

**Predictor occupational stress with use of personality type such as introversion, extroversion, sensing, Intuitions, feeling , thinking, perceiving and judging among of the Bank staff in Iran.**

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**Abstract:** The current research is aimed to analyze the relationship between Myers - Briggs personality types and occupational stress among the statistical society including all the bank staff in Iran from the Tehran City bank that working in the year 2011. For this purpose, by the help of multistage cluster sampling , 300 individuals were randomly chosen. This research is of solidarity type and for gathering the data, responds from Myers - Briggs and Philip L. Rice tests were used to evaluate the level of occupational stress of employees. For statically analysis of data, descriptive statistics including setting the data table, calculating the mean value, standard deviation, etc. and for hypothesis tests, inferential statistical methods including Pearson correlation coefficient. Findings demonstrated that there is a significant relationship between Myers - Briggs personality types and occupational stress and by a %99 certainty this assumption is proved.

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**Key words** personality types, occupational stress, Bank staff

### Introduction

Psychology is a advanced science which focuses on a scientifically analysis of people. People have different personalities; according to these individual differences, they express different acts. Personality has several definitions and theorists introduce various viewpoints about the nature of personality of human beings. In a general definition, personality can be defined as a durable and unique set of features in an individual which can vary in different situations (1). Each individual's personality is unique, i.e. aside from the similarity that exists between people; every human being has unique features that differentiate him/her from others. Various perceptions of the concept of personality present that as the time passes, the concept of personality have gone beyond its former visual and social appearance, and personality currently refers to a substantial and sustained process of each individual (2). In Jung's perspective, a great deal of our conscious perception and reactions to our environment is determined by opposite introversion and extraversion mental attitudes. After recognizing various types of extraversion and introversion, he considered another integrated distinction between individuals according to which he called the psychological functions. These functions point out the different ways and contradictory understanding of the real world outside and the inner world of our mental. Jung knows the four mental functions as: Sensing, intuition, thinking and feeling (3). Having different personality types raises different job requirements, and on the contrary, having a job and a source of income is one of the needs, concerns and individual programs to those who have passed their

childhood. Being employed demonstrates maturity and being an adult through which each individual, indeed, can illustrate his capabilities and skills and consequently, figure out his deficiencies. Huland has based his theory on two important factors: 1) The choice of career and job depends on personality type. 2) The choice of career and job has a direct relation with individual attitudes and tendencies. Whenever people are not placed in their places according to their capabilities and personality type, they face numerous problems in their work field (4).

Developments in personality psychology over the past twenty years suggest that people can be characterized in terms of their dispositional qualities and that applied psychologists can take advantage of this information in ways that have significant consequences for employee selection, training and development and organizational effectiveness.(2008 per profiles)

Placing individuals into productive teams is one of the most important activities of any educational or business environment .

In his classic book Psychological Types, the Swiss psychiatrist Carl Jung (1923) described in detail the systematic ways in which people differ. Jung believed that conscious mental activities could be placed in one of four categories: sensing, intuitive, thinking, and feeling .He provided a model that helps us understand the different ways people perceive information and make judgments. The MBTI, developed in early 1950s by Katherine Cook Briggs and Isabel Briggs Myers ,was designed to make Jung's theory more explicit and practical in its application to

people 's everyday lives. Since its publication in 1955 ,the MBTI has been increasingly used in the education, counseling ,business ,government and religious communities (5). Campbell and Davis (1988) reported that more than 1,100 dissertations, theses, books, and journal articles have been published on the MBTI. The MBTI is currently the most widely used inventory of psychological types in the world (6). The MBTI measures preferences on four dimensions, which have been described by Hirsh and Kummerow (1989) .They, classify the four dimensions as: 1.Energizing : How and where you get your energy 2.Attending :What you pay attention to when you gather information 3.Deciding : What system you use hen you make decisions . 4.Living : What type of life you will adopt. The second and third categories refer to the mental powers or cognitive dimensions and are often considered the two most important dimensions. The first and fourth categories refer to attitudes. They describe where we gain our energy and how we deal with the outside world. Each dimension has two poles. 1. The first dimension, Energizing refers to a person's 2. orientation toward the world. The two poles of this dimension are introversion and extroversion. Extroversion describes an attitude in which attention is drawn out toward objects an people .Extroverts tend to 1. draw energy from the external world of people and things. They prefer to communicate by talking and they 2. often process information verbally. Introversion describes an attitude in which attention is drawn toward the inner world of ideas. Introverts tends to draw energy from the internal world of ideas, emotions, and impressions. They tend to process information inside their heads. Whereas extroverts often act without thinking, introverts often think without acting. The second dimension, Attending , refers to how a person perceives information. The two poles of this category are sensing and intuitive. A sensing person tends to perceive observable facts through the five senses. An intuitive person perceives information based on the meaning relationships, or possibilities beyond the information gathered through his or her senses. Sensing persons are often described as being more practical whereas intuitive individuals are described as being more innovative. Keirsey and Bates (1978) reported that the perceiving dimension is the source of the most "miscommunication, misunderstanding, vilification, defamation, and denigration". The third dimension, Deciding, refers to how a person makes decisions. The two poles of this dimension are feeling and thinking. Feeler tends to be very attuned to their own feelings and the feelings of others. They base their decisions on what is important to themselves and others. Thinkers on the other hand ,base their decisions on an objective, impersonal ,and logical analysis of a situation. They are often focused on cause-effect relationships and seek an

