

Analysis of Differences in Job Commitment and Workplace Adaptation by MBTI Personality Type in the Aviation Field

Seung Joon Jeon*, Jae Hoon Yoo** and Ri Hyun Shin***

* *Department of Aeronautical Science, Catholic Kwandong University,
Gangneung-si, 25601, Korea
E-mail: massey2006@gmail.com*

** *Department of Aeronautical Science, Catholic Kwandong University,
Gangneung-si, 25601, Korea*

*** *School of Business, Korea Aero University,
Goyang-si, 10540, Korea*

Abstract

In the case of aviation workers, they enroll in a related department and acquire a license. And they get a job in aviation field. MBTI is a self-report personality type test developed by additionally combining judgment and cognitive functions. It is a personality measurement tool developed to objectively and scientifically grasp in individual's innate personality type. And it is most frequently used worldwide in career counseling, mental health, psychotherapy, education, and corporate personnel organization. MBTI personality type is composed four indexes, and is classified into extraversion, introversion, sensing, intuition, thinking, feeling, judging, and perceiving. And a total of 16 personality types are classified by combining these eight preferences. A limitation of the MBTI test is its subjective measurement based on questionnaires. Therefore, in a given situation, variables can act according to mood. In addition, intentional manipulation based on repeated measurement experience is possible., However, it is a commonly used indicator. Therefore, it is possible to check which personality type suits which job well and the career path according to the type.

The purpose of the study is to diagnose MBTI personality type of aviation workers and to analyze the relationship between job commitment and workplace adaptation to each type.

Key Words: MBTI(Myers-Briggs Type Indicator), Job Commitment, Workplace Adaptation, Personality Type, Aviation Worker

1. Introduction

In the case of aviation workers, most of them get a job in the field after obtaining related licenses from a specific educational institution suitable for their career in Korea or abroad (Kim, 2015).

In the aviation safety act, the classification of aviation personnel is largely divided in pilot, navigator, aircraft engineer, air traffic controller, flight dispatcher, and aviation maintenance personnel (Aviation Safety Act, 2023). For cabin crew, there is no separated