

# Correlative Notions Of The “Professional Judgment” And The “Professional Behavior”

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*Abstract: - At a professional level, the conduit involves general rules that are subject to certain particularization that appears as a positioning of human postures of social nature into a microeconomic environment.*

*In the modeling process, the interdisciplinary of the domains is being taken into consideration along with the specificity of the organization in which the employee is working and also involves a multitude of internal and external factors that are generating, as a final result, a diversity of correlative notions regarding the professional judgment and the professional behavior.*

*This paper scope is to highlight the reciprocity incurred between the two notions and also the influences created by.*

*Key-Words: - professional judgment, professional behavior, temperament, organization, interdisciplinary, development.*

## 1. Introduction

The professional judgment, as described by Professor Paul Gagnon, is „the invaluable mental power” [1].

“A good judgment is something that must be worked at all the time and with great skill and effort. It does not exist automatically; it must be created” [2].

Our vision over the professional judgment comprises both the traditional side of the judgment, with accent laid on the conclusive thinking of a demarche and the pro-economic side that highlights the multitude of progressive effects of the professional environment.

## 2. General acceptances of professional judgment

### 2.1 The deontological vision of the professional

Including a judgment into an organizational environment draws after self a series of written and unwritten rules of the professional circuit.

In respect of the written rules, we state that there is an assembly of documents that guides the decisional mechanism, therefore the professional judgment. Among them, we name the various ethic codes, working procedures, standards, regulations, etc.

Professional judgment possesses a complex guidance mechanism formed both from the fixed side of the whole process – the documentation in place and the flexible side that is related to the cognitive abilities of the employee, more concisely his behavior.

**Fig. 1** The professional judgment`s influences (created by authors)



### 3. Correlative notions of the professional judgment and the behavior

#### 3.1. The issues of a bonding between the judgment and the

Behavior, according to Tilquin, represents the whole of the adaptive reactions, objective-observable, whereon an organism which has a nervous system is executing as a response to its stimulus from the environment, which, also are objective-observables [3].

A significant issue analyzed in this paper is situating as central interrogation the following questions:

1. Is the behavioral structure of the employee significantly affecting his professional judgment?
2. In what manner is the professional judgment defining the behavioral structure of the employee?

**Fig. 2** The link between concepts (created by authors)

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	J						P	H	L	E	G	M	A	T	I	C
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	D	O	C	U	M	E	N	T	S		I			A		
	G		R			U					N			M		
	M		E			R				T	E	M	P	E	R	
B	E	H	A	V	I	O	R							L		
	N		T		P	E	O	P	L	E		C		A		
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			V			O			W		W	O		C		
			E			N					O	L		H		
				P	R	O	C	E	D	U	R	E	S	O		
						M					K	R		L		
			E	T	H	I	C	A	L			I		I		
						C	O	D	E			C		C		
		D	E	C	I	S	I	O	N	S						

Analyzing the first question, we observe that at a hypothetical level, the hierarchical order of the mental structure is the order that situates the behavior in a primary position. This aspect means that the professional judgment is guided by a behavioral mechanism which sits at the base of all actions.

The second question is trying to settle the extent in which the professional judgment prevails when taken into consideration the professional environment, the behavior being completely directed by the assembly of directives, procedures and existing organizational documents.

### 3.2. Granting value to the exposed issues

#### 3.2.1 Sustaining the interrogation that underlines the significant influence of behavior over the professional judgment

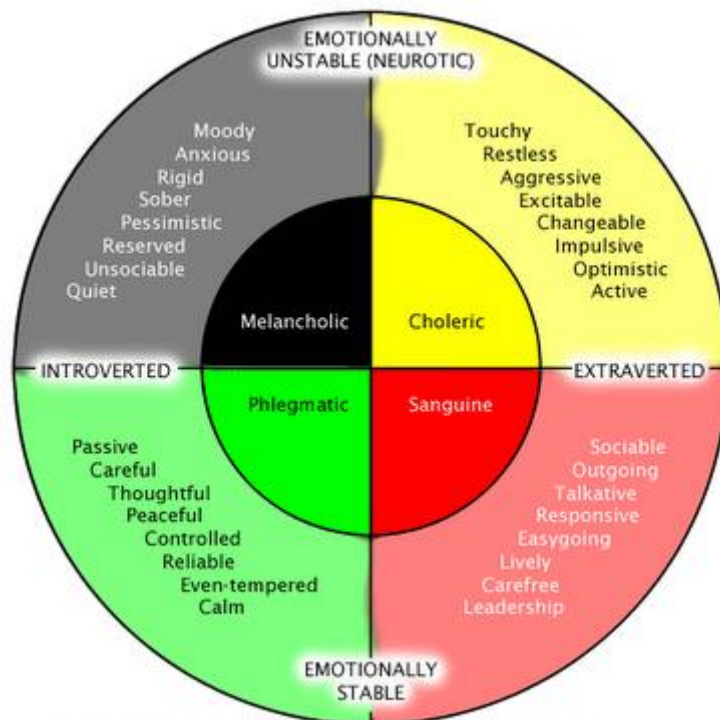
Transforming the first presented question into an affirmation we obtain that the behavioral structure of the employee is significantly influencing his professional judgment.