objective standard of truth. The last dimension of the MBTI, Living, refers to how one is oriented toward the outer world. The two poles of this dimension are judging and perceptive. Judgers are people who prefer to work in a linear, orderly method. They seek closure, tend to be organized, and want things settled. Those who prefer a perceptive experience would rather live a flexible, spontaneous life. They prefer to keep their options open and are often viewed as spontaneous. The four dimensions and the two poles of each, can be combined to identify 16 different types. the MBTI simply suggests one's preferences in dealing with the inner or outer world, perceiving information ,making decisions, and style with the outside world(7)

Occupational stress is a phenomenon addressing which is essential in order to maintain the physical and mental well-being and health of people and increasing the efficiency of various organizations. Occupational stress has a variety of sources that can be all divided up into two categories:

Individual factors and characteristics

Working factors and characteristics (8)

Jex & Beehr (1991) classified the reactions expressed by people dealing with stress as the following two elements:

Psychological reactions such as anxiety, anger, frustration, and job dissatisfaction

Physical reactions such as smoking, high blood pressure, and so on (9).

Ross & Altmaier believe that despite the difficulty of evaluation of the costs of occupational stress, one can achieve assured data about it. They also believe that if we look at this stress from the aspect of reactions shown by individuals regarding their employment conditions, we encounter data illustrating the impacts of common emotional and behavioral reactions with numbers and figures; for instance, alcoholism puts over two hundred million dollars on American industries annually. A mental illness such as depression that may be caused by occupational stress makes damages in forms of medical expenses and loss of working hours and production. Other costs resulting from stress, indeed, evaluate the effects of employees' performances at work, for example, absenteeism from work is estimated as a really costly problem. In fact, four percents of working hours are lost due to employees' absenteeism and the estimated financial loss is millions of dollars. Another effect of occupational stress is the destruction of close family members, particularly wives, children and other relatives that leads to loss of job opportunities and achievements and hurts the quality of life (10). Stress has a close relationship with lack of financial stability and working forces, especially the lack of financial security and its volatilities are among the factors affecting the occupational stress. Nowadays, the

economic volatilities exert various influences on global markets and industry, among which one of the most prominent impacts is on manufacturing centers, businesses, markets, and employees at lower levels centers and is a factor for the growth of occupational stress (11).

Cooper & Caret Wright (1996) also believe that each career is a potential environmental source of stress. One of the major types of stress, whose addressing seems of great importance today in order to provide welfare and physical and mental health to individuals and increase productivity in various organizations, is occupational stress. Ross & Altmaier have offered some classification in this field that includes six factors as: inner job, agents, communication in the workplace, career development, organizational factors, and the conflict between work and the house (12). In a survey carried out by Princeton Survey Research Association in 1997, servants have also been under occupational stress comparing the previous generation at a degree of three fourth. In 1992, one of the insurance companies of the US reported that 25% of servants know their job as the first factor resulting in stress (13). Occupational stress, depression, and familial crisis are the three major obstacles in organizations. National Mental Health Association knows stress as the source of more than 90% of diseases that costs the organizations a fortune (14). According to Health and Safety Executive's reports, almost half million people in Britain experience stresses resulted by their careers and this leads to lots of illnesses for them and the trend is still upward (15). Occupational stress has many physical symptoms for individuals. Being disposed to stress for a long period of time leads to numerous physical disorders, as a matter of fact, 70 to 80 percents of illnesses are related to stress like Cornell vascular damage, cancers, Migraines, and warts which all are the most associated with stress. Similarly, high level of stress in women causes Insomnia, wounds, and intense anxiety (16).

