

## The impact of the quality of life on the quality of the managerial act

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**Abstract:** *The studies of the experts in management or human resources management gravitate around the human personality, in respect of completing the professional formation and improvement, the achievements and behavior at the place of work, the results of individuals and of the organization compared to the competitors...*

*But how many theorists and practitioners are aware of the dependence relation existent between the quality of life and all the aforementioned?! Which is the percentage of managers concerned not only of their own diet, but also of the one of their subordinates?!*

**Key words:** human resources, incomes, manager's role, personality.

In the spirit of wishing to improve the activity, for each manager, the individual at the place of work must become the subject of a complex study, especially for those who still reject the idea of using the psychological and sociologist concepts at organizational level.

There is – however not enough – also the concern for the behavior of staff employees. At management level, methods for achieving the organizational goals must be thought

out permanently, but only by entrapment of workers so that full motivation is achieved.

The incomes of Romanians are, generally, under necessity and consequently, the stimulation of individuals can not be insured mainly material. In such situation, the workers choose as motivational refuge the work itself, through its content and dimensions.

People are different, they react differently in similar situations, consequently, their observation and evaluation, and finally,

the use of their work potential, must not respect rules applicable to everyone. The value of a leader depends on the way he knows and succeeds in knowing each personality near him, and by using the managerial levers, he succeeds in obtaining the most efficient combination of interests at organizational level: the guidance of the activities of individuals towards the efficient achievement of the enterprise's objectives and high satisfaction of the employees' needs.

The manager's role is amplified if he knows how to use everything visible to everyone, but indecipherable for most people. Such an example is the human personality. A manager who makes out correctly and in time the personalities of his subordinates has the advantage to use them for the most appropriate activities, to the scope of increasing the efficiency, respectively the competitiveness.

Personality may be defined by means of dynamic organization manners, in what concerns the individual's psychological and physical features, of the cognitive, affective, conative (of the activity), physiological and morphological<sup>1</sup>. "Personality is the set of psychological features that affects the way the individual interacts with the environment..., which represents his personal way of dealing with the world".<sup>2</sup> The five main dimensions of personality refer to: introversion – extroversion (the sociability level of a person); emotional stability (the level of affective self control); agreeability (the level of tolerance and cooperation acceptance); conscientiousness (the level of responsibility and

confidence); open mind to new (flexibility of thinking and receptivity to new and daring ideas).

The accommodation of individuals to the outside environment has had as genetic support the unaware acceptance of certain ingredients of nourishment. History ages have been able to assure the perpetuation of the human species and the shaping of personalities according to such nourishment. The sanguine differentiation represents exactly the evolution stage of the human adjustment to what was selected for people's own nourishment.

Blood-group O has its origins in the primitive society, when proteins of the game represented the main source of energy, and along the years has marked the individuals with a powerful and hyperactive immune system. This has made out of individuals with blood-group O powerful personalities, with a genetic memory of power, intolerance to diet adjustments and surrounding environment, resistance, boldness, self confidence, concentration power, action and a developed sense of self-preservation. With a vigorous and resistant physic, an individual of this category responds optimally to stress by an intense physical activity, thus able to perform difficult activities on a long term.

Blood-group A reunites the vegetarian type. In respect of metabolism, blood-group A is the opposite of blood-group O. Blood-group A individuals have a sensitive digestive canal, with a low level of gastric acid (that does not favor meat digestion), with a tolerant immune system (predisposed to diabetes and cardiac diseases). Their personalities respond efficiently to stress through calming actions, they adapt well to the surrounding environment and the vegetarian diet, neces-

<sup>1</sup> H. Pierron, *"Vocabulaire de la psychologie"*, Paris, PUF, 1957

<sup>2</sup> G. Johns, *"Comportament organizațional"*, Editura Economică, București, 1998, p.67

sary for maintaining the physical suppleness and psychomotor activity.

Blood-group B represents the nomad, balanced, with a powerful immune system. His tolerant digestive system does not require nutritional restrictions, having the most flexible alimentary regime. Great consumer of dairy products, he remains exposed to chronic tiredness. Blood-group B personality responds best to stress through creativity and does not require balance between the physical and psychological activity for suppleness and activity in behavior and physical aspect.

Blood-group AB defines the enigmatic, the mysterious evolutionist, the individual created by the modern combination of the aforementioned blood-groups, A and B. Despite a sensitive digestive system, it has an excessively tolerant immune system. Such a personality always has a chameleonic response to environment and diet changing conditions, but also an adequate one in stress situations.

From management perspective and related to the blood-group, there are known the dominant features of the "universal donors" (O blood-group), of the "universal receivers" (AB blood-group), or of those belonging to the A and B blood-groups. Few are those who also take into account factors such as M, N, Rhesus – positive and negative.

