



# Employee Personality and Enterprise Management

Huiying Liu & Jipu Ning

Jose Rizal University, Philippines

Received: 20/08/2021

Accepted: 26/12/2021

Published: 15/03/2022

Representative e-Mail: [levylhy@qq.com](mailto:levylhy@qq.com)

## ABSTRACT

With the continuous improvement of modern enterprise management, the management of the individuality of employees has gradually occupied a core position. While employees realize their self-worth, they also maximize the benefits of the company. This is the pursuit of long-term corporate managers and sustainable development. Any employee in the company has his own personality, but among the personalities displayed by the employees, some individual employees are conducive to teamwork, while some individual employees destroy the corporate team strength. For example, some employees have their own personalities. Own personality and ignore the existence of other employees or not adopt the opinions of other members of the team, etc., this is a kind of "damage" to the overall combat effectiveness of the team. Therefore, any employee has an "angel" side and also has a "devil" side. This is especially true for individual employees. Therefore, the essence of managing individual employees is to allow individual employees to "hide" the "devil" side and show The "angel" side in turn facilitates teamwork and improves team performance. Because employees have different personalities, they have different outlooks on life, world outlook, and values. They have different views on what happens in work and life. When there are obvious differences, especially on the way of benefit distribution, it is easy to cause conflicts. Therefore, managers must carefully understand the individual characteristics of employees, and strive to achieve the complement of employees, so as to reduce internal consumption and enhance organizational cohesion. Team spirit is an indispensable spiritual pillar in organizational management. On this basis, managers must respect and guide employees to play their own personal characteristics, so that their personality can be fully displayed. Eventually, each employee and department can achieve coordinated development, which is ultimately conducive to the realization of organizational value.

**Keywords:** Employee Personality and Enterprise Management

## I. INTRODUCTION

The 21st century is an era of high economic development, at the same time, the change caused by the new economy is impacting all walks of life and has a profound impact on every aspect of the enterprise management system. From a global perspective, whether in China or abroad, nowadays, the focus of competition among enterprises has focused on talent and technology, especially the individual factors led by personality characteristics, which have a profound impact on the long-term development of enterprises, more and more enterprises attach importance to it, and gradually occupy the core position in the personnel management activities. Therefore, modern enterprises generally focus on personnel management activities, and strive to achieve the best fit between people and things through the management of the personality of employees, in the realization of self-value of employees, at the same time, the realization of the enterprise should have the benefit value. So, how to do, in order to effectively put the personality development of employees into the enterprise's long-term development, so that enterprises and employees mutually beneficial coexistence, it is worth our consideration.

## II. RESEARCH METHOD

This paper is qualitative research. In the fierce competition, each successful enterprise, the personage all has own individuality, the unique superiority. The management of enterprises and the training of talents should be based on their special personalities. In other words, in order to fully display the personality of employees, and can be used by the enterprise, the key is that managers should adapt to the circumstances, set a loose environment, so that the healthy development of their personality, rather than set a fixed framework to limit it. Because individuality is never restricted, otherwise it would not be called individuality. In particular, intellectual personality. Therefore, for enterprise managers, first of all to establish a loose and positive incentive environment, in the post arrangement to pay attention to the

advantages of employing. Secondly, pay attention to the system depends on the post, and finally through the incentive measures in the entire management process, so that each employee personality can be properly guided and play a positive aspect.

### III. DISCUSSION

The following is a specific analysis of our employees' personality development training. Based on the analysis of various materials, we summarize our employees' personality training into the following three points, as follows:

#### 3.1 Job placement -- know the people well, make the best use of their strengths and avoid their weaknesses.

People's character is different, talents, needs and preferences will be different, the work done and the external performance of nature is also very different, so we have to analyze from the perspective of different personality, in order to know its length, at the same time in the different personality of the talents and needs of the support and positioning, let the different personality of the people to do their best or the best job, so that work up to a quick start, more excellent. There is a saying that what suits you is the best.

Therefore, when we carry on the post arrangement training, we must first analyze the employee's personality type. By analyzing and comparing the classification of employees' personality by various scholars and experts, according to the viewpoint of Nidia, a modern American psychologist, we classified the personality atmosphere into four types: lively type, powerful type, perfect type and peaceful type, it is not only easy to grasp, but also has the generality and scientific nature. Using it, you can easily outline your own personality. From the professional point of view, the lively type belongs to the communication type, the strength type belongs to the action type, the perfect type belongs to the research type, the peace type belongs to the execution type. Here's an analysis of these four personality types:

- a) Sociable people like to say, like to interact with people, afraid of loneliness, enthusiasm to help others, not calculating others, generally simpler, others like to interact with it, emotional, emotional, childish.
- b) Action People like to do, energetic, strong-willed, confident, rational and decisive, goal-oriented, efficient. But they lack empathy, they're less concerned with relationships, they're more stubborn, they're more focused on me.
- c) The research type likes to think, is good at analysis, the sense of responsibility is strong, works in advance to plan, thought well then does, unlike the action type person works up to think again, pursues the perfect, pays attention to the detail, is full of creativity, likes to be alone, always looks at the negative side of the matter, thus prone to problems to avoid trouble, but also prone to doubt and depression.
- d) Executive type personality low-key, easy to get along with, calm and patient, easy to suit the environment, not easy to get angry, avoid conflict, good at facing pressure. Have Compassion, but lack of passion for anything, muddle along, avoid responsibility, like silence, less communication with others.