James and Ezdiv (2001) in a study done on investigators about occupational stress, job burnout and the roles of personality preferences came to this conclusion that there is a significant difference between introvert-extrovert, sensuous-intuitive, thinking-feeling and judging-considerate types. There is a positive and significant relationship between judging types and job burnout and on the other hand, there is a positive and significant relationship between occupational stress and job burnout. In this study, he came to this conclusion that occupational stress causes depression and affective deprivations(17). Kumar and Progason (2011) in a study titled "the effects of occupational stress on spiritual quotient" concluded that there is a negative significant correlation between occupational stress and

spiritual quotient. This means that differences in views influence occupational stress(18). Tomula (2011) studied the efficacy of the government's employees involved in other free jobs on occupational stress and reached this conclusion that the employees who had other job in addition to their own, enjoyed less stress than those having one job(19). Nina Popsky (2007) investigated personal differences and occupational stress. According to the experiments obtained, those above 50 years of age having more than two children, experience more occupational stress. In a word, there is a positive and significant correlation between age, marriage, parents, the number of children and occupational stress. In this study, sexuality and working hours didn't influence occupational stress(20). Charles etal (2010) studied personal differences and adaptation with occupational stress. He concluded that extrovert people, conscientious ones have more adaptability with stress and get along with that better. In a word, in tense situations, they control their feelings better and neurotics have the least possible amount of adaptability with stress(21).

The above cases arise from different problems which occur because of non-adaptability of the competencies and the personality type of the person with the intended job. As psychologists have conducted numerous studies in this regard since years ago, because of numerous problems which exist in fields related to occupational stress, , job non-satisfactions which all lead to the decrease of productivity in organizations, so, there will be new looks at the investigations concerning the relationship between personality types and occupational stress so that one can take one step further towards its improving using the suggestions made in advance and this study as well and in order that one can employ efficient and competent staff who are in the best conditions.

#### **Statistical society**

The studied statistical universe consists of: all the personnel of City Bank of the all city in Iran that are working in Tehran during 2011 year.

#### **Sample and sampling method:**

Since investigating all the occupational society members consist of all of the workers that work in banks in Iran, in this research one sample, that consists of 300 people of all the city bank personnel of Tehran's city, is selected randomly from the considered statistical universe. In this research the multi-stages cluster sampling method is used. At first it is selected from all the city in Iran that are located in Tehran then 15 bank are selected from (Meli,melat,saderat, keshavarzi and etc...), after this selection, 300 men and women staffs are selected randomly.

### Validity and reliability of the questionnaires

For investigating the relationship between personality types, the researcher has used the 88 questions of Myerz-Briggs and for measuring occupational stress; Philip al rice questionnaire (1991) has been used. Myerz-Briggs test has suitable validity and reliability being one of the most known tests in psychology, yet, this questionnaire has been done in Iran by Abdollahi (1376) and Jahanian (2006). For calculating the reliability, they have reported it at 0.5154 using Kranbach Alpha and for any of the dimensions of extroversion-introversion, sensuous-intuitive, thinking-feeling, judging-considerate, they reported respectively at the ranges of (0.33 to 0.67), (0.28 to 0.70), (0.39 to 0.74) and (0.39 to 0.78)(22).

Philip al Rice occupational stress test: this test contains 57 items which gives information about occupational stress. This has been translated and normalized in Iran for the first time by Hatami (1377). This questionnaire has three sub-scales of personal relations, physical condition and job interests. This questionnaire has high reliability and validity(23). The calculated reliability using Kranbach Alpha was 0, 89 and the rate of validity for the whole questionnaire was %921 and for the three sub-scales of personal relations, physical condition and job interests was respectively: %89, %88 and %88(24).

### Method of research

In this research the descriptive statistics methods (preparing the data table, drawing diagrams, calculating the mean, standard deviation and...) are used and to reply the research hypothesis the inferential statistics method is used that consists of Pearson correlation coefficient and multi variable regression. In this research the SPSS software is used for statistical calculations.

#### The research findings

In this study at first the research sample, and separate variables such as sexuality, organizational status and the academic documents are described. Then descriptive statistics (the mean, standard deviation and frequency tables) which are related to each of variables is presented by separating the sexual groups together with correlation coefficients between variables by separating the research hypothesis. Also the frequency of Mayors- Brig's sixteen personality types is determined in the sample group. To determine the relations between the personality types and occupational stress according the correlation and the research background of variables it enters the step by step regression analysis.

