

EMPLOYEES BRAIN DOMINANCE THINKING STYLE OF ARAB POTASH COMPANY

Sundos E. Al-shamaylh, Sultan A. Al-Tarawenh & Salloom A. Al-Juboori

Research Scholar, Faculty of Engineering, Mutah University, AlKarak, Amman, Jordan

ABSTRACT

The aim of the study was to identify the value of the thinking Style for brain dominance and the impact of its relationship in making the project management and job preference of the employees of the Arab Potash Company, which were (111) employees chosen for this study. The SPSS (version 16) was used to analyze the data, using different statistical methods (percentages, frequencies, arithmetic mean, standard deviation, chi-square value based on the fit of goodness, t-test, and Pearson correlation coefficient). The main results analysis showed that the prevalence of single dominance among employees was (62.2%), with (28.8%) in type (A) followed by double dominance (32.4%) in the styles of (AB) and, finally the triple dominance (5.4%) specifically in the (ABC) pattern. The statistical analysis showed that the significant differences between the power preference of thinking styles and type of job in type (A), while the absence of differences in the rest of the styles, and the existence of statistically significant differences at the same level type (A) according to the work department. Also a negative correlation between some types of thinking styles pairs that were not favored in the type of such a company. Finally, the results revealed that the possibility of increasing and decreasing the negative correlation between thinking styles in stressful work situations under high pressure. In the light of these results, some important points were recommended for motivating the employees of the potash company to identify the subject of thinking styles to know their strengths and weaknesses in work and the impact on dealing with the rest of the employees and its reflection on the productivity of the company and reducing the conflicts among them, through training courses in order to encourage each employee to increase the use of a quarter of his/her brain in accordance with. Also its required function, also recommended that the Herrmann scale may be used as a tool for recruiting and setting up teams work from the principle of "the right man in the right place" and to renew the HBDI database for employees for each period.

KEYWORDS: *Thinking Style, Power of Preferences, Employees, Brain Quadrants, Herrmann Scale*

Article History

Received: 24 Dec 2018 | Revised: 04 Jan 2019 | Accepted: 12 Jan 2019
