

## → Foundations of Individual behaviour

4 factors

### → Personal factors

include age, sex, education, abilities  
 marital status, creativity, EQ & no.  
 of dependents

#### ① Personal factors

- age
- sex
- education
- abilities
- marital status
- no. of dep.
- creativity
- EQ

#### ② Psychological factors

- Personality
- Perception
- Attitudes
- Values
- Learning

Individual  
behaviour

#### ③ organisational Systs & Resources

- Physical facilities
- org. strg & design
- Leadership
- Reward Syst
- work-related info

#### ④ Env. factors

- Economic
- Social norms and cultural val
- Ethics and Social Responsibility
- Political

→ Age: It has impact on performance

absenteeism  
productivity  
satisfaction.

- As age advances ~~per~~ is likely to decline.

- age also has an impact on turnover  
The older one grows, the less likely one is quit the job.

- age - absence relationship dep. on whether older emp have lower rates of avoidable absence than do younger employees.

- old age results in reduced productivity as he or she gains older in age

- positive attitude of older age and satisfaction of changes in technology may alter this eq<sup>n</sup>

- satisfaction of older emp tend to be lower for of the changes (computerisation) than that of younger ones

- age also can be a factor in adaptability

- one society may treat older people with great reverence while another can them as unproductive and difficult

e.g. The sheep - A Tibetan speaking

Buddhist people in Nepal revere their elders → all elderly members of the

- However older emp. do have high rate of unavoidable absence. b/c of poor health associated with old age.

absenteeism is avoidable or unavoidable.

sheep company own houses and enjoy good health

- Not all societies have a tradition  
- caring for and valuing the elderly

- Among the fulani of Africa older men  
and women move to the edge of the  
family homestead. The elderly actually  
sleep on their grave, for they are  
already considered as dead.

2) Sex: The issue of male and female esp.  
has received considerable attention  
from academics, sociologists and  
researchers

- Research has proved that  
- Job - Solving ability, analytical skills,  
comparative skills, memory, leadership

leadership, Sociability or  
learning ability are not gender - diff

- However in a male oriented/dominated  
Society - the future of women emp. in  
is not appreciated or encouraged

Sex also has an impact on poverty  
and chauvinism

- Proved that the tendency to change jobs  
and to obtain fav. work is likely to  
be higher among females than among males

for Reasons: One society has placed

home and family responsibilities

- when a child is ill or someone  
needs to stay home to await  
the plumber, if the man  
particularly been 'the man at home'  
takes time off from work to attend  
to these needs

### 3) Education

- This has effect upon individual life  
- Increased level of education leads to  
increase in individual's expectations  
but positive outcomes ↓

{ more satisfying jobs  
higher income level  
greater alternative sources of

one's best choice. → the good

→ The type of education required also depends on individual behaviour

- Education

general

↓

areas: arts, sports, science

Social science

areas: arts, sports, science

general

Specialized

areas:

eng, medium, cs

↓

children

↓

no: aptitude

include

aptitude test

verbal

comprehension

ability

to learn

ability

to remember

ability

to calculate

ability

to reason

ability

to judge

ability

to draw

ability

to write

ability

to speak

ability

to act

ability

Job - Free Investigator

ability to choose to try plan  
& change of areas

Inductive reasoning - to use logic  
to identify a logical series the implications  
log. in a pb and then of an arg  
solve other pb.

Job - Supervision  
choosing obs & diff engin

Job - Market Researcher  
Forecasting demand for a product  
in the subsequent time period

Deductive reasoning - to use logic and  
assess the implications  
of an arg

Job - Supervisor

- choosing obs & registration  
offered by eng.

Spatial visualisation : ability to manage

imagine how an object would  
look, if its position in  
space were changed

Intensive selector → Redecorating an  
office.

Memory - ability to retain and recall

Job eg: Salesperson

- Remembering the  
names of customers

Physical abilities

→ manifest in one's  
manual dexterity, leg strength

- Mgmt must identify an emp physical  
abilities if there are the major ip  
required to perform a task.