### Describing finding

The sample of current study consists of 300 persons of employees and managers with calculating

the amount of examinees fall and cases which are completed imperfect. The frequency distribution of sample group, by separating sexuality, education and organizational status (manager and employee), is presented in table(1) .In table (2), the amounts of standard deviation and the minimum and maximum of research variables are presented. It must be considered that at first the occupational stress together with its three subscales and at last the descriptive statistics of eight subscales in myerz-Brigg's type are presented. Also to determine the excessive high and low amounts for each of occupational stress and follow this the personality types which have these amounts the 25 and 75 percent points which are equivalent to the first and third quarters are calculated and are presented in the following. According the above mentioned table the mean of occupational stress (the range of 113 to 220) is 161.64 and its standard deviation is 19.64. The 25 and 75 percent point for this variable are 146 and 173 respectively that the frequency and the ratio of high and low amounts of occupational stress in 16 personality types are presented in the next table.

The mean and standard deviation of the occupational stress subscales are equal to 66.38 and 7.76 for interpersonal relations (the range of 45-95), 56.38and 11.48 for physical status (the range of 25-95) and 39.24 and 6.22 for occupational interests (the range of 26-63) respectively.

The mean of Myerz-Briggs group subscales are equal to 18.19 for extroversion (the range of 3-31), 15.07 for introversion (the range of 2-31), 14.98 for sensory (the range of 5-24), 10.25 for intuitive (the range of 2-19), 17.17 for thinking (the range of 3-27), 7.30 for feeling (the range of 0-16), 18.98 for judging (the range of 3-28), and 9.06 for perceiving (the range of 0-27). In the next table the frequency of personality types are determined which have the high amounts of occupational stress and the ratio of them are presented in table( 2) regarding the amounts of frequency. For example, the first type, regarding that it consists 98 individuals of 300 samples, has 17 persons with the occupational stress more than 75<sup>th</sup> hundredth (173) that indicates 17 percent of individuals in this personal type has high amounts of occupational stress.

Considering the research hypothesis hypothesis of the research

### 1) There is a significant correlation between the personality types and occupational stress.

Regarding table(3) it is observed that correlation between the personality types and occupational stress in 0.01 levels is meaningful as the amount of observed correlation (0.22) is greater than the critical amount of 0.14 with the freedom degree of 298. Consequently with 99 percent confidence there is a significant correlation between the personality types and

occupational stress, as it is observed this correlation is direct so by moving toward the ending types of the spectrum (INTJ · INTP · INFJ and INFP) the amount of occupational stress increases and it is expected that the initial types of the spectrum (ESTJ · ESTP · ESFJ and ESNP) tolerates the lower occupational stress than other types.

**2) There is a significant correlation between the personality types in the extroversion and introversion and occupational stress.**

Regarding that Myerz-Briggs questionnaire has 4 main subscales that each of them have two poles, the correlation coefficients are presented by separation of each scale and pole. In table 6-4, correlation of the first scale it means the preferential grade of the scale and two poles of introversion and extroversion (combination of introversion and extroversion grade) is presented separately.

Regarding the table (4), the preferential grade doesn't have a meaningful correlation coefficient with occupational stress and the observed amount (-0.05) is less than the critical amount of this coefficient (0.11) in 0.05 levels. But each of introversion (0.31) and extroversion poles (-0.29) has a meaningful and middle correlation coefficient with occupational stress. And the observed amounts are more than the critical amount (0.14) in 0.01 levels so with 99 percent confidence there is a direct and significant relationship between introversion and occupational stress and by increasing the personnel's introversion their occupational stress is increased too in contrast the reverse correlation between extroversion indicates that characters which have more and higher extroversion function live with lower occupational stress.

**3) there is a significant relationship between the personality types in sensory-intuitive domain and occupational stress.**

Table-6 Variables correlation in sensory-intuitive domain with occupational stress, Regarding the table (5) the preferential grade hasn't a significant correlation coefficient with occupational stress and the observed amount (-0.05) is less than the critical amount of this coefficient (0.11) in 0.05 levels. Also the intuitive pole hasn't a significant correlation coefficient (-0.11) with occupational stress and the observed amount is equal to the critical amount (-0.11) in 0.05 levels. In contrast the sensory pole has a significant correlation (0.14) with occupational stress. And the observed amounts are greater than the critical amount (0.11) in 0.05 levels so with 95 percent confidence there is a direct and significant relation between the sensory pole and occupational stress and by increasing the personnel's function their occupational stress is increased obviously.

