School of Computer Applications

Name of the faculty member: **Mr. P B Narendra Kiran**

Course Code: MGN502	**Course Title: Management and Organisational Behaviour Dynamics**
Academic Task No: **CONTINUOUS ASSIGNMENT-2**	**Academic Task Title: Presentation**
Date of Allotment: 03 Oct 2022	**Date of Submission: 21 Oct 2022**
Student Roll No: RDE522B44	**Student Reg. No: 12102801**
Term: 3rd	**Section: DE522**
Max. Marks: 30	**Marks Obtained:**
Evaluation Parameters: PRESATATION AND REPORT	

Learning Outcomes (Student to write briefly about learnings obtained from the academic tasks.)

Declaration:

I declare that this Assignment is my individual work. I have not copied it from any other students' work or from any other source except where due acknowledgement is made explicitly in the text, nor has any part been written for me by any other person.

Student's Signature: Atul Kumar

Evaluator's Comments (For Instructor's use only)

General Observations	Suggestions for Improvement	Best part of assignment

Evaluator's Signature and Date:

The student will be given a personality test to be conducted on at least 10 people in any organization and have to identify problems based on the personalities of those people. The student will have to summarize the personalities of those people along with providing recommendations for identified problems.
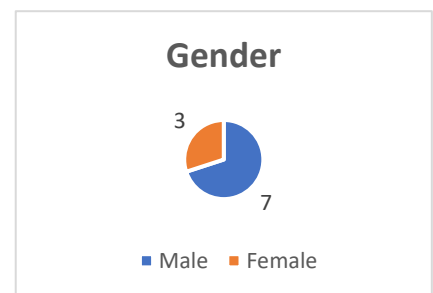
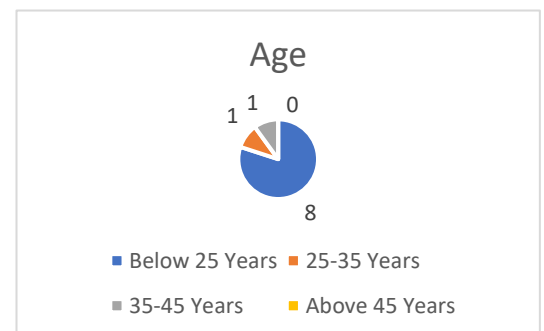**Answer: -**

Multidimensional Personality Questionnaire

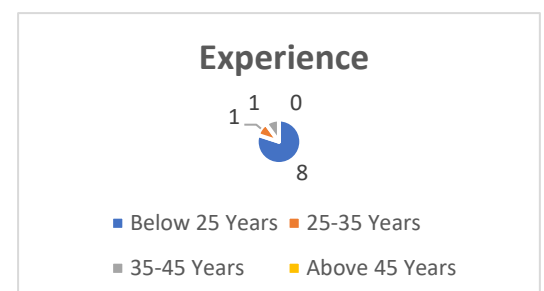### SECTION – I

Demographics:

1. **Gender** Male **(7)** Female **(3)**

2. **Age**

   ☐ Below 25 years **(8)**

   ☐ 25-35 years **(1)**

   ☐ 35-45 years **(1)**

   ☐ Above 45 years **(0)**

3. **Job Experience**

   ☐ More than 1 year **(8)**

   ☐ 1-5 years **(1)**

   ☐ 5-10 years **(1)**

   ☐ Above 10 years **(0)**

SECTION – II

The following statements are related to the psychological traits of the employee. Kindly mark (✓) in the based on your agreeableness. Please carefully read them and give your responses on a five-point Likert scale ranging from "Strongly Agree" to "Strongly Disagree" by ticking at the appropriate space.