The pylons that can support us when granting this affirmation a positive value is aiming at the evolutionary order of the human characteristics. It is supposed, accordingly to this hypothesis, that the employee is first of all an entity that accumulated general knowledge and then, at a particular level, is restraining his domain of activity at the organizational environment.

In order to support these presentations, we bring the correlative presentation of some associations between behavior and professional judgment through addition of a dominant factor in the existential quality of the behavior – the temperament.

„Temperament is that aspect of our personalities that is genetically based, inborn, there from birth or even before. That does not mean that a temperament theory says we don't also have aspects of our personality that are learned” [4].

**Fig. 3** Eysenck, H. J., and Eysenck, M. W., *Personality and Individual Differences*



Eysenck, HJ and Eysenck, M.W. *Personality and Individual Differences*. Plenum Publishing, 1958.

Characterized by a choleric temperament that has as features toughness, aggressive character, intolerance towards colleagues and overflowing energy, the employee tends to filter his professional judgments through a subjective filter, driven by its own nature.

In order to sustain the first hypothesis, we point out that the syncope resulted from this type of manifestation leads to inconsistencies of the organizational set of objectives, the employee tending to impose its own decisions and working methods.

A sanguine temperament, with an exaggerated manner of exposing the reactions and a high level of disorganizations can lead to the creation of an image that can transmit the idea of non-involvement, not paying attention, thus a syncope in the good development of a company.

An employee with a melancholic temperament does not hold a discipline of his own feelings, he presents an accentuated sensibility in the relationships with other and tends to have strong reactions towards critics. The syncope emerged from this kind of behavior is showing the inability to adapt to a collective or worse, the tendency to be marginalized from a collective, facts that lead to a unbalance of cooperation that is wanted within a company.

The commodity, indifference, not reacting to challenges and evolutionary situations are features of a phlegmatic character. Evaluating these features, the employee with a phlegmatic character does not have the motivation needed to evolve future activities for the company therefore the syncope appears at the time the difference between professional obligations and personal requests emerge.

### **3.2.2 Pro arguments in settling the fact that the professional judgment defines the behavioral structure of the employee**

Once included in an organizational circuit, the employee has the compulsoriness to fit in the imposed collective rigors, on which base he was employed. He must aim in respecting the objectives accordingly to all directives and pre-established procedures.

The employee becomes a link in the chain of the company, his activity is influencing the other participants in the working process and therefore the professional judgment dictates his behavioral structure. This „must search new customers, identify their needs and launch new offers. Consequently, the strategies which will be adopted focus expansion on new markets and geographic expansion”. [5]

The person in the employee posture must have a high capacity in adapting to the work market as there can be risky situations when „the identified factors, evaluated and ranked may change in the next period their force of action or even the market structure”. [6]

Managers consider that is mandatory that analytical information must exist in order to monitor the prices on the market, how any of the employees contribute to the global profitability of the company and what are the costs in improving the competitiveness of the company. [7]

In order to eliminate the domino effect, the professional judgment of the employee has a recoding base and directs the behavior in favor of fulfilling all the job's requirements.

The professional judgment shapes the behavioral structures no matter the temperament, the classification being redundant in this context.

## **4. Conclusions**

The two interrogations presented above confirm reciprocity, a both senses circuit of notions that marks both an analytical development of the human in the posture of an employee and an increase at a macroeconomic level through bonding the environments of character with the organizational environment, thereby creating a proper professional environment in reaching the evolutionary targets.

The employee, no matter the junction between the professional judgment and the behavioral highlighted temperament characteristics can shape all this elements for its own advantage, an advantage that can be harmonized with collective benefits.

This paper aimed at exposing the correlative notions between the professional judgment and the professional behavior through a creative and interdisciplinary approach.

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