

# THE RELATIONSHIP OF MBTI AND STUDENT GPA SCORE IN BINUS MANAGEMENT CLASS 2015

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## ABSTRACT

*This article identified the personality type of students by using MBTI models. There are 16 personality types in the MBTI. The method applied was the MBTI approach where the type and composition of the questions related to the MBTI were taken from the Daft's book. Questionnaires were distributed through discussion forum Binusmaya to all students in three classes that the writer taught. The questionnaires were distributed through discussion forums, and there were about 158 students, but only 143 students who returned it. There were 41 male students and 102 female students. The result shows that the majority of students have approximately 51,04% introvert type and 58,04 % of students have the sensing type. The students with GPA more than 3,5 are ISFJ type.*

**Keyword:** MBTI, personality type, GPA

## INTRODUCTION

In interacting with others, nature and human behavior can be different; a simple example is the writer could see the students' behavior in the class as diverse. There are diligent students that always come on time, while there are students who are always late. There are also students who always sit in the front row, while others prefer to sit close to the wall at the back of the class. As a lecturer, the writer would often find the students who always have a chat with friends, especially those who sit in the back row, also many of those who pay attention and take notes when the lecturer explained the lecture material. There are also classes where many students who have rated above average and some are below. It is very diverse properties and behavior of students that the writer meets in the classroom.

The writer's teaching experience in two parallel classes that students show different behavior. For example, there is one subject that uses five textbooks, while there is one class that almost all students can have four of five textbooks that used in accordance syllabus, while students in the other class can only have two textbooks, whereas all of the books can be purchased at the book store. In the assessment of the middle or end of term exams, the first class to have a score that is much better than the second class, as well as in terms of presentation of the course material.

If you want to change a person's behavior, it must first change the mindset of the person. If the mindset has not changed, then the behavior will be difficult to change. The diverse behavior of the students, especially the negative behavior will have an impact on the effectiveness of learning in the classroom. If the classroom atmosphere is quiet and gets a full response from the student, then this is the ideal condition desired by the faculty and the students themselves.

This article tries to understand what the background of the student's behavior using cognitive approach (cognitive style) to identify the type of personality of students by using a model of the

MBTI. By understanding the type of personality of students then faculty can design appropriate forms of learning so that the student's behavior could have been better and the learning objectives will be achieved. Also, this article is to determine the relationship MBTI with a GPA of students, especially students with a GPA above 3,5.

## METHODS

Many experts are conducting research on human behavior and concluding several factors that can be used as a determinant of nature and human behavior, such as personality, the value that is believed, motivation, and cognitive style (cognitive style). Daft (2005) has mentioned there are two approaches in cognitive style, like Herman Whole Brain Model and Myers-Briggs Type Indicator (MBTI). This article uses the MBTI approach where the type and composition of the questions related to the MBTI are taken from the Daft's book. Questionnaires are distributed through discussion forum Binusmaya to all students in three classes that the writer teaches. The writer asks students to download, print, and fill out the questionnaire.

There are 32 standard questions in the questionnaire, and the students are asked to choose one of two answers that provided for each question. Furthermore, students return all the questionnaires that have been answered and then they are calculated and given a score to the answers that given in accordance with the four parts of the MBTI if the student is in the category of extrovert/introvert, sensing/intuitive, thinking/feeling, and judging/perceiving. The scoring explanation for each answer is already available in Daft's book. After scoring is completed, it will be seen the form of the personality of the students based on the combination of all four sections of the MBTI, such as ESTJ (Extrovert Sensing Thinking Judging) or INTP (Introverted Intuition Thinking Perceiving). There are 16 forms a combination of personality.

There are many tools that can be used to understand the human personality, one of them is developed by Katharine Briggs and Isabel Myers during World War II. It can be seen in Figure 1.

