

Organization Behaviour

Class- BCA IInd Semester

Topic - Personality



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Outline:- Unit 3 – Personality

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Definition of Personality

Personality, a characteristic way of thinking, feeling, and behaving. Personality embraces moods, attitudes, and opinions and is most clearly expressed in interactions with other people. It includes behavioral characteristics, both inherent and acquired, that distinguish one person from another and that can be observed in people's relations to the environment and to the social group.

The term personality has been defined in many ways, but as a psychological concept two main meanings have evolved. The first pertains to the consistent differences that exist between people: in this sense, the study of personality focuses on classifying and explaining relatively stable human psychological characteristics. The second meaning emphasizes those qualities that make all people alike and that distinguish psychological man from other species; it directs the personality theorist to search for those regularities among all people that define the nature of man as well as the factors that influence the course of lives.

Determination of Personality

Personality is a result of the combination of four factors, i.e., physical environment, heredity, culture, and particular experiences. Here we discuss each factor determining personality separately.

- ▶ **Personality and Environment**
- ▶ **Heredity and Personality**
- ▶ **Personality and Culture**
- ▶ **Personality and Particular Experiences**

Theories of Personality

Sigmund Freud's Psychoanalytic Theory

This theory is based on the belief that man is encouraged more by unforeseen forces than the conscious and logical thought. Freud believed that most of the things in life are not present at the conscious level but they are present at an unconscious level.

Erikson's Theory

This theory states that personality is groomed throughout lifetime. He presents eight distinct stages each with two possible outcomes. Successful completion of each stage leads to a healthy personality.

Sheldon's Physiognomy Theory

This theory was proposed by William Sheldon. He presents personalities by classifying individuals into convenient categories based on their body shapes. They are –

The Big Five Traits

In psychological trait theory, the Big Five personality traits, also known as the five-factor model (FFM) and the OCEAN model, is a suggested taxonomy, or grouping, for personality traits, developed from the 1980s onwards. When factor analysis (a statistical technique) is applied to personality survey data, it reveals semantic associations: some words used to describe aspects of personality are often applied to the same person. For example, someone described as conscientious is more likely to be described as "always prepared" rather than "messy". These associations suggest five broad dimensions used in common language to describe the human personality and psyche.

The theory identifies five factors:

- ▶ Openness to experience
- ▶ Conscientiousness
- ▶ Extraversion
- ▶ Agreeableness
- ▶ Neuroticism

Myers-Briggs Indicator

Definition:

The Meyers-Briggs Type Indicator (MBTI) is a self-help assessment test which helps people gain insights about how they work and learn. It is a framework for relationship-building, developing positivism, and achieving excellence.

Description:

The MBTI was developed by Katherine Briggs and is based on the typological theory of Carl Jung who had proposed that there are four essential psychological functions by which we see this world.

These functions are sensation, intuition, feeling, and thinking. All of us rely on one function more than others. The base of MBTI lies in identifying our preferences which are driven through our interests, values, needs, and motivation. Carl Jung came up with this theory through subjective clinical evaluations.

Locus of Control

There is a concept in the psychological literature known as *locus of control* that is unfamiliar to most people, even though, once defined, is commonly understood. Locus of control is an individual's belief system regarding the causes of his or her experiences and the factors to which that person attributes success or failure.

This concept is usually divided into two categories: internal and external. If a person has an internal locus of control, that person attributes success to his or her own efforts and abilities. A person who expects to succeed will be more motivated and more likely to learn. A person with an external locus of control, who attributes his or her success to luck or fate, will be less likely to make the effort needed to learn. People with an external locus of control are also more likely to experience anxiety since they believe that they are not in control of their lives. This is not to say, however, that an internal locus of control is “good” and an external locus of control is “bad.” There are other variables to be considered, however, psychological research has found that people with a more internal locus of control seem to be better off, e.g. they tend to be more achievement oriented and get better paying jobs.

Type A and Type B Assessment of Personality

Understanding personality traits is important in the workplace. Type A and Type B are two contrasting personality theories that explain how certain employee characteristics can affect workplace behavior.

People with **Type A personality traits** are aggressive, ambitious, controlling, highly competitive, preoccupied with status, workaholics, hostile, and lack patience. People with **Type B personality traits** are relaxed, less stressed, flexible, emotional and expressive, and have a laid-back attitude.

There can be great difficulties in the workplace when these two personalities have to work together. People who have either of these personality types are usually best at specific tasks within an organization. Let's look at an example.

A huge project needs to be completed at the Fun Town Water Park. Every year, the water park unveils a new water ride. Production has begun on this year's Lava Falls water ride, which carries kids through a volcano on rafts and then shoots them out of the top down a huge slide.

Two managers want to be in charge of completing the project. Type A Alfred and Type B Beatrice have a deadline of May 15th to get the new ride completed and ready for the season. The current report on the ride shows it's behind schedule. Is Alfred or Beatrice the better manager choice to bring this project to completion before the May deadline? A consultant has been hired to investigate both managers and see who should be selected to manage completion of the ride.

References

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