SA = Strongly Agree

A = Agree
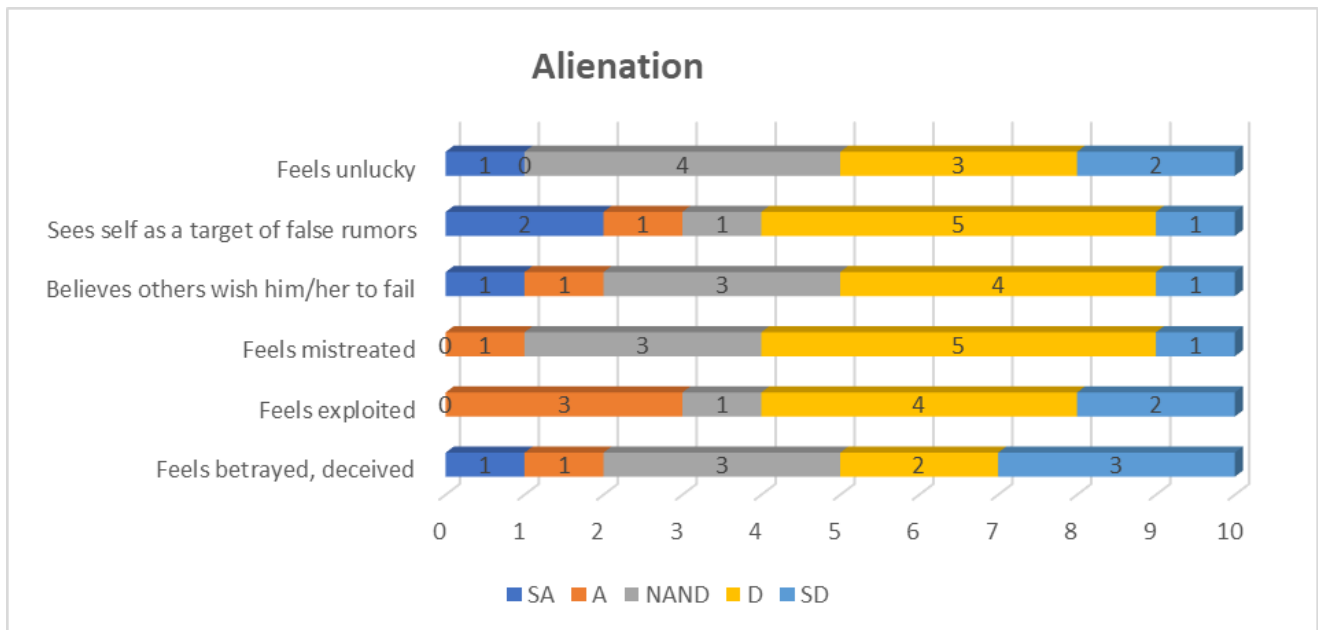
NAND = Neither Agree nor Disagree

