

# Personality and its impact on organizational behavior



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The alone idea forms, behaviours and feelings that make an single different from the other can be termed as Personality. The personality of every person originates out of familial heritage every bit good as his immediate milieus, and remains changeless all through their lives. This consequences in single differences. Due to complexness in human nature originating out of the broad assortment of experiences in life, the different personality types affect single relation ships in an organisation, and impact the organisational clime. There are assorted theories explicating the growing of single personalities, such as - the Psychodynamic theory, Type theory, Behavioral theory, Biological theory, Trait theory, and the theory of the 'Big five ' ( Mike Battista, 2008 ) . However, though it is assumed that the personality of an person is more or less changeless, it does non go on so. It has been observed that though single differences occur as a consequence of assorted manners of parenting and the sum of attending that one received in childhood training, single successes and failures experienced in life, alterations in single personality do happen in the long tally. Persons are likely to go more stable emotionally through 20 to 40 old ages, where normally they do non necessitate to confront any more new experience with age, as greater assurance in ego develops. ( Webbooks/e-library )

### **Impact of Individual Personality at Work**

The kid goon personality of an single affects the future calling and occupation satisfaction of persons. It has been found out that, behaviours of persons in the organisational clime are the consequence of their single personalities. There are certain traits of personality that are indispensable for employee behaviour, which may be desirable for an organisation to run

its operations successfully. Some persons may be more sociable and carry an outgoing personality and prefer work environment that is more societal and friendly. This personality trait does not instantly affect their behaviour at work, but might harm their work psychological science in the long tally. In an organisational environment, everyone is assigned some peculiar occupation duty, and certain outlooks arise out of the definite functions that each are assigned to play. Hence, here the single behaviour is influenced more by the occupation outlooks instead than single behavioural penchants. In occupations that call for liberty and freedom, it has been observed that the single personality exercises a enormous influence on that. This frequently leads to hard direction state of affairss in an organisation. Employees frequently tend to go excessively much egoist, independent, possess excessively much of differential sentiment, and sometimes insouciant and easy traveling. Hence these are of import issues that need to be focused on when an organisation is making its concern program and planing single occupation duties. ( Webbooks/e-library )

Peoples are non a agency to an terminal, but are as of import to an organisation as the wheel is to a chariot. Every organisation requires a definite work force consisting a alone employee personality, so as to avoid excessively much hit of thoughts. Again, single differences give rise to dynamism in the squad, which is really healthy and indispensable for the successful growing of a squad, as it unleashes new thoughts, provided it is managed expeditiously. Thus it is of import that every squad leader has a proper cognition about the Big Five Theory of personality development.

## **The Big Five**

The find of the Big Five was the consequence of an empirical research, and psychologists observed that of the long list of traits prepared by them, many of them occurred together. Five large factors were identified as general dimensions that were basically considered for distinguishing one individual from the other. These are - Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism. Putting the initials of the character traits together, the acronym OCEAN is derived.

### **Beginning: hypertext transfer protocol: //www. web-books. com/eLibrary/Books/B0/B58/IMG/fwkcarpenter-fig02\_004. jpg**

Openness: Peoples who are high on openness, are inventive every bit good as conservative, and possess a earthy sort of nature. They like emotions, escapade, art, unusual thoughts, possess wonder and imaginativeness, and like assortment. They perform good in scenes affecting preparation, and normally are capable of blossoming in state of affairss that require geting new accomplishments and flexibleness. Their personality trait gets them rapidly adjusted to a new occupation scene.

Conscientiousness: This personality trait refers to how much organized, achievement-driven, reliable, punctual, and systematic a individual is. It is this trait of an single that sets him/her apart and gives out the anticipation about his /her degree of public presentation in a broad mixture of business that he or she gets involved into.

**Extraversion:** This refers to an individual's outgoing, sociable and chatty nature, and ability to construct up speedy and strong interactions. They are found to be successful at occupations affecting gross revenues, every bit good as occupations affecting managerial duties. They display inspirational behaviours in leading functions. They normally are happy in work environment as they enjoy the relationships that they build up at that place.

**Agreeableness:** This refers to the personality traits of compassion, cooperation in an individual on one man's while intuition and hostility on the other. They are friendly, helpful, optimistic, and possess the willingness to give for the benefit of others. Peoples with a high grade of amenity, are liked by others and make a strong bonding with others. They do not revenge much when treated below the belt by others, and have the potency of being an effectual leader every bit good as a valuable plus for a squad as they are able to make a just environment in a squad.

