specialization choices of Master Degree candidates largely depend on their vocational interests which make up an expression of individual personality.

4. Data Analysis and Research Conclusions

Social and Economic Features of Respondents

For this survey to be conducted, its respondents have been 20 first-year Master Degree candidates of the Human Resources Management Specialization at "Constantin Brâncoveanu" University, the Faculty of Management-Marketing in Economic Affairs,

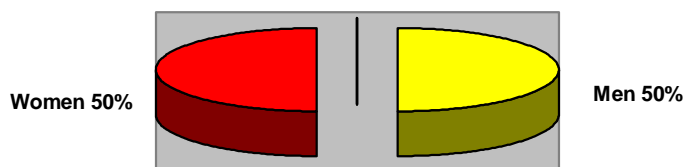
Rm. Vâlcea. The respondents' ages vary between 20 and 47 years old, women and men. Therefore, they have been asked to take part in a survey and they have been announced all their data shall be confidential and used in specialized research.

Table 1. Features of Respondents

Category	Features	No.	%
Gender	Men	10	50
	Women	10	50
	Total	20	100
Age	over 40 years of age	5	25
	31-39	3	15
	20-30	12	60
	Total	20	100
Marital status	Married	8	40
	Single	12	60
	Total	20	100
Graduate studies	Business	13	65
	Technical	3	15
	Others	4	20
	Total	20	100

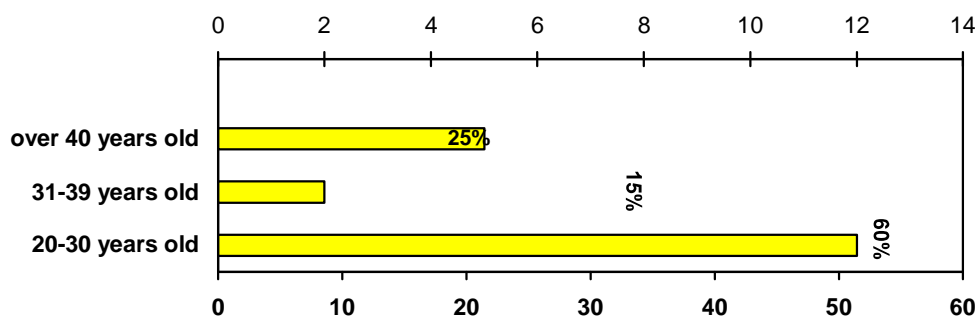
Figure 1 shows that 50% of the respondents are male and the other 50%, namely 10 respondents, are female.

Figure 1. Share of respondents by genders



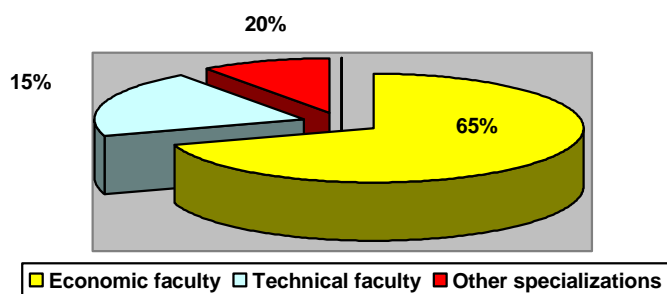
Taking account of demographic characteristics, the respondents were divided into three age groups: between 20 and 30 years old - 60% of the respondents (12 people), 31-39 years old have been 15% of the respondents (3 people) and 25% aged more than 40, namely 5 people.

Figure 2. Share of respondents by years of age



As far as the respondents' educational levels are concerned, it is important to mention that 65% of them have completed Economic studies (12 people), 3 people, that is 15% are graduates of technical faculties whereas the remaining 20% have graduated from other specializations.

Figure 3. Share of respondents by studies completed



Another feature of respondents is marital status: 40% of them are married and 60% are single.