Thus, the methodical individuals (O blood-group) – dynamic, opportunist, rapid, realistic, useful, open-minded – can be diplomatic and skilful bosses. They reach professional accomplishment mostly in jobs that allow freedom of movement, although also having a technical character, adapting almost perfectly.

The harmonious individuals (A blood-

group) – slow, vulnerable, autonomic, profound, sensitive, stable – can be loved bosses, due to the fact that they prefer the activities with a high level of creativity, sometimes as handicraft work, but generally alone, not in a team.

The rhythmic individuals (B blood-group) – active, determined, rigid, perseverant, meticulous, calculated, cold, can be feared bosses. They crave for jobs demanding continuity, perseverance and method, but not rhythm and long time, with low chances to adapt, except for the cases when their own understanding, personal decisions or acceptances prevail.

The complex (AB blood-group) – hypersensitive, receptive, instable, and contradictory – may be confusing or highly human bosses as they prefer professions which lack inactivity, monotony and ineptness, rigidity, being rather in harmony with people (but all with those who encourage their self-expression).

It is well known the close connection between the blood-group and people's nourishment and health. Few people, and even few managers, think about the role of the blood-group, although it represents a powerful genetic force. Unfortunately, more and more people are not paying proper attention to the connection between nourishment and its use for their daily consumption.

Lately, the preoccupation of nutritionists for the selection of proper nourishment has been endorsing the prevention of certain diseases, the slowing of the aging process, the treatment of obesity and not the increase of labor productivity, the increase of the creativity degree or labor under circumstances of physical and psychological harmony. Medical experts recommend diets in order to

reach an increased energy level, to decrease the digestive problems, to improve chronic healthy problems and, most frequently, in order to control the weight, often for its decrease. However, managers do not correlate the adaptation of nourishment to the specific needs of every person and their condition or the resistance to effort, being limited only to understanding the nourishment's significance for the preservation of health and dysfunction treatments. The blood-group imprints people with a particular existential path, with tendencies towards disease or health, influencing lifespan, vitality, emotional or caloric-energetic balance.

Should a person be asked, regardless of the professional instruction, age or sex, social statute or material potential, how to define the biological act of feeding, excepting the scientific explanations, surely he would say that "eating has always been one of the great pleasures in life".

There are, again, the obvious phrases "we are what we eat" and "the food of an individual is the poison of another one". The great spirits of human kind have never had doubts in respect of aliments' significance. The nourishment, far from being a secret or a stranger, was considered a blessing, which sometimes, might have been converted into a curse. One of the first books of recipes belonged to Miteco and appeared in the IVth century.

Herodot's affirmation "let the nourishment be your remedy, and the remedy be your food" (377 b.Chr.) is valid also today.

And the intention is not to remind the diseases that might occur due to unhealthy nutrition. The alarming high percentage comes near 65% of the total health problems – headaches, stomach acidity, shivers, weak-

ness, high temperature and fever, illness, dizziness, intoxication, stomachaches and abdominal pain, nausea, anorexia, alimentary intolerance, allergies, blocked transit, insomnia, dehydration, distension.... but also in farct, heart attack, circulation affections, high blood pressure, different types of cancer (62% of the cancer diseases are localized to breast, colon, prostate, kidneys), cholesterol, obesity... Studies performed within the state with the most alarming effects of a long and inadequate nutrition reveal a more than alarming situation: in the last 20 years, the number of overweight children has doubled, and the one of teenagers has tripled<sup>3</sup>, and overweight leads to lack of self confidence and clinical depression.

The objective of all observations leads to what must be done in order to have a healthy body, a healthy mind, a pleasant work, a state of happiness.

But, such steps are made, firstly, by any person interested in healthy living and working. Only secondly the managers' role is extended.

The fact that people are starting to die at the place of work is very dangerous. Only in the last years the situations of young people deceased either of exhaustion, or of severe non-treated internal lack of balance have been publicly commented.

The fact that the age for beginning of diabetes (which has already extended to a quarter of the Romanian population, as per the last news) has gone, not under the age of 40, but under the age of 20 or 10, also claims immediate and decided measures, sustained by social politics. The role of the nowadays state

<sup>3</sup> OMS, *Journal of American Dietetic Association Report*, Centre of Disease control and Prevention (CDP), World Health Organization, 2004

can not be seen, the measures decided by different decisional bodies seem to not take into account the short comes and the health condition of the majority of the population.

The quality of life is not resumed to adapting the nutrition to the individual necessities and availabilities, but it can not be approached excepting the nutrition manner. Nowadays few are the people that are acquainted with the fundamental rules of nutrition, without referring to diets. Only few people use the right aliments for their personality and blood-group. Out of these people,

how many exclude the aliments that might prejudice their health?

It is the managers' duty to pay high attention to the quality of life of their subordinates and only if they are not interested in their business. Both the individual and the organization depend on the health level and the level of the quality of life. Even if, in the managers' vision, the individuals' value is represented by their achievements in the organization, still the concern to insure better working and life conditions must exist.

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