عنوان مقاله:

MBTI-Personality Types and Traits of Professional Software Engineers

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خلاصه مقاله:

Apprehending the personality types of software engineers is essential for both individuals and organizations, especially in software engineering, which heavily relies on teamwork and soft skills. This paper explores various aspects and dimensions of personality exhibited by software engineers, focusing on Iranian culture. To achieve this, we conducted a comprehensive study that involved analyzing existing research on a global scale and a case study specifically targeting professional software engineers in Iran. The Myers-Briggs Type Indicator test was utilized to gather data, and the responses were carefully filtered, resulting in ۱۰۲ valid datasets for analysis, representing both the private and public sectors. Our methodology included the development of a comprehensive questionnaire comprised of personal and standardized MBTI questions in Persian. The findings of our study indicate that software engineers in Iran predominantly exhibit a thinking personality rather than a feeling one. Moreover, personality types such as ISTJ, INTJ, ESTJ, and ENTJ were observed to be more prevalent among software engineers, while ISFJ, ISFP, ESFP, ENFP, and ESFJ were less common. While these results align with global trends, there are also noteworthy distinctions among Iranian software engineers. The implications of our research extend to practical applications for managers, human resources specialists, and recruiters. By understanding software engineers' personality types and traits, employers can optimize talent acquisition strategies, improve job placements, and tailor career development programs accordingly. This knowledge is helpful for students and those interested in a career in software engineering. It aids in making informed decisions that meet the field's requirements.

کلمات کلیدی:

Behavioral Data Analysis, Human Factors in Software Engineering, Empirical Software Engineering, human resources, MBTI