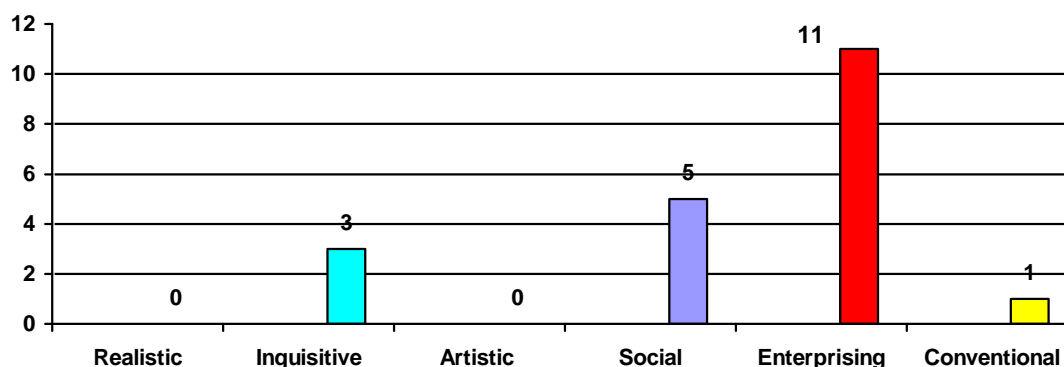
Processing the information has led to the following results:

Table 2. Results on Personality Types

Personality types	Number of respondents
1. Realistic	0
2. Inquisitive	3
3. Artistic	0
4. Social	5
5. Enterprising	11
6. Conventional	1

Table 1 and Graph 1 show that type E (Enterprising) is the most common which means the respondents' preference to using communication skills, acquiring leadership skills, becoming persuasive, being able to relate to others. Moreover, the type envisages the development of certain activities involving initiatives, sales, business operations.

Figure 4. Classification of resulting personality types



According to Figure 4, one can notice that 5 respondents have preferred type **S (Social)** which means they have communication, interpersonal skills; they socialize, they are outgoing; they dislike manual, technical activities which require the use of materials.

Three respondents have chosen type **I (Inquisitive)** which means they have mathematics-related skills, they are analytical and they do not like rules.

Only one respondent has chosen type **C (Conventional)** namely the person prefers to be a subordinate, likes orderly activities, systematization of data and information; the person has secretarial, mathematical skills. The person is careful with details. It can be seen that type **R (Realistic)** and **A (Artistic)** have not been indicated by any respondent.

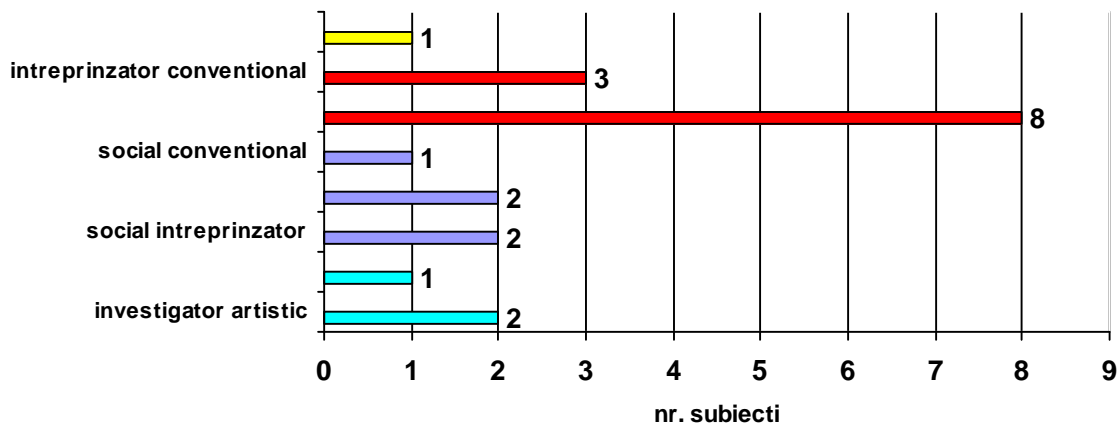
Correlating the results has led to the following variants of personality types as shown in Table 3 and Figure 5:

Table 3. Variants of Resulting Personality Types

Variants of personality types	Code	Number of respondents
Inquisitive	-Inquisitive and Artistic	2
	-Inquisitive and Social	1
Social	-Social and Enterprising	2
	-Social and Artistic	2
	-Social and Conventional	1
Enterprising	-Enterprising and Social	8
	-Enterprising and Conventional	3
Conventional	-Conventional and Enterprising	1