D = Disagree

SD = Strongly Disagree

1. Alienation

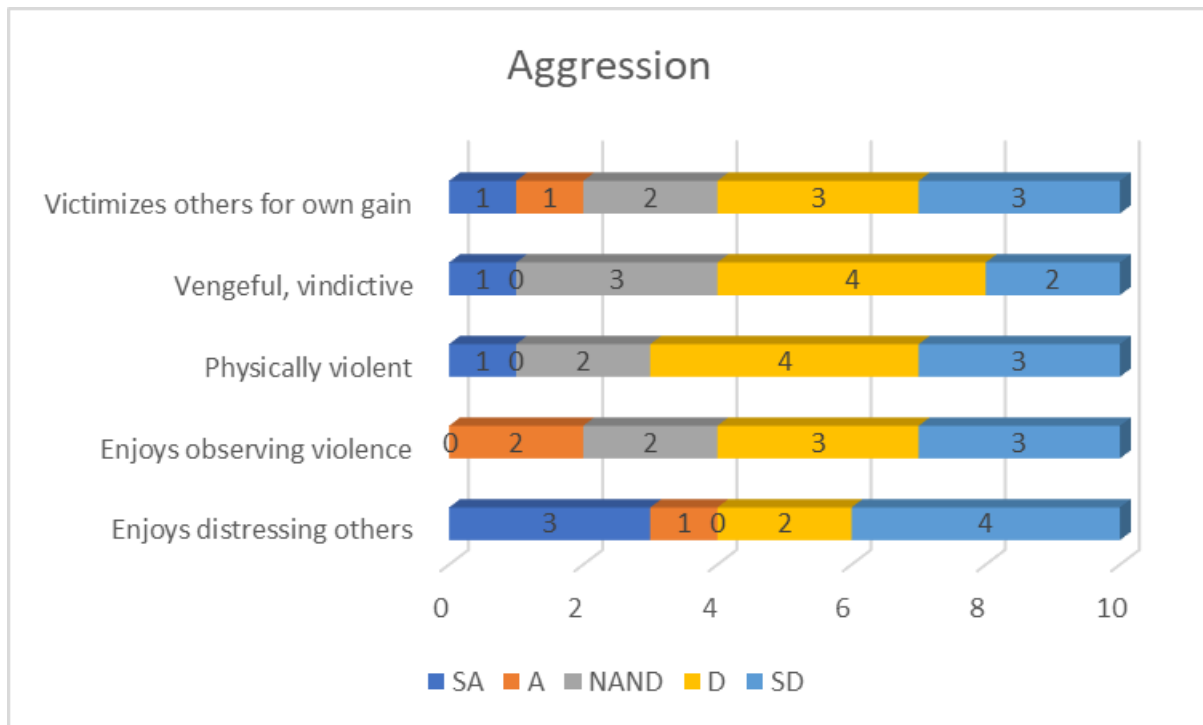| I Consider Myself as	SA	A	NAND	D	SD	Total
	1	1	3	2	3	10
Feels betrayed, deceived	10.00	10.00	30.00	20.00	30.00	100.00
	0	3	1	4	2	10
Feels Exploited	0.00	30.00	10.00	40.00	20.00	100.00
	0	1	3	5	1	10
Feels mistreated	0.00	10.00	30.00	50.00	10.00	100.00
	1	1	3	4	1	10
Believes others wish him/her to fail	10.00	10.00	30.00	40.00	10.00	100.00
	2	1	1	5	1	10
sees self as a target of false rumors	20.00	10.00	10.00	50.00	10.00	100.00
	1	0	4	3	2	10
Feels unlucky	10.00	0.00	40.00	30.00	20.00	100.00

Table: 1

Graph: 1

Identification: As such, no respondent has been identified with the personality problems regarding the above variable.

