

PERSONALITY-I

The dynamic organization within the individual of those psychophysical systems that determine his unique adjustment to his environment. (G.W. Allport)

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MEANING & DEFINITIONS

- ▶ The term Personality is derived from the Latin word '*Persona*' which means a theatrical mask used by actors in those days to indicate their role in theatrical play
- ▶ Personality is often defined by characteristics such as outgoing or charming. However, psychologists define personality as the growth and development of a person's whole psychological system.
- ▶ Personality can be defined as an individual's unique and relatively stable patterns of behaviour, thoughts and emotions.

CHARACTERISTICS OF PERSONALITY:

- ▶ Personality is unique
 - ▶ Relatively persistent and permanent in nature
 - ▶ Represents a dynamic orientation of an organism to the environment
 - ▶ Both inherited and shaped by the environment
 - ▶ Remains as a whole
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NATURE OF PERSONALITY

- ▶ Personality has both **external** and **internal** elements. External traits are the observable behaviours that we notice in an individual's personality. The internal states represents thoughts, values and genetic characteristics that we infer from the observable behaviour.
- ▶ Allport: Mask Approach (Outward Appearance), Substance Approach (underlying nature)

DETERMINANTS OF PERSONALITY

- ▶ Heredity
 - ▶ Environment
 - ▶ Family
 - ▶ Socialization process
 - ▶ Situation
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Personality and OB

- ▶ We study personality in Organizational Behavior because it impacts a number of important work outcomes. We can attempt to measure personality through a variety of methods. Often these methods are utilized in the hiring process to assist in hiring the right person for the job and the organization. The most common method is self-reporting surveys where individuals answer questions that determine what type of personality they have. Another, more accurate, method is when others observe the individual and provide an independent assessment of their personality.
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Reference

- ▶ Organizational Behaviour by Stephen P. Robbins, Timothy A. Judge and Neharika Vohra, 15th ed, Pearson
 - ▶ Organizational Behaviour by Fred Luthans, 8th edition, Irwin McGraw–Hill
 - ▶ Theories of Personality by Calvin S. Hall, Gardner Lindezey and John B. Campbell, 4th edition, John Wiley & Sons Inc.
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