

# [Individual other employee’s. this links to the](https://assignbuster.com/individual-other-employees-this-links-to-the/)

[Business](https://assignbuster.com/essay-subjects/business/), [Management](https://assignbuster.com/essay-subjects/business/management/)

Individualdifferences are part of people’s character; it shows a whole range of qualitieswhich are important towards organisations as the psychology side examines howpeople are similar, how they change in thinking, feeling and behaviour. Theyare important as it shows the individual as a whole. This can be looked at whendiscussing the personality traits of the Big five, as this is where individualsare categorised in terms of how they act and demonstrate on work. In context to the Birmingham Fitness Gym, the employee’s relation with Big Fiveis illustrated in different ways, for example “ Jo, a fitness instructor, whoprefers working with a few people at a time”. This can show that Jo is anintrovert as her skills are showing that she likes to work with less people, this could be because jo is reserved who may be possible uncomfortable insocial situationsThis canalso determine that jo’s personality can be agreeableness as she is morecompliant and obeys rules, “ Jo did not have much to bring to the table.

Whatever Phillip suggested, they adopted”. This shows Jo’s agreeableness as Johad agreed on some of the things that had been said during the meeting but didnot contribute to give ideas. In comparison to Nick, “ an experienced trainer who is generally satisfied” thiscan show that Nick may have a good conscientiousness strategy in the workplaceas he performs well being an experienced trainer. However, at BFGym he noticedthat he is left with classes that the trainers do not want, this is a downfallto his skills, as he feels neglected and he is treated unfairly. “ Nick’s inputis somehow discarded” this shows that he is treated unfairly and doesn’t feelpart of the team. Although it can be positive as it shows that he is opennessto experience as he is more creative as he is taking more responsibility thanother employee’s.

This links to the Halo effect as he is good at things whichis why he had to take the classes. Finally, we look at Jane “ an enthusiastic Physical Education graduate who justenrolled in a master’s program”. At BFGym she is having to do back to back classes, Jane asked management to change some of her classes but this was declined.

Thisshows that her emotional stability was positive as she remained calm throughoutcircumstances. This shows that the Halo effect applies as she holds a degree aswell as contrasting effect as she wants to make a difference in the workplace.