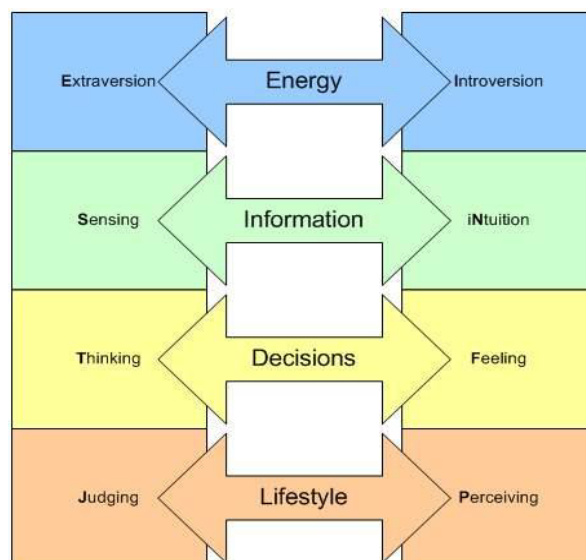


Figure 1 Grouping MBTI

They both come from the United States and develop a theory of personality from the concept of Carl Jung, the Swiss psychologist, and give birth to the Myers-Briggs Type Indicator (MBTI). MBTI history begins with Carl Jung, the founder of analytical psychology (Wang *et al.*, 2012). Jung has believed that people get energy from the outside world (extraversion) or their own internal world (introversion). He also observed that people retrieve information (perceiving) or organizing information and lead to the conclusion (judging). Although at first, this indicator is used to the world of work but in its development, it can be used in various aspects of life such as work, school, and social community. There are 16 MBTI personality types, which is an indication of one's personality, of course once before through a test. Table 1 shows the description scale of MBTI preferences.

Table 1 Description Scale of MBTI Preferences

Scale	Descriptions	
<b>E/I - Energy Sources – Extraversion/Introversion</b>	Extraversion (E), They enjoy the time spent with more people and feel less comfortable to spend time alone. Refers to the act or the circumstances in which a person's energy is obtained from the outside world. Extraverts enjoy socializing and tend to be more enthusiastic, assertive, active speaking.	Introversion (I), Introverts prefer self-reflection rather than social interaction. They also prefer to observe before participating in an activity. Introverts tend to be quiet, 'peace', and reserved. Note: Introverts prefer individual activities over community activities, not to be mistaken with shy people are afraid of social situations.
<b>S/N – Perceiving Mental Function: "Data Gathering" (What do you first notice?)</b>	Sensing (S), Refers to the processing of data through the five senses. Sensing the type of people focus on the present and prefer to "learn by doing". They are concrete thinkers who know the details. They are more excited by the practical use of an object / idea than the theory behind it.	Intuition (I), They easily see the big picture rather than the details. It refers to how individuals process the data. People type that have sharper intuitive for meaning and patterns behind the information. An intuitive type of person is more focused on how this time will affect the future. They have been able to understand the different possibilities and abstract concepts.
<b>T/F - Judging Mental Function: "Decision Making" (How do you prefer to make decisions?)</b>	Thinking (T), Thinking type person is a person who objectively and bases their decisions on logic and real facts. It refers to the like-where people make decisions. They tend to analyze the pros and cons of the situation and inconsistencies. They prefer to be task-oriented.	Feeling (F), People are more subjective taste. They base their decisions on principles and personal values. When making decisions, they consider the feelings of others. It is best to maintain harmony among the group. They are more governed by their hearts.
<b>Scale Descriptions J/P – Orientation (How people express perceptions or judgments in the outer world)</b>	Judging (J), People of this type have a tendency to organized and quick. Referring to how the outwardly present themselves when making decisions. They prefer to choose the sequence outlined a schedule for the work. They are more oriented on the ending result rather than the process.	Perceiving (P), Prefer flexibility and live their life with spontaneity. They do not like the structure and prefer to air-adaptation to the new circumstances of the plan for it. They tend to be open to new options and experiences. When working on a pro-project, they enjoy the process rather than results.

There are 16 personality types in MBTI. Each personality type is a combination of four letters, which has its own meaning. Personality classification shows system dynamics and complex relationships of personality. The first and fourth letters indicate the attitude or orientation because they have to do with how a person interacts with the world. The second and third letters show mental function because it is the basis of how the brain works. Two letters in the middle are called the pairing function. Individual personality type is described as one of the sixteen possible combinations of these preferences. For example, an ENTP would have a preference for extraversion, intuition, thinking, and perception. Explanation of each personality type can be seen in Table 2.