According to the above we can see that different personality of people actually suitable for different positions, if they can be put into their place, it is easy to make it in the position of matching performance, is conducive to the development of innovation and enthusiasm of employees. Improve the loyalty to the enterprise, and finally form a virtuous circle. Therefore, as the manager of the enterprise, the first task is to analyze the personality of the staff, and then according to the different personality characteristics of the staff, to assign them to the appropriate post, let them play their strengths, fully mobilize their enthusiasm.

People who like to socialize or have a variety of jobs can be arranged to work in sales, public relations, etc. Action people are good at managerial, challenging, or competitive work, and can be placed in positions such as department manager, supervisor, etc. A research person can be assigned to work as a technician, engineer, etc. Executive, suitable for File Explorer, secret agents, office workers.

In the office arrangement, can let the personality strong will-power person to deal with some things that need to be handled decisively; Let the people who are good at using language give full play to their writing skills. Let the careful, patient but not quick-witted people do more regular and regular work with clear rules Let the introvert, not good at social intercourse person some more office work and so on. Only by knowing the right person to do the job, making everyone feel that they are the most suitable person for the job, that is, to have a sense of belonging to the job, can employees keep a happy mood, full of confidence to go to work.

#### 3.2 Management System -- depending on the position.

Managers should understand that the enterprise management system is not to curb the development of staff personality, but to dialectical unity with staff personality. If only let the staff personality and the Enterprise Management has the consistency, will only let the enterprise fall into the lifeless state. Therefore, in the fierce market competition, the enterprise must have competitive advantage, its internal enterprise management system must have the personality advantage which other enterprises cannot imitate. And the individual advantage of the enterprise lies in the exertion of the individual character of the employees. That is to say, on the one hand, the enterprise should standardize the management system of the enterprise, and on the other hand, on the basis of the management system, it should respect and bring into play the individual character of the employees, make the Management System Standard and staff personality inspire dialectical unity. To realize the establishment of management system by post is to treat different posts differently, that is, the management system of enterprise does not need to achieve a high degree of consistency.

We can give full play to the initiative and potential of the employees through self-management, democratic decision-making, Team Spirit, coordination spirit, sense of ownership, and so on.

### 3.3 Incentive mechanisms -- vary from person to person

According to Maslow's hierarchy of needs, there are five different levels of human needs, they are physiological needs, social needs, respect needs, self-actualization needs, needs, different levels of human dominant needs, the direction of human action is determined by its direction. This suggests that if you want to motivate employees to work toward a common organizational goal, you need managers to understand the personality of different employees and use different incentives for different groups, departments, and individuals, for maximum incentive.

- a) For the employees with high physiological and safety needs, they should take the way of material incentive to increase the reward and meet the needs of the employees.
- b) Employees with high social needs should be provided with the necessary social and entertainment conditions, and should establish the internal personnel relations of solidarity, Mutual Assistance, equality, friendship and harmonious relations.
- c) To respect the need of high staff, should use honor incentive and promotion incentive.
- d) Self-realization of the need for higher staff, with promotion, promotion, training and other means to motivate them.

To create further education, to the higher level of enterprise learning opportunities so that they can be in business quality and their own quality to be improved, in order to meet the needs of self-realization. With the development of enterprise management today, from the initial "Person-in-charge" and "System-in-charge" to today's "Scientific management, using culture to manage people", we should construct enterprise culture that allows employees' individuality to be publicized, and promote the scientific development of enterprises with employees' individuality, that's the smart way to grow your business, according to Scientific Outlook on Development.

## IV. CONCLUSIONS

Generally speaking, human resource management in modern enterprises is a complicated systematic work, and the development of employee's personality is a factor to be considered in effective management. From the perspective of Long-term Development, employees have a variety of personality, in-depth analysis of the characteristics of each employee's personality, so that it can play to their strengths associated with the post, and to establish an effective incentive staff enthusiasm for work management system, constantly improving the internal environment of the enterprise, forming a sound mechanism for the introduction, cultivation and use of talents, and finally making the employees of different personalities get along well with each other and do their best. The enterprise radiates vitality and vitality from the inside, and realize the staff and the enterprise harmonious coexistence sustainable development.

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