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Dependence of personal features and needs of development of personnel management from character accentuation

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DEPENDENCE OF PERSONAL FEATURES AND NEEDS OF DEVELOPMENT OF PERSONNEL MANAGEMENT FROM CHARACTER ACCENTUATION

Myron Leskiv

ABSTRACT

The work conducted by the research of staff professional features with different accentuation of character, their strengths and

weaknesses, important areas of personal development depending on the nature of the accentuation of the employee.

KEYWORDS

motivation, development, development needs, accentuation, management

STATEMENT OF THE PROBLEM AND ITS RELATIONSHIP TO IMPORTANT SCIENTIFIC OBJECTIVES

In motivating of staff more attention paid to using of intangible motivational levers and psychological characteristics of employees. One of the areas is the selection of objectives and incentives, depending on the nature of the accentuation of the employee. We attempt in this work to investigate the relationship between the needs and development of the personality and character accentuations employees.

ANALYSIS OF RECENT RESEARCH AND PUBLICATIONS

There was executed the analysis of works of some scientists about the motives and needs of employees, including Ilyin, Vereshchagina, Sobchik [1,3,8] to determine the best motivational levers and also Leonhard,

Lichko and Ehides [2,4,7] for the psychological characteristics of people from accentuation of their character.

SETTING OF PURPOSES

The purpose of this research is exploring the features of the professional staff of different accentuations nature and trends of importance to them for efficient selection of motivational levers.

DESCRIPTION OF MAIN MATERIAL

Exploring the psychological characteristics of employees with different accentuation of character we stopped into 5 main character accentuation, proposed by Leonhard: epileptoid, paranoid, hysteric, hyperthymic, schizoid each has its own characteristics, its own strengths and weaknesses (Table 1).

TABLE 1 Features of employees with different accentuations of character

ACCENTUATION	STRONG SIDES	WEAK SIDES
Epileptoid	Accuracy Conservativeness Serenity Punctuality Reliability Reasonableness Diligence	Excessive pedantry Resistance to changes Lost in unfamiliar situations Absence of flexibility Can be arrogant
Paranoid	Purposefulness Vitality Activity Charisma Good leaders Catalysts of social processes	Susceptibility to manipulation Aggressiveness Infidelity Intolerance
Hysteric	Sociability Sociableness The ability to make a good impression Ability to be notable Artistry	Selfishness Susceptibility to manipulation Having a weakness for responsibility Excessive interest
Schizoid	Intelligence Idea generator Erudition Responsibility Reliability	Reticence Weak sociability Disorganization
Hyperthymic	Sociableness Vitality Communicability Enterpriseness Initiativeness	Rebelliousness Inattentiveness Having a weakness for responsibility

Needs and desires stimulate human development in a certain direction. That is, any requirement leads to the need to meet that stimulates the onset of development in a particular direction. Human desire for psychological comfort necessitates certain actions to achieve it. The process of achieving goals and move forward is important for a person, because after achieving certain goals man some time enjoying it, but then the discomfort will come, it becomes boring and a person sets itself new goals and the process begins again, but on a higher level. When a person moves in ascertained direction (i.e., to

achieve a particular purpose) then on its way appear problems and a person is improved by solving them. If a person over a long period of time does not develop its psycho-emotional condition gets worse, and even a depression.

There are three main areas of this development: emotional-psychological, status-power, and intellectual-cognitive.

Human development in the social-psychological direction allows a person to get the internal comfort, comfort relationships and meet the needs of a good emotional state. This may include the need for self-expression,

communication with interesting people, that means all human needs associated with creating a good mood and psychological comfort. Human development in this area makes person happy.

Development in the status area allows a person to climb over other people to gain the respect of others and gain a sense of personal significance. If a person has a normal self-esteem, then this direction for a person is less important than for a person with low self-esteem. Therefore, for these people career advancement is important. People always try to compensate the lack of inner harmony by external factors, but in fact a crucial are internal factors.