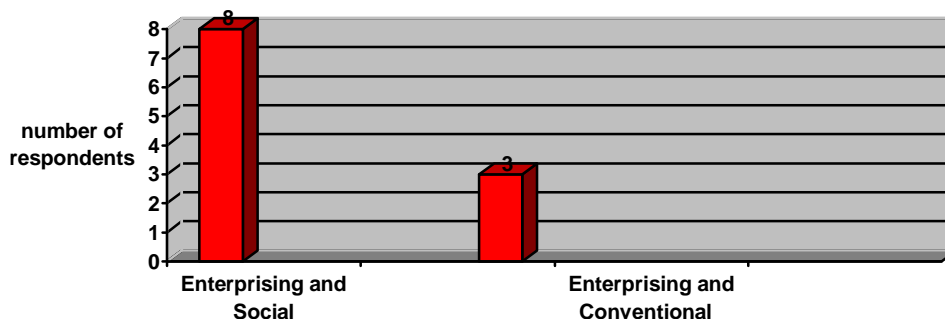
The dominant personality type typical of the Master Degree candidates of the Human Resources Management Specialization as seen in Table 3 and Figure 5 most frequently occurring in the interest patterns of this category is **E (Enterprising)** with the following variants: **E-S; E-C** followed by type **S (Social)** with variants **S-E, S-A, S-C**. The **I (Inquisitive)** type ranks the third with variants **I-S, I-A**.

Figure 5. Variants of resulting personality types



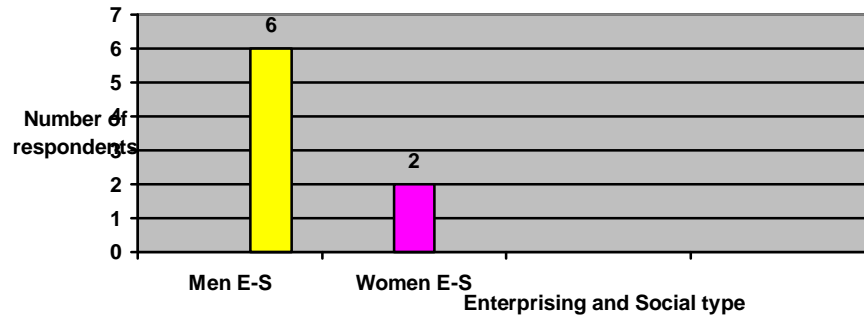
A) By considering **E (Enterprising)**, the most common type, the following variants have resulted: **E-S; E-C**.

Figure 6. Variants of the E (Enterprising) type



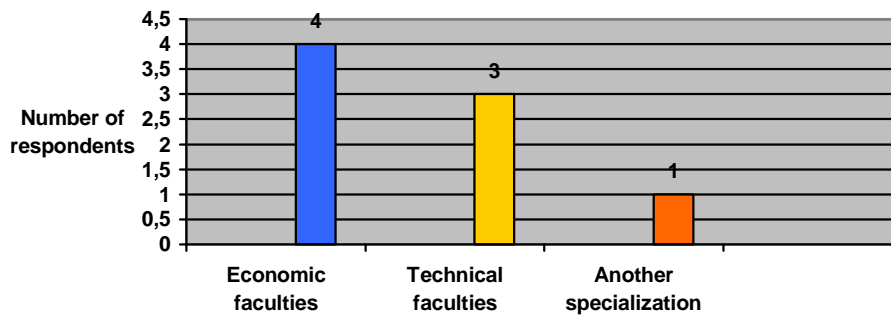
1. In terms of the **E-S** variant (**Enterprising and Social**), it can be noticed that 6 of 8 respondents are male and 2 are female (Figure 7).

Figure 7. Gender classification of the E-S (Enterprising and Social) type



The three of the six male respondents have graduated from technical faculties, one has completed other specialized studies and the remaining two have studied at faculties of economics (Figure 8). The two female respondents have graduated from economic faculties. It can be seen that the economic graduates have an **E-S (Enterprising and Social)** profile, which means they have a bias to activities in the fields of sales, management, social services. **One's profile does not correspond to one's educational training but it does correspond to the Master Degree specialization one has chosen.**

Figure 8. Classification by type of faculty studies completed by an Enterprising and Social type of person