**4 ) there is a significant relationship between the Myerz-Briggs personality types in feeling-thinking domain and occupational stress.**

Table (6) Variables correlation in feeling-thinking domain with occupational stress, Regarding table (6), the preferential grade has a significant correlation coefficient with occupational stress and the observed amount (-0.22) is less than the critical amount of this coefficient (-0.14) in 0.01 levels so by increase the preferential grade, the occupational stress will decrease. Also the feeling pole has a significant correlation coefficient (0.30) with occupational stress and the observed amount is more than the critical amount (0.14) in 0.01 levels so by 99 percent confidence by increase of the feeling function the occupational stress will increase too. In contrast the thinking pole has a significant and reverse correlation (-0.19) with occupational stress. And the observed amounts are less than the critical amount (0.14) in 0.01 levels so by 99 percent confidence there is a significant relationship between the thinking pole and occupational stress and by increasing the thinking function of personnel their occupational stress will decrease.

**5) There is a significant relationship between the Myerz-Briggs personality types in perceiving-judging domain and occupational stress.**

in interpersonal relations domain, Table (7). Variables correlation in perceiving judging domain with occupational stress in occupational interests' domain, Regarding table 19-4, it is observed that there is a significant correlation between the preferential grade of perceiving -judging and occupational stress in interpersonal relations domain and by increasing the preferential grade, the stress will decrease ( $r=-0.12$ ,  $p<0.05$ ). Also the perceiving pole has a significant and direct correlation with occupational stress in relations' domain ( $r=0.15$ ,  $p<0.01$ ) and by increase of the perceiving function the occupational stress in interpersonal relations domain will increase too. Also the judging pole has a significant and reverse correlation with occupational stress in interpersonal relations domain ( $r=-0.17$ ,  $p<0.01$ ) as by increasing the judging function the occupational stress in interpersonal relations will decrease.

In the table(8) illustration conclusions of variables that enters the step by step regression analysis with occupational stress and personality type for predict occupational stress.

**Conclusion and recommendation**

The expansion of technology and the advance of human civilization are spreading and this entails having people with better mental and physical health in

families and societies. On the other hand, in the expanse of this world, there are people with different personality types. These differences include all the peoples of the world up to a small family, meaning that personal differences are influential in knowledge, industry, commerce, personal, political cultural, social, relations, as result, paying attention to these differences and the way personality type influences job, is very important. Considering the importance of the presence of different personalities which create different performances in different social environments, the researcher in this study has studied the relation between different types of Myerz-Briggs with occupational stress of the employees of Iran Bank. The aim was to show what personality types have more occupational stress. In other words, the influence of personality types in working environments, by Yung, the famous Swiss psychologist, on stress was investigated. On the other hand, there is a positive and significant relation between introvert personality types and occupational stress. In contrast, inverse correlation between extroversion and occupational stress show that personalities with higher extroversion operations live with less occupational stress. Since introvert people have more tendencies to loneliness and their own selves, so they are more shy and their concentrations are mainly on themselves and their inside feelings and these all make them to experience more occupational stress, especially when these people have jobs which make them to have relations with other people like working in a bank. On the other hand, there is a positive and significant relationship between personality types of Myerz-Briggs and occupational stress. In the thinking-feeling aspect, with the increase of feeling performance, occupational stress increases as well. In contrast, the thinking aspect has the least amount of relation with occupational stress and by increasing the thinking performance of the employees, occupational stress decreases. Finally, between personality types of Myerz-Briggs in the sphere of considerate-judging, there is a significant relationship with occupational stress in the considerate sphere. The pole of "considerate" is directly and significantly correlated with occupational stress in the sphere of "relations" and with the increase of "considerate" performance, occupational stress increases in the sphere of "interpersonal relations" as well and with the increase of "judging" performance, occupational stress decreases in the sphere of "interpersonal relations". These results show the importance of selection and employment in banks or other working centers, in such

a way that proper choice of healthy work force using the science of psychology in organization will increase the efficiency of the staff and will prevent the unneeded expenses and damages.