**Neurosis or Emotional Stability:** This personality trait refers to an individual's emotionalism, dispositions, crossness, anxiety, moodiness. It points towards the person's ability to stay unagitated and stable, and ability to manage emphasis. They by and large get angry rapidly, and succumb to anxiousness and depression, ensuing in their inability to believe clearly and manage a complicated state of affairs. Peoples that are high on Neuroticism are normally low in accomplishments as this trait acts negatively against a successful calling. They repeatedly get unsated with their occupation and depict purposes of going forth, though they really do not go forth.

( Webbooks/e-library )

## My Personal Profile

1. Openness to see: Imaginative, advanced, funny, practical, hold broad involvement, low focal point.
2. Conscientiousness: Planful, organized, accomplishment oriented, dependable, stronger work ethic, efficient, orderly, practical, careful, prudent
3. Extraversion: Sociable, active, energetic, more self-asserting, verbally dominant, energized by people, more accessible, reserved instead than unfriendly after a hard stage
4. Agreeableness: Warm, association seeking, sort, sympathetic, more sympathetic, tolerant, co-operative, consensual, swearing, collaborative, direct, tough minded, nonsubjective.
5. Emotional Stability: Calm, more secure, cool, less emotional, but sometimes go vulnerable to emphasize

My conscientiousness degree is high, and so is the degree of openness, which frequently crosses each others path. Using my openness to see while being achievement oriented, a little more focal point, practical sense and careful prudence is necessary, as it is non possible to accomplish a set mark without that. To be successful, high extroversion is necessary, as the high terminal aspects point towards the effectual leading qualities in me, but add a batch of emphasis as good by making batch of outlooks. Hence a small direction of amenity in footings of seeking association and heat and a small on tolerance would be good, to heighten my emotional stableness in footings of exposure to emphasize.

To be achievement oriented, I need to be more self-asserting, as without averment of one 's aim, it is non possible to drive a squad 's focal point towards a end. As a squad leader I have duties towards my squad every bit good as towards the organisation. Hence I need to be really specific and mark oriented sing alliance of single ends of my squad members every bit good as of the organisation. Assertiveness as a successful personality trait has helped me successfully retain a direct communicating between my operational squad and the client 's of the organisation to run the concern successfully. This trait has efficaciously retained the client 's trust and religion in the organisation 's capacity to execute even in hard state of affairss, and helped retain the squad 's assurance in me. An organisation benefits in countless ways from the committedness of an employee towards an organisation. Employees holding a high grade of organisational committedness identify themselves closely with the ends and values of the organisation, are proud to work for the organisation and work for the benefit of the organisation. Organizational reform often destroys that committedness of the employee to the organisation. Therefore, it is really of import that proper action programs during such a reform is made so as to retain and heighten that bing degree of organisational committedness as it is priceless for that organisation ( Shu-Jen Lin, J. She-Cheng Lin and Ben-Yuan Lin, 2010 )

## **Action Plan for Changing Behaviors**

Hackman and Oldham, ( 1975 ) opinionate that based on the work features theoretical account, alteration in work features involves five nucleus dimensions related to work, including skill diverseness, undertaking unity,

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undertaking significance, liberty and feedback. Changes in work features efficaciously raise the internal quality of the content of employee occupations and, as a consequence, improves employee work attitude.

( Shu-Jen Lin, J. She-Cheng Lin and Ben-Yuan Lin, 2010: 3682 )

The undermentioned action program is prepared with the purpose of altering behaviours within the organisation with that personality trait that is my strength.

## **Subject: Changing behaviours within Organization**

### **Positive /Strong Personality Trait**

### **Present Team Attitude**

### **Desirable Changes**

### **Actions to be Performed**

Assertiveness

Achievement Drive

High on extroversion, hapless public presentation due to high sociableness amongst members, deficiency of squad answerability and supportive attitude towards the other members

Developing squad answerability, developing public presentation and achievement thrust, constructing an synergistic and supportive organisational environment

Forming a encephalon ramping session on public presentation and accomplishment on a predetermined organisational end taking to get at the

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necessary actions to be taken. Through this session itself team answerability and supportive environment can be developed by putting up aims to be achieved on a timeline.

Decision: For running organisational direction efficaciously, it is really of import for squad leaders to hold a really clear apprehension of the personality traits that basically consist the overall employee psychological science of an organisation, every bit good as specific squads covering with specific occupation duties. Every organisation does non necessitate every sort of single personality in its organisational clime, as it frequently adversely affects the organisational behaviour and public presentation. Hence, it is of import for squad leaders every bit good as the HR section of an organisation to understand the occupation design of the organisation, and the needed employee personality type that would outdo tantrum into it. A precise cognition of the personality and single differences would besides heighten effectual direction of the organisation, peculiarly during a reform.