



Examination of The Relationship Between Personality Types and Career Perception and Choice

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EXTENSIVE SUMMARY

Introduction

Almost more than half of human life is spent in working life. Considering the place of work in human life, it is clear that the quality of work life and the activities carried out in the name of work have a significant impact on individual happiness. On the other hand, personality is one of the most important factors that determine the satisfaction an individual gets from work life. Therefore, the first step of being happy in work life and achieving the intended career is making a career choice that is coherent with personality. Accordingly, the aim of this study is trying to determine the impacts of different character types on individuals' career perception and choice. The analysis of the steps related to career perception and the determination of the relation with character types have importance.

Based on the purpose of the research set out above and the research questions expressed here, the following hypotheses have been developed to be tested in the application section.

Within the scope of human resources practices, in order to understand whether an effective career management is carried out in organizations, it will be revealed how and to what extent the character types of career planning and career development practices are applied by developing sub-hypotheses in line with the priority assumptions.

H1: There is a significant positive relationship between character types and organizational management practices.

H1a: There is a significant positive relationship between character types and organizational career management.

H1b: There is a significant positive relationship between character types and organizational benefits of career management.

H1c: There is a significant positive relationship between character types and career management approaches that the organization focuses on the individual.

H1d: There is a significant positive relationship between character types and organizational career planning.

H1e: There is a significant positive relationship between character types and organizational career paths.

H1f: There is a significant positive relationship between character types and organizational career development.

H1g: There is a significant positive relationship between character types and organizational career development programs.

Methodology

The population of the research consists of those working in the service sector in the city of Ankara. On the other hand, the sample of the study consists of 450 people selected by random sampling method from the Çankaya district of Ankara. The population of the study is a small model of the general population that is accessible and represents all the characteristics of the research population (Miles and Huberman, 1994: p.22).

The sample was calculated as $n > 383$, with a margin of error of 0.05. Within the scope of the research, 450 employees of the organization were reached by random sampling method. However, due to the incomplete filling of some questionnaires, they were excluded from the analysis and a total of 401 people were reached. Thus, a questionnaire was applied to 401 people who formed the sample of the research. The research was applied to the employees working in the service sector in the Çankaya district of Ankara.

The Questionnaire method was used as data collection method in this study. The questionnaire used in the study consists of three parts. In the first part of the questionnaire, questions to measure the demographic characteristics of the employees were included. In the second part, the "Organizational Career Management Practices Scale" which is developed to measure career perception and choice, and in the third part, the "Five Basic Characteristics of Personality Scale", which includes questions to measure personality traits, took place.

Results

In the research, a five-point Likert-type scale was applied to measure the perceptions of the five basic characteristics of personality. Cronbach's Alpha value was determined as 0.738 and the scale is considered to be reliable.

Individuals making career choices according to their own personality traits is very important. As a result of such a choice, they can do their jobs more comfortably and feel more secure and comfortable. A successful career choice brings personal happiness to the agenda, which is considered the key to success in working life. While the personality of the individual affects the job choice, the job choice also creates various effects and changes on the personality of the individual over time (Isır, 2006: p.60- 61).

Conclusion

In this part of the research, the following suggestions can be made based on the research findings, for practitioners and researchers who will work on the subject.

- There should be training programs that will guide the careers of the employees in the businesses.
- Employees should be given duties to plan, organize, control, and evaluate their own work.
- Individuals should reveal their own strengths and weaknesses and make career plans to cover their strengths.
- There should be people such as career guides and career coaches in businesses and they should help employees in their career development and gaining work experience.
- Career centers should be established in businesses and the skills, interests, values, and thoughts of the employees should be evaluated.