2. Aggression

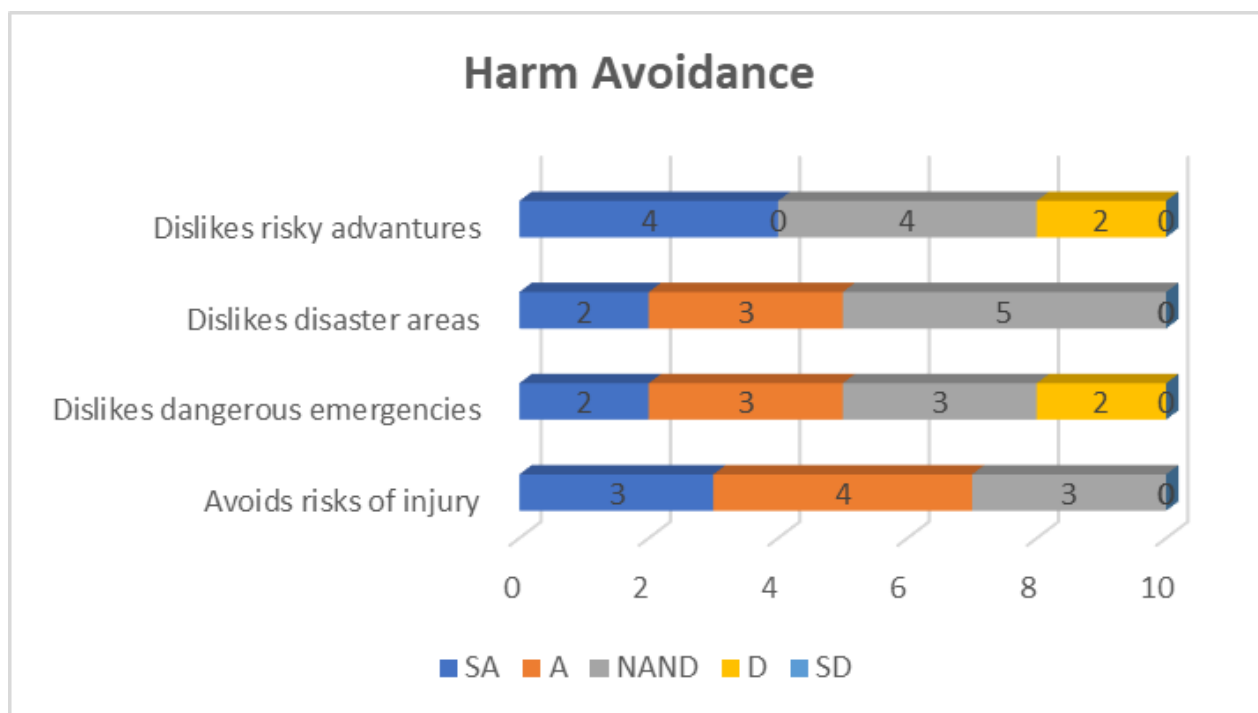| I Consider Myself as	SA	A	NAND	D	SD	Total
Enjoy distressing others	3	1	0	2	4	10
	10.00	10.00	30.00	20.00	30.00	100.00
Enjoy observing violence	0	2	2	3	3	10
	0.00	30.00	10.00	40.00	20.00	100.00
Physically violent	1	0	2	4	3	10
	0.00	10.00	30.00	50.00	10.00	100.00
Vengeful, vindictive	1	0	3	4	2	10
	10.00	10.00	30.00	40.00	10.00	100.00
Victimizes others for own gain	1	1	2	3	3	10
	20.00	10.00	10.00	50.00	10.00	100.00

Table: 2

Graph: 2

Identification: As such, no respondent has been identified with the personality problems regarding the above variable.