Increasing a knowledge and development of intellectual abilities allows people to better navigate in the environment. Eventually human gets the experience to respond in certain situations, allowing it to better address current problems and increases the speed of its development. It takes at lower levels the form of simple concernment.

Requirements arising person cannot always be attributed to any one direction, they can intersect. A man has certain needs for a certain period of development, but during the life the dominant set of requirements, that is so compelling that people tend to act for the sake of pleasure, changes significantly. This change is due to human interests on different stages of its development.

As a result of the author studies the nature of people accentuations by K. Leongard classification, it was found that the importance of different areas of psychotypes will be different. Thus, for paranoid needs of socio-psychological and intellectual-cognitive direction are important if they help them to approach to their objectives. The best incentives for them will be high level of payments, power, career, status elements such as official cars. For hysteric persons is important attention of other people, so meeting the needs of status-power and cognitive-

intellectual directions will be important in the event that it will attract attention. Among the most important motivational factors for hysteric persons will be recognition of the staff, certificates, awards and more. For schizoid persons major will be intellectual-cognitive needs, it is important in a relationship to share interesting information, but they can easily spend time alone. The best motivational factors for them will be interesting job, possibility to organize their time, freedom of action. For hyperthymic persons are important the social-psychological needs. Good relationships in the team will be a key motivational factor for them. For epileptoid persons are important status-power needs, as well as stability and comfort, they honor a good relationships with people. The new knowledge they will acquire only if it is necessary to achieve certain goals immediately. It will be important for them in the work if there are comfortable working conditions, respect and relationships with management, stability and good payments.

There are many elements of the social package in modern management and other motivational factors. The importance of specific development needs for the individual can predict on the base of the character accentuation. Since the relevance of specific needs will vary even for workers with one character accentuation, it should be used to assess their value ranges. For their scoring we accept: 8-10 points is very important, 5-7 important, not very important 0-4 and to simplify the calculations we take the average value of 9, 6 and 2 points. The results are summarized in Table 2.

Based on this table, let's calculate the importance of the various areas of development for workers with different psychological types. As the number of needs in each direction are different, then it is better for the mapping accuracy to use the mean values within the same direction. The results are shown in Table 3 and Fig. 1.

TABLE 2 The importance of the development needs for employees of different accentuations of character in points

BASIC NEEDS	ACCENTUATION				
	Epileptoid	Paranoid	Hysteric	Schizoid	Hyperthymic
The need for social involvement	6	6	9	2	9
The need for self-expression	6	9	9	2	6
The need for love	6	2	9	9	9
Basic needs: food, safety, health	9	9	9	6	9
Necessity of significance	6	9	9	6	2
Necessity of freedom	6	9	2	9	2
Necessity of health	9	9	6	6	9
Necessity of knowledge	6	6	2	9	2
Necessity of creative work	2	2	9	9	6
Necessity of skill	9	6	2	9	2
Necessity of search for truth	2	2	2	9	2
Necessity of new experiences	6	6	9	6	6

TABLE 3

PSYCHOLOGICAL TYPE	AREAS OF ADVANCE		
	Social-psychological	Status-power	Intellectual-cognitive
Epileptoid	34%	37%	29%
Paranoid	32%	50%	18%
Hysteric	45%	33%	22%
Schizoid	22%	35%	43%
Hyperthymic	47%	32%	21%