In conclude, this study can be show in this model in below figure:

**Model 1 :predict occupational stress whit personality type**

In fact, according to this study, those who have more conclusive performances, will be more extrovert in relations and can manage stress better and will have less vulnerability out of occupational stress, and we should say that those who are in the "sensuous, introvert, considerate, feeling" type are more exposed to occupational stress who may easily be afflicted with depression and other neurotic diseases. The results of the study is in line with the studies done by James Ezdiv (2011), Nina Popsky , Charles etal, Sharifi (25). As shown in Charles etal (2010), the extroverts have more adaptation with regard to their getting along with stress and the neurotics have the lowest rate of adaptation with stress which are related with this study. In the one hand, in a study conducted by James and Ezdiv about occupational stress and personality preferences, they concluded that there is a positive and significant difference between the judging type and job burnout and on the other hand, there is a positive and favorable correlation between occupational stress and job burnout, which are in line with the findings of the study in this manner that in this study, there is a negative correlation between the judging type and occupational stress. Chasan & Daisy (2006) obtained in a study the personal performances influenced by introvert-extrovert type, data processing with intuitive-sensuous, the environment assessment with considerate-judging, and finally decision-making with thinking and feeling (26).

At the end, the researcher in this study, attended to the role and importance of personality type and its relation with occupational stress and specified which types are more vulnerable to occupational stress. The results in this study show that suitable choice and selection of work force in working environments is very important and the researcher suggests that more studies be conducted in other jobs on personality types so that one can take one step further towards the increase of "health and progression" in working communities by showing the special traits of capable people and examining their scientific conditions.

**Table (1).** Sample distribution, by separating sexuality, education and organizational status

total	Education				Organizational status	sex
	Master of arts	Bachelor of arts	Associate of arts	diploma		
99	2	67	13	17	manager	man
105	9	66	17	13	employee	
39	00	24	7	8	manager	woman
57	7	47	0	3	employee	
300	18	204	37	41	total	

**Table (2).** The mean, standard deviation, minimum and maximum of variables (n=25)

statistics variables	mean	Standard deviation	minimum	maximum
Occupational stress	161.46	19.64	113	220
Interpersonal relations	66.38	7.76	45	95
Physical status	56.38	11.48	25	91
Occupational interests	39.24	6.22	26	63
Organizational obligation	82.64	10.90	53	107
Continuous obligation	29.79	5.94	15	40
Sentimental obligation	25.82	4.34	15	38
Normative obligation	27.2	3.60	16	37
extroversion	18.19	5.29	3	31
introversion	15.07	5.24	2	31
sensory	14.98	3.92	5	24
intuitive	10.25	3.42	2	19
thinking	17.17	4.49	3	27
feeling	7.30	3.64	0	16
judging	18.98	4.42	3	28
perceiving	9.06	4.93	0	27

**Table (3).** the correlation coefficient of personality types and occupational stress

variables statistics	16 personality types and occupational stress
n	300
R	0.22
df	298
sig	0.00

**Table (4)** Correlation of variables in extroversion-introversion domain with occupational stress

variables statistics	Preferential grade of introversion-extroversion	extroversion	introversion
N	300	300	300
R	-0.05	-0.29	0.39
df	298	298	298
sig	0.36	0.00	0.00

**Table (5).** Variables correlation in sensory-intuitive domain with occupational stress

variables statistics	Preferential grade of intuitive- sensory	intuitive	sensory
N	300	300	300
R	0.04	-0.11	0.14
df	298	298	298
sig	0.47	0.06	0.01

**Table (6).** Variables correlation in feeling-thinking domain with occupational stress

variables statistics	Preferential grade of feeling-thinking	feeling	thinking
n	300	300	300
R	-0.22	0.30	-0.19
df	298	298	298
sig	0.00	0.00	0.01

**Table (7).** Variables correlation in perceiving judging domain with occupational stress

variables statistics	Preferential grade of perceiving-judging	perceiving	judging
N	300	300	300
R	-0.15	0.27	-0.24
df	298	298	298
sig	0.00	0.00	0.00

**Table(8)** predictor variable of occupational stress

predictor variable	beta	R	R <sup>2</sup>	t	F <sub>(8,291)</sub>
extroversion	0.21-	0.49	0.24	1.50-	** 11.23
introversion	0.08			0.54	
sensing	0.001			0.01	
Intuition	0.13-			1.14-	
thinking	0.01			0.17	
feeling	0.31			** 4.16	
judging	0.06			0.43	
perceiving	0.19			1.34	

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