



Personality and Job Performance - Models and impact of individual attributes

By Daniel Simmank

GRIN Verlag Apr 2013, 2013. Taschenbuch. Book Condition: Neu. 210x148x2 mm. This item is printed on demand - Print on Demand Neuware - Research paper from the year 2013 in the subject Business economics - Personnel and Organisation, grade: 1,0, AKAD University of Applied Sciences Pinneberg, course: Leadership, language: English, abstract: Human resources are one of the most important assets of every company. Because of this it is very important to use them most efficiently. It was discovered, that different personalities do in fact have an impact on work performance, however, their influence could not satisfyingly be quantified. Personality was described as being the most basic part of the individual differences humans feature. The different personalities were discovered as being influential on a person's productivity when it comes to employee selection and motivation. In the following, two very often used models were presented. Both models try to group different personality-attributes and are the result of wide and sophisticated empirical research. They are not without criticism though, as they both have problems with replication. The 16PF was criticised as having problems with intercorrelation and it also features a value that contradicts the definition of personality used in this assignment. Because of...



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