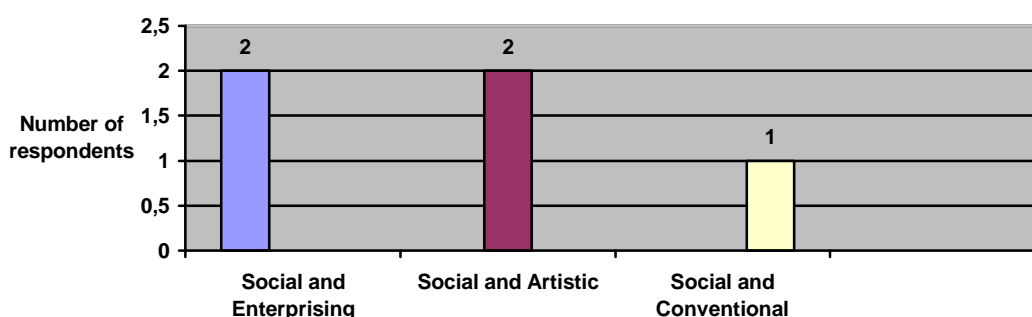


2. Three Master Degree candidates have shown their preference to the **E-C (Enterprising-Conventional)** variant which shows their bias to activities in the fields of management, sales, data analyses, administrative activities. Two of these people are female and one is male and the three of them have graduated from economics faculties.

B) In terms of the **S (Social)** type, there are the following variants:

- **S-E (Social and Enterprising):** 2 respondents, one female graduate of a different specialization and one male graduate of economic studies;
- **S-A (Social and Artistic):** 2 female respondents that have graduated from a different specialization;
- **S-C (Social and Conventional):** 1 female respondent who has completed economic studies.

Figure 8. Variants of the S (Social) type

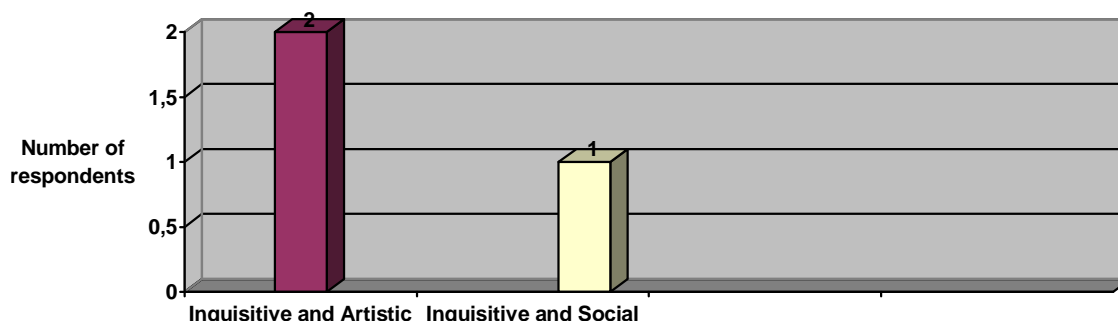


A **Social and Enterprising** profile belongs to a person who prefers activities related to social services, management and sales. The **Social and Artistic** type prefers social services, educational work, music, shows, whereas a **Social and Conventional** type is someone who likes social, administrative or management activities.

C) The **Inquisitive** type has brought about the following variants according to Figure 9:

- **I-A (Inquisitive and Artistic)**, 2 male respondents that have both graduated from economic specializations;
- **I-S (Inquisitive and Social)**, 1 female respondent who has completed economic studies.

Figure 9. Variants of the I (Inquisitive) type



An **Inquisitive and Artistic** person prefers the fields of science, medicine and dentistry, literature and arts, whereas an **Inquisitive and Social** person likes the fields of mathematical sciences and social services.

D) The **C-I (Conventional-Enterprising)** variant has resulted for the **C (Conventional)** type, with only one female respondent who has graduated from an economic specialization. She prefers activities related to data analyses, administrative and management activities.

5. Conclusions

The authors believe that choosing a career and implicitly choosing certain studies are the expression of one's personality.

The members of the same activity field or specialization analyzed have different personality types. As the research shows, it can be seen that the dominant profiles are Enterprising and Social, which brings one closer to the initial hypothesis of this paper, specifying that an Enterprising predominant type justifies the specialization chosen by

respondents, namely Human Resources Management and an Enterprising person prefers activities related to leadership and sales. Yet, what does not fully confirm the authors' hypothesis are the Inquisitive and Conventional types that mostly characterize a Realistic personality type.

Social facts prove that the labor market accepts only people that do whatever best suits their choices and that is why it is recommended one should choose an environment and a vocation able to help them practice their skills, competences and values, settle matters and play proper roles.

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