



## Iranian Traditional Medicine in Management: The Role of Temperament on Employability Skills

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### Abstract:

**Background and Purpose:** To be successful in Today's workplace, it is needed to have special individual skills which some of them are inherent. Temperament is one of individual traits that, by making difference in people's characteristics, affect their abilities. Temperament has been introduced by Iranian Traditional Medicine. In this school, the man is not considered just as a physical being, and also individual differences underlie an efficient social work division. To consider the impressive and ascertaining role of Temperament on the set of Employability Skills.

**Materials and Methods:** this study is descriptive-correlative and is the type of casual relation. Kent University Questionnaire was used as aggregation data tools for employability skills. A questionnaire was prepared for the measurement of individual temperament in terms of the overall indications of temperament proposed by Avicenna. The questionnaire was used for regular interviews. The population was determined the students with age range of 19 to 22. Through an accidental sampling, 230 questionnaires were put at disposal. In order to analyze the data, Pierson Correlation method and also the Variance-based structural Equation Modeling were used to test the main hypothesis

**Results:** The impressive and ascertaining role of temperament on the main and basic employability skills both on boys and girls was approved and also the mediating role of basic skills. Several significant relations were also obtained between hot/cold and wet/dry temperament and some of the skills.

**Conclusion:** Identification of individual characterization through the awareness of their temperament will be an efficient facilitator of social work sharing and association which has been proposed by Avicenna. It should properly determine the expectations of people in workplaces.

**Keywords:** Iranian Traditional Medicine, Temperament Theory, Employability Skills.

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