3. Harm Avoidance

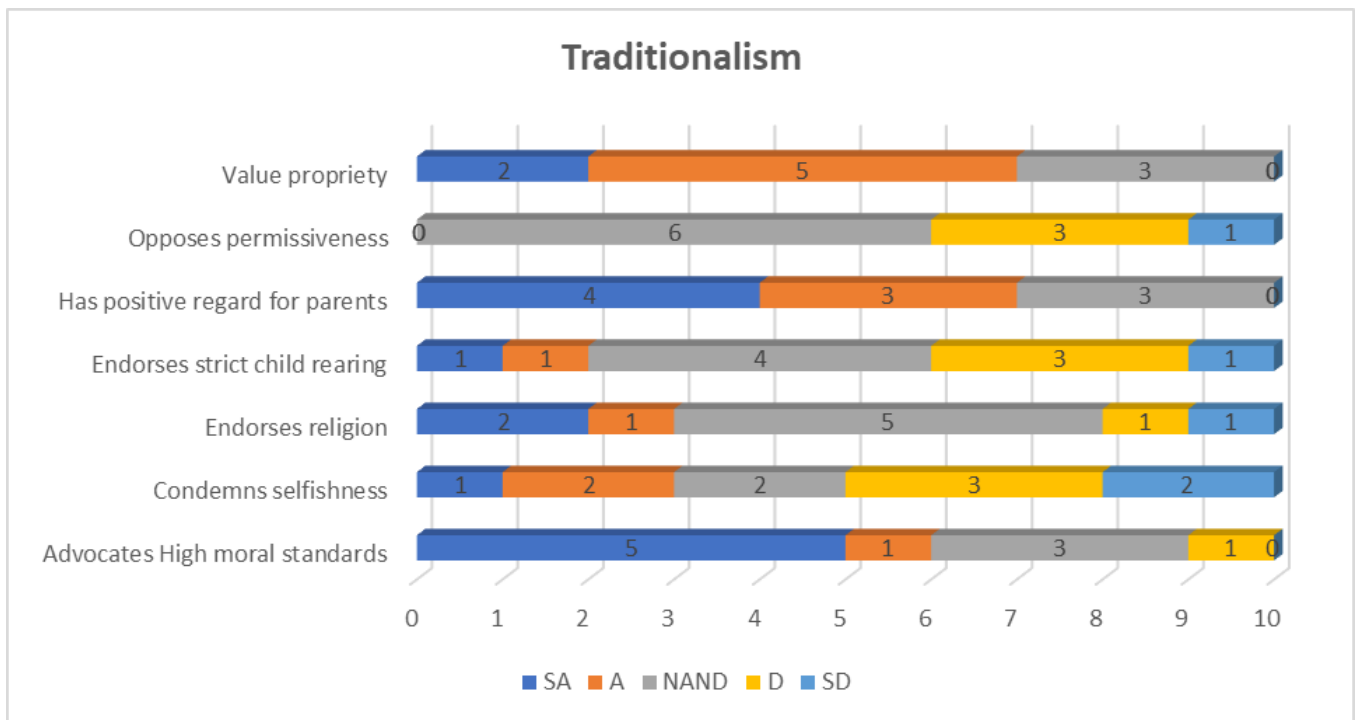| I Consider Myself as	SA	A	NAND	D	SD	Total
	3	4	3	0	0	10
Avoids risks of injury	30.00	40.00	30.00	0.00	0.00	100.00
	2	3	3	2	0	10
Dislikes dangerous emergencies	20.00	30.00	30.00	20.00	0.00	100.00
	2	3	5	0	0	10
Dislikes disaster areas	20.00	30.00	50.00	0.00	0.00	100.00
	4	0	4	2	0	10
Dislikes risky adventures	40.00	0.00	40.00	20.00	0.00	100.00

Table: 3

Graph: 3

Identification: As such, no respondent has been identified with the personality problems regarding the above variable.

4. Traditionalism

I Consider Myself as	SA	A	NAND	D	SD	Total
Advocates high moral standards	5	1	3	1	0	10
	50.00	10.00	30.00	10.00	0.00	100.00
Condemns selfishness	1	2	2	3*	2	10
	10.00	20.00	20.00	30.00	20.00	100.00
Endorses religion	2	1	5	1	1	10
	20.00	10.00	50.00	10.00	10.00	100.00
Endorses strict child rearing	1	1	4	3	1	10
	10.00	10.00	40.00	30.00	10.00	100.00
Has positive regard for parents	4	3	3	0	0	10
	40.00	30.00	30.00	0.00	0.00	100.00
Opposes permissiveness	0	0	6	3	1	10
	0.00	0.00	60.00	30.00	10.00	100.00
Values propriety	2	5	3	0	0	10
	20.00	50.00	30.00	0.00	0.00	100.00