Table 2 16 MBTI Personality Types

		Sensing Types		Intuitive Types				
<b>Introverts</b>	<b>ISTJ</b>	Quiet & their distinctive trait is reliable. Humble and very thoughtful of responsibility. They will always try to fulfill the commitments that they launched. They are the ones who tend to keep quiet and serious, they do not say much, but a good listener. They are careful, reserved and demanding. Value traditions and loyalty.	<b>ISFJ</b>	Thorough, accurate and painstaking. Committed and steady in the meeting. The persons are warm and helpful. Self-effacing; they prefer to finish their work outside the spotlight. The highest satisfaction when they are making themselves useful and taking care of other people. They do their job very seriously and have a prominent organizing talent.	<b>INFJ</b>	Want to understand what motivates people. Those people are essentially warm and understanding. They have a strong understanding of human nature. Synchronizers, recognizable from his complex personality and has so many thoughts and feelings. Having the desire to understand the things that motivate and inspire people. Conscientious and committed to the values of where it is located.	<b>INTJ</b>	Original mind and great drives for implementing the ideas. They are very conscious of their own strength and not doubt their ability. They are usually confident and not allow themselves disrupted by conflict and criticism. People personality type is usually very successful career as they have both the competence and determination. They are people who are analytical and witty, skeptical, and independent.
	<b>ISTP</b>	Tolerant and flexible, observers. They maintain their own individuality and are happy to apply their skills to new tasks. They are people who are quiet and realistic, very rational, and very firm. They are not particularly fond of obligations; but if you give them space, they are the ones that are not really complicated, sociable and jovial. Believes in themselves and are very independent. Organize facts using logical principles, values efficiency.	<b>ISFP</b>	Friendly, sensitive and kind, enjoy the present moment. With the optimistic nature and does not talk much. They are people who are gentle, modest, and reserved. They also are good listeners who frequently searched for, and others feel comfortable accompanied them. They handled the daily life well and liked their privacy. This type is the most likable and most friendly of all personality types. Enjoyed the current state and what happens to the environment.	<b>INFP</b>	In the workplace, this type is a friend and partner who likes to help and loyal. Very cautious and therefore appear shy and reserved to others. They share their rich emotional life as well as their strong opinions with very few people. But people often misjudge their cool and reserved. Seek to understand people and to help them fulfill their potential. Curious, quick to see possibilities, can be catalysts.	<b>INTP</b>	Want to know what holds the world together deep down inside. Seek to develop the logical explanation. Timid and not very talkative. They like to get to the bottom of things; curiosity is their biggest boost. They do not need much more to their happiness because, for they are the ones who are humble. Have unusual ability to focus in depth to solve problems in the area of interest.

Table 2 16 MBTI Personality Types (Continued)

		Sensing Types		Intuitive Types	
<b>Extraverts</b>	<b>ESTP</b> Flexible and tolerant, theories and conceptual explanation bore them. They are full of charm, full of energy, real actors, jolly and spontaneous. They have ideas and a clear vision despite being in a difficult situation. This makes them known as fixers. A pragmatic approach to gets the results. Focus on the here and now, spontaneous, enjoy each moment that could make it active with others.	<b>ESFP</b> Outgoing, friendly and accepting. They are people who are happy. They enjoy being with other people. Intelligent, articulate, witty and full of charm, they like to be the center of attention. They are not afraid of things they do not know: because they are flexible and creative, they quickly adjust to new situations and used it well. Using reason and realistic approach. Flexible and spontaneous, and quickly adapt to the new environment.	<b>ENFP</b> Enthusiastic warm and imaginative. They are people who are creative, cheerful and open-minded. They are full of humor and spread the spirit of enjoying life. This personality type is a keen observer and alert; they will not miss any of the events around them. This type is very proud of its independence, both inside as well as outward, and do not like to accept a subordinate role. Therefore they have a problem with the hierarchy and authority.	<b>ENTP</b> Full of energy and love to take a position in the center of attention. They loved the diversity in both the professional and personal lives. Fast, has a brilliant idea, encouraging and talkative. Having a passion for solving new problems and challenges. Accepting the possibility keep and analyze it. Bored with the routine.	
	<b>ESTJ</b> Happy to assume the responsibility and welcome challenges. They are stable and reliable. Contact with outsiders is very important to them; they easily blend and very active. This type is often found in executive positions as they combine commitment, competence, and ability to function. Practical, realistic, using the fact. Accurate, fast moves to implement the decision.	<b>ESFJ</b> They are always willing to appreciate the good qualities of others and to forgive the weakness of the man. They are a popular people are full of energy. They are reliable, well-organized, and are happy to help. They are the most sociable of all personality types. Social contacts are very important to them. This type shows their feelings openly and honestly. Their strength lies in themselves conscientious and reliable and not on their flexibility and spontaneity.	<b>ENFJ</b> Extrovert and helpful. Others think they are very friendly and inspiring, especially because they always want to see the best in others. A sense of humor, energy, and optimism they attract others. Warm, empathetic, responsive and accountable. They are always trying to fit in with everybody and want their relationships harmonious and satisfying. Her emotions quickly influenced by the needs and motivations of others.	<b>ENTJ</b> This type is born as a leader, competent, energetic and responsible. Confident and independent. They radiate enthusiasm and energy. This type pursues their objectives actively and energetically. There's nothing they love more in-banding new challenges. Well informed, read, happy to increase knowledge and share it with others. Honestly, quick decision-making.	

