**Influence of Personality A, B toward Job Performance, Job Satisfaction and Personal Health Yihong Liu**

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In nowadays, people tend to increase interest on knowing and explaining others action, thought and attitude. Psychologist explain that personality trait is the habit and pattern in different context and different situation such as emotion, attitude, reaction in encountered situation. The analysis of human behavior shows that human behavior is hardly to determine in most of the time. To some extent, research on human behavior is important to help researcher to predict work performance and outcome of the task through understanding the organizational structure, external environment and the interaction among the task. Due to the personality trait possibly will affect the outcome of human behavior, researcher strive to establish theoretical model and pattern to examine human behavior and make an explanation for it. It is seen that many theories classify personality trait in different point of view. This research will choose the most prominent personality trait, A, B, explain its mechanism and how these two personalities affect task outcome, work satisfaction and personal health. It is predicted that personality trait will have positive influence on task performance, work happiness and health.

Personality come from the Latin words “ Persona” and it brings the meaning of “characteristic and authentic self that represent motivation, habit, emotion, attitude and thought” (Chan, 1996). The first personality theory was described in the article written by Friedman and Roseman in 1974 , it has received adequate attention from the public and the theory has been further expanded and constructed over the years. Super (1982) proposed the theory of personality A and describe personality A as individual that have high ambition and motivated to head toward the goal. Watson et al., (2006) characterized type A individual will have more ambitious oriented, aggressive, impatient, result oriented, hardworking and tend to control over external environment. Radsepehr et al., (2016) describe that type A individual normally is a “workaholic” as they are motivated and aggressive to achieve goals and task**.** Radsepehr et al., (2016) assert that type A individual tend to exhibit greater innovation and creativity in the job when compare to others personality.Type A personality usually will be undertaking extra job and challenging task under scheduled time and able to complete the work under high work pressure (Mahajan and Rastogi, 2011). Thus, it can predict that type A individual will commit and engage to the accepted job with greater commitment. However, this type of personality may exhibit both negative and positive work behavior as they may undertake over excessive job responsibilities that may cause them stress out and underperformed.

Personality B individual is the opposite of personality A. Personality B is a kind of person that desired to be success but less ambitious and motivation. Mahajan and Rastogi (2011) described personality B are individual that are more relaxed, enjoying and passive person, will not easily have conflict with people and time as they can enjoy leisure time without guilt. They have steady pace to work hard and accomplish the goal slowly without racing against the time (Fretwell et al., 2013). Personality B is those individual lack motivation and ambition, and they need encouragement to achieve the goal. For example, we can say that personality B individual will do their work at last minute due to comfortable environment and this type of personality mostly will exhibit in work. However, Type B personality has its advantage in cultivate interpersonal relationship. Chan (1996) stated that type B individual have better communication skill compare to type A personality. Type B individual instead of spending more time on finishing work on time, they will spend more time on cultivate relationship with colleagues in order to achieve the goal together. They rather spend more time on activities that out of job scope and exhibit non-discretional extra work such as helping colleague to complete their task. Not just that, this type of personality may not possess leader characteristic because they will easily get comfortable with current work environment if without external force or motivation to push them to be success.They also have no eye on higher job position, greater success or greater wealth and they are easily satisfied with their job (Darshani, 2014). This type of personality focusing on teamwork building and less of less motivation and is a kind of passive personality.

Different personality will affect job satisfaction and job performance. Yazici and Altun (2013) research found a positive connection between type A personality and job satisfaction. The research by Bockhaus et al., (2012) report that type A individual will have a lower job satisfaction compare with type B individual**.** In an analysis of factor related to type A behavior and job satisfaction, the result shows that type A worker who were not busy at work and get superior attention for their personal health were satisfied with their job while type B worker were in opposite (Hagihara et al., 1998). Hagihara et al., (1998) analysis also shows that type A personality worker majority will apply active, high strain job and get higher job satisfaction if work in such a job environment while type B personality worker majority will apply passive and low strain job and get higher job satisfaction if they get such a job. The active job was described as a job that need high demand and personal control such as sales, marketing, management etc. while passive job was described as a job that need low demand and personal control such as admin, skilled work which needs repetition. The striking different is type A worker tends to work longer hours than the type B worker (Hagihara et al., 1998). Type A worker also able to cope with job stress and will have better job performance than type B worker due to type B worker possibly will laid back and need supervision (Raza, 2007).

Even type A individual is more aggressive, high ambition and motivated, but their performance is not always outweighed type B individual. As Nahavandi et al., (1992) stated, type A individual often struggle to set high goal or standard and they need longer time to achieve the goal. Fretwell et al., (2013) also expressed that type A individual is not effective than type B individual in completing a complex task. When required to complete a time constraint task, they often make immediate decision without considering alternative decision. In contrast, type B individual is a highly productive worker that able to complete the task in scheduled time and obtain result in a different manner than type A individual. From organizational perspective, type A individual often fill the middle management level in an organization while type B individual often fill the executive level job position. It is because type A individual majority do not have relationship preference (focus on self-interest) needs in higher management level, but type B individual is able to see the complete picture for the task and normally work together with the team in order to achieve the goal (Watson et al., 2006).

Personality not just affect task outcome, work satisfaction but it also is a potentially dangerous factor to the personal health. It is predicted that the characteristic of type A individual will easily be impacted by heart disease. Chan (1996) claims that the characteristic of type A personality such as rush of time, impatient and high hostility of achievement will easily let this type of individual suffer from cardiovascular disease. The research by Alex (2014) also revealed that the characteristic of this type personality such perfectionism, aggression and easily stress out are more vulnerable to not just heart disease, but also high blood pressure as well as gastrointestinal problems. Type A individual not just suffer from physical disease, but they also suffer from mental disorder. Since type A individual is active kind of personality, they’ll likely to suffer from psychology disorder such as chronic head pain, tension, high stress pressure, depression and hard to get into sleep. Conversely, type B individual is that kind of person that are more relaxed, less aggressive and easy going and they are less possibly will suffer from stress in completing challenging task in a short period of time. This type of personality can accept failure, humble to accept criticism, less anxiety and has high level of locus control in controlling their emotion. Due to their patient, steadiness and less aggressive they are not vulnerable to cardiovascular disease when compare to type A personality. Otherwise speaking, it is expected that type B individual are more easily suffer from physical health problem than the psychological disease.

It is able to conclude that type A worker can work better if task without time constraint, not a complex task, need job attention and they are able to motivate themselves. Type B worker can work better in time constraint and complex task but need supervision. Reviewed of the existing research, revealed that different personality may also possibly exhibit health issue to certain individual. In consideration of health-related problem in A, B personality, type B individual has lower health risk than the type A individual. Although research had proposed different analysis toward different personality in different work context, however, these theories are daunting and will not be enough as guidance to help the supervisor to understand the approach on how to align the interest of worker and the organizational together. However, there is no different in job performance if worker positioning in the correct job position. The job performance of the worker can be made better and have higher job satisfaction if the supervisors are aware of the worker personality type and motivate them accordingly. Personality has been found to be affected by the work manner by motivation strategies that proposed by management. For example, the aggressive (type A) worker tends to resist to management change if the management implement job rotation who asked them to do passive job and the result will be same in passive worker (type B). It is suggested that organization apply personality test during the selection process and tailor correct motivation strategies. With such strategies in practice, there is a high possibility that the overall organization performance can be enhanced.

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