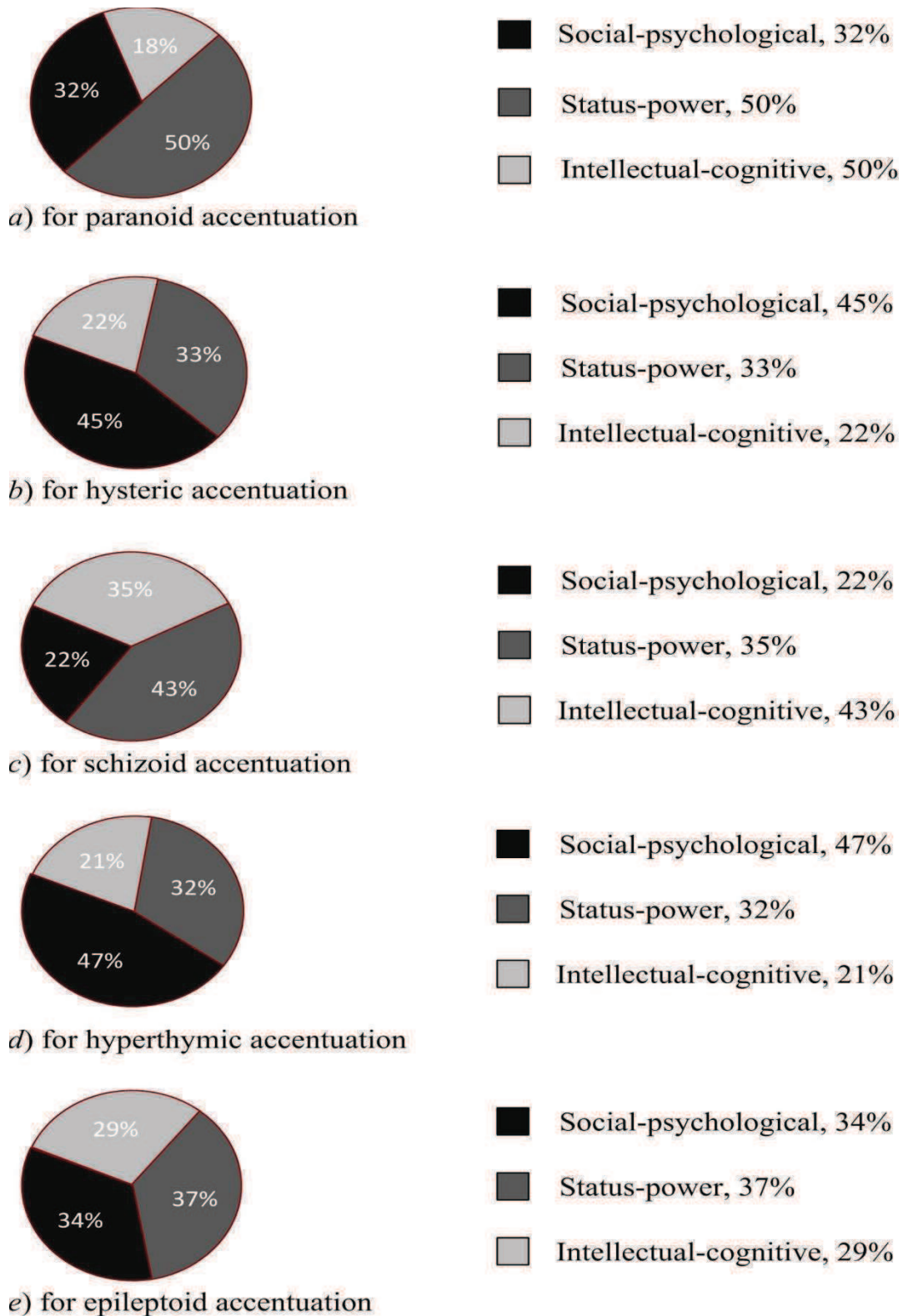


Fig. 1. The structure of needs in the areas of different accentuations of character

SUMMARY

Summarize investigated studies on the most important needs of employees with different accentuations of character we can conclude that for people with paranoid and epileptoid accentuation major will be needs of power-status direction and with hysteric and hyperthymic accentuation - social-psychological but with schizoid accentuation – intellectual-cognitive direction.

PERSPECTIVES FOR FUTURE RESEARCH

There is necessity closely examine in further studies the motivational influence of each element of the social package for management of different accentuations of character.

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