## RESULTS AND DISCUSSIONS

The questionnaires are distributed through discussion forums and there are about 158 students, but only 143 students who returned it. There are 41 male students and 102 female students. The results are shown in Table 3.

Tabel 3 Extrovert Introvert Composition

	Male	Female
<b>Extrovert</b>	25	43
<b>Introvert</b>	18	57

The findings based on the Table 3 conclude that Extrovert and Introvert personality is more common in women than men students and more introvert female students than extrovert. Therefore, this shows the conditions in which classes are dominated by students who behave in a quieter and

more attention to the lesson. With this condition then certainly the classroom atmosphere will be relatively quiet and comfortable place to study.

Tabel 4 Thinking Feeling Composition

	Male	Female
<b>Thinking</b>	15	30
<b>Feeling</b>	26	72

Interestingly in decision making, there are more male students that rely on feelings in decision making rather than logic (thinking). The writers certainly knows that 80% of men are dominated by the left brain (logic) and 80% of women are dominated by the right brain (feeling). The male should rely more on logic (thinking) for the decision but from the results of this study (Table 4). It indicates that in this classroom is much more a man who used feelings before deciding something, that means they are more considerate of others' feelings, subjectively and trying to maintain harmony. As for the female students show ideal conditions where the use of thinking is lower, and the use of feeling are higher, as this is the ideal condition for women. Table 5 shows the MBTI results of management class in Bina Nusantara University.

Table 5 MBTI Results of Management Class Binus

	Sensing Types		Intuitive Types		
<b>Introverts</b>	ISTJ	ISFJ	INFJ	INTJ	<b>73 students</b> <b>51,04%</b>
	10 students	16 students	9 students	6 students	
<b>Extraverts</b>	ISTP	ISFP	INFP	INTP	<b>70 students</b> <b>48,96%</b>
	7 students	13 students	8 students	4 students	
	ESTP	ESFP	ENFP	ENTP	<b>70 students</b> <b>48,96%</b>
	4 students	12 students	12 students	3 students	
	ESTJ	ESFJ	ENFJ	ENTJ	<b>70 students</b> <b>48,96%</b>
	3 students	18 students	10 students	8 students	
	<b>83 students</b> <b>58,04%</b>		<b>60 students</b> <b>41,96%</b>		

From the above results can be seen mapping 16 MBTI personality types, where the majority of students are introvert approximately 51,04%, this means that they are students who prefer to work in an activity that is individual rather than social interaction. Sensing types students are the majority, that is 83 people or 58,04%, this means that they are students who are happy with a complete learning experience through processing through her senses, they do not like the heavy instruction in abstractions such theories and mathematical models. While intuitors like instruction emphasizes conceptual understanding.

