


Personality-III


By Umakanta Nayak

BIG FIVE MODEL OF PERSONALITY TRAITS

The following five personality traits are specially related with job performance.

- ▶ Extroversion : Outgoing, talkative, sociable, assertive
 - ▶ Agreeableness: Trusting, good nurtured, cooperative, softhearted
 - ▶ Conscientiousness: Dependable, responsible, achievement-oriented, persistent
 - ▶ Emotional Stability: Relaxed, secure, unworried
 - ▶ Openness to experience: sensitive, intellectual, imaginative, curious, broadminded
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THE MYERS –BRIGGS TYPE INDICATOR

- ▶ **Extroversion Vs Introverted:**
 - ▶ **Sensing Vs Intuitive:** Sensing types use an organised structure to acquire factual and preferably quantitative details. Intuitive type collect info. Non-systematically.
 - ▶ **Thinking Vs Feeling:** Thinking type rely on the rational cause-effect logic and scientific method to make decision. Feeling type weigh their options against their personal values more than on rational logic.
 - ▶ **Judging Vs Perceiving:** Judging type enjoy the control of decision making and want to resolve quickly. Perceiving types are more flexible.
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MAJOR PERSONALITY ATTRIBUTIONS INFLUENCING OB

- Locus of control
 - Machiavellianism
 - Self esteem
 - Self monitoring
 - Risk taking
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Type A and Type B personalities

Type-A

- ▶ Always moving, walking and eating rapidly
- ▶ Feel impatient with the rate at which most events take place
- ▶ Strive to think or do two or more things at once
- ▶ Can not cope with leisure time
- ▶ Are obsessed with numbers, measuring their success in term of how many or how much of everything they acquire

Type A's operate under moderate to high level of stress

Type B

- ▶ Never suffer from a sense of time urgency with its accompanying impatience
- ▶ Feel no need to display or discuss either their achievements or accomplishments unless such exposure is demanded by situation
- ▶ Play for fun and relaxation rather than to exhibit their superiority at any cost
- ▶ Can relax without guilt.

Type B are often creative.



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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