Table: 4

Graph: 4

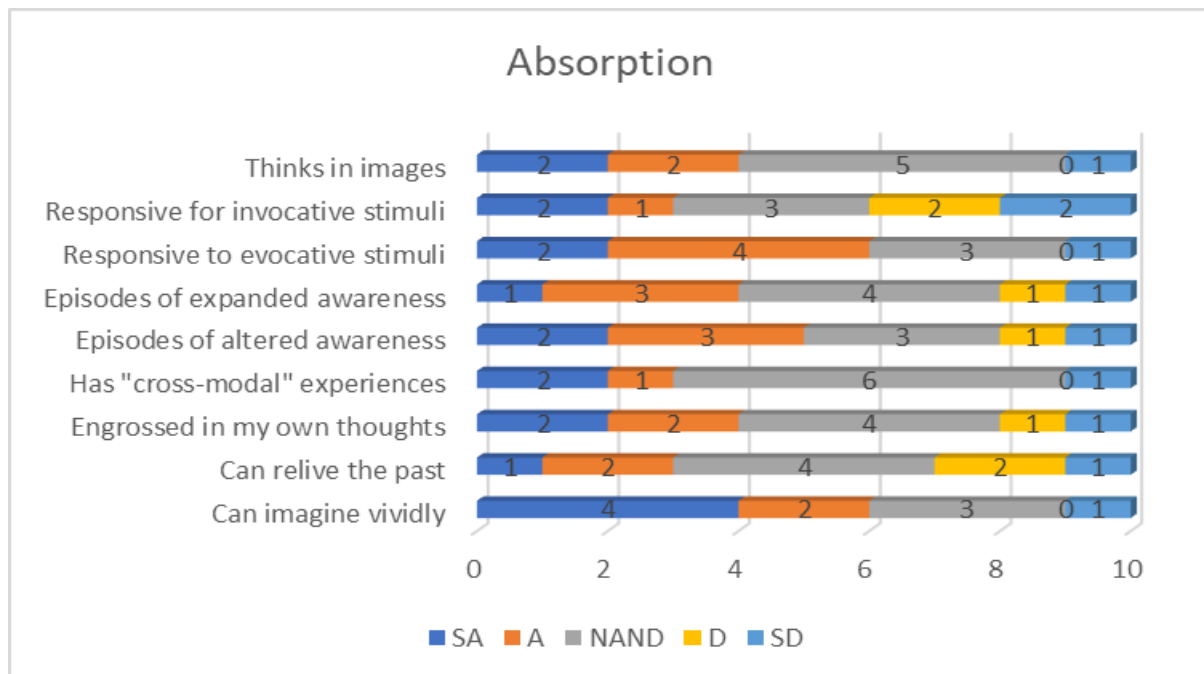**Identified Problem 1** (Table No: 4): Condemns selfishness

Recommendations to the identified problems: With 50 percent of the professionals is not endorsing condemns selfishness they think this is healthy and conducive for work environment. But it is not right in the workplace so, they need to change their perception toward this. There are some ways which help them to overcome with this:

1) **Develop Empathy:** To develop empathy, imagine yourself being in the same position that the other person is. Think about how you would feel or react if you had the same problem, or you were in a similar situation that they are in.

2) **Express gratitude:** Practicing gratitude is one of the ways to reduce egomania. Simply listing down things that you are grateful for regularly will help to rewire your brain to fell more fulfilled.

3) **Give more than what is expected of you:** Always be willing and ready to do what is more than expected of you. Instead of just meeting expectations, consider going far and beyond what others think is possible.

5. Absorption

I Consider Myself as	SA	A	NAND	D	SD	Total
Can imagine vividly	4	2	3	0	1	10
	40.00	20.00	30.00	0.00	10.00	100.00
Can relive the past	1	2	4	2	1	10
	10.00	20.00	40.00	20.00	10.00	100.00
Engrossed in my own thoughts	2	2	4	1	1	10
	20.00	20.00	40.00	10.00	10.00	100.00
Has "cross-modal" experiences	2	1	6	0	1	10
	20.00	10.00	60.00	0.00	10.00	100.00
Episodes of altered awareness	2	3	3	1	1	10
	20.00	30.00	30.00	10.00	10.00	100.00
Episodes of expanded awareness	1	3	4	1	1	10
	10.00	30.00	40.00	10.00	10.00	100.00
Responsive to evocative stimuli	2	4	3	0	1	10
	20.00	40.00	30.00	0.00	10.00	100.00
Responsive to involving stimuli	2	1	3	2	2	10
	20.00	10.00	30.00	20.00	20.00	100.00
Thinks in images	2	2	5	0	1	10
	20.00	20.00	50.00	0.00	10.00	100.00

Table: 5

Graph: 5

Identification: As such, no respondent has been identified with the personality problems regarding the above variable.