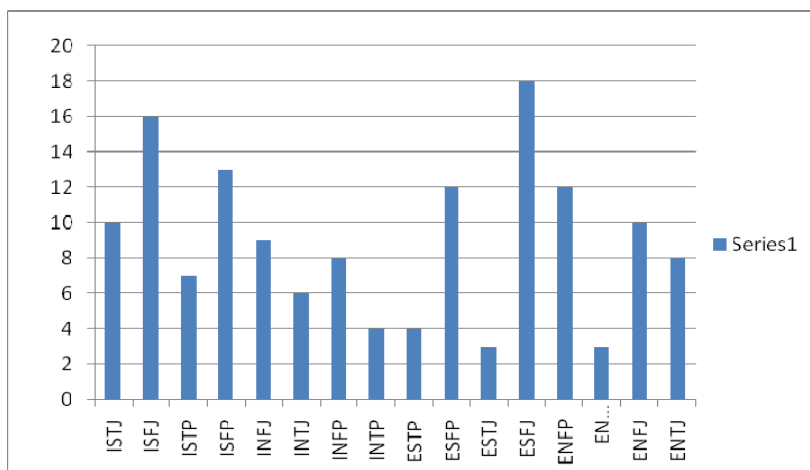


Figure 2 MBTI Graph Test Results of Management Grade Binus

In Figure 2, it can be seen the majority of the students' personality is ESFJ (Extrovert Sensing Feeling Judging). It is 18 students or 12,58% of the total students surveyed. An explanation of these personality types can be seen in Table 6.

Table 6 Results of MBTI with Students' GPA

IPK	Introvert	Extrovert	Sensing	Intuiting	Thinking	Feeling	Judging	Perceiving	
< 2,50	13	14	17	10	7	20	19	18	<b>ESFJ</b>
2,51 – 3,00	29	31	31	29	17	43	29	31	<b>ESFP</b>
3,01 – 3,50	17	16	19	14	11	22	16	17	<b>ISFP</b>
> 3,50	13	9	14	8	10	12	16	6	<b>ISFJ</b>

Table 6 shows that the students with GPA below 3,00 are mostly extrovert, the opposite of the students with a GPA above 3,00 are most have introvert personality. This means that they prefer individual activities and in processing the information, they have Sensing types and are more relying on the five senses to absorb the lessons. Uniquely in making decisions, many students who have feeling based, and it is probably because the majority of respondents are women.

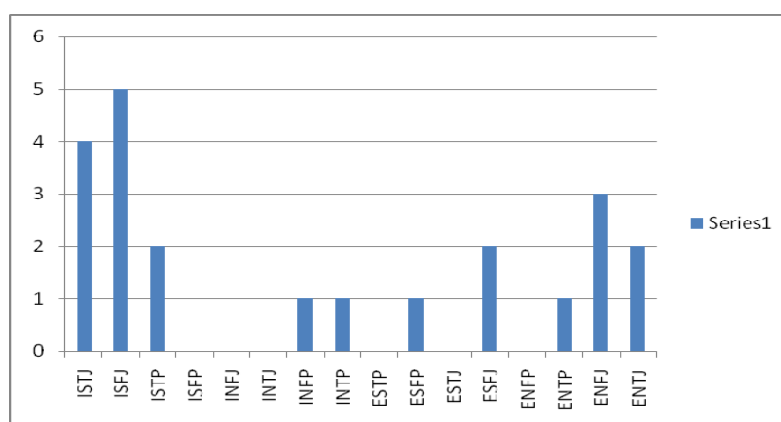


Figure 3 Students Type Graph with a GPA above 3,5

Figure 3 indicates that the majority of students with GPA above 3,5 have the type of ISFJ (Introverted Sensing Feeling Judging). They are individuals who are warm and helpful. They do their job very seriously and have a prominent organizing talent. The highest satisfaction is when they make themselves useful and taking care of other people. But they self-effacing; they prefer to finish their work without the spotlight. They are a real workaholic, quiet, friendly, responsible, and conscientious. They care about the feelings of others are trying hard to make harmony in the home and work environments.

## CONCLUSIONS

The final conclusion is students with GPA above 3,5 majority are Introverted, Sensing, Feeling, Judging. Purposes of implementing the MBTI are to identify the strengths and weaknesses of the individual as well as others. MBTI is created to facilitate the understanding and appreciation of the differences between people. No type of behavior is better than others. In the application of the first-class management, MBTI is very useful to understand the personality type of the students and we can design a model of lecture or classroom atmosphere that can create classroom conditions more conducive to active and cooperative learning (Tyagi, 2008). The MBTI test should be done at the beginning of the semester so the professor could understand the personality types of students that they teach and be able to design more effective lectures.

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