

Assignment No. 02

(Ques. 1) Explain the various characteristics of personality.

→ * The various characteristics of personality are followed as

① personality is something which is unique in each individual.

It refers to internal as well as external qualities some of which are quite general but it is unique to each individual.

② personality refers particularly to persistent qualities of an individual.

Personality is mainly composed of the persistent or permanent qualities that exhibits themselves in the form of social behaviour and attempt to make adjustment with the environment.

③ personality represents a dynamic orientation of organism to environment.

It represents the process of learning. It takes place in reference to environment.

④ personality is greatly influenced by social interactions.

It is not individual quality, it is a result of social interaction. We acquire certain qualities while we exhibit certain others. All these come to form personality.

⑤ Personality represents a unique organisation of persistent dynamic and social predisposition.

In personality various qualities are not put together. They are, in fact, integrated into one.

This integration is nothing but a result of organisation which may be different from man to man.

Ques. 2) Describe the determinants of personality or the factors of personality.



	Determinant of Personality		
	Biological Factor	Family and Social Factors	
	Cultural Factors	Situational Factors	

There are four factors or determinants which influence one's personality:

① Biological Factor: →

Biological Factors are divided into three category:

a) Heridity: The factors which are determined at the conception stage comes under the head heridity.

It may include muscle composition, temperament, and etc.

b) Brain: It is also one such factor that helps in the development of an individual's personality.

c) physical features: It includes physical characteristics and the state of maturation. It includes physical characteristics include height, weight, colour, etc.

② Family and Social factors: →

Parents, siblings, classmates, friends etc. have a very strong impact on the personality development of child, these shape the personality through the process of socialization and identification.

③ Cultural Factors: →

Culture is also one of the primary determinants of an individual's personality. It can be defined as the set of beliefs, value and techniques of dealings with the situation, which are shared and transferred from one generation to another.

④ Situational Factors: →

The environment also exerts a strong influence on a person's personality. Each individual interacts with the environment and gains knowledge, skills, language and many other qualities through personal

experience or interaction with the environment.

Ques. 3) Interpret the role of personality in OB.

→ ① Personality plays a key role in OB because the way that people think, feel and behave affects many aspects of workplace.

② People's personality influences their behaviour in groups, their attitude and the way they make decision.

③ The more that managers understand how personality in OB works, the better equipped they are to be effective and accomplish their goals.

④ People with personality type should be placed in situation where they would be working with or leading others.

⑤ Positive - interpersonal skills is a personality traits that greatly affects the workplace.

⑥ Personality traits such as self-efficacy, conscientiousness, and pro-activity contribute to good decision-making under pressure and independence, while traits such as neuroticism and not being open do not.

Ques. 4) Discuss the Psychoanalytic theory of personality.

→ ① Sigmund Freud (1856 - 1939) was the founder of psychoanalysis.

② He was a physician, and developed the psychoanalytic theory of personality in the course of his clinical practice.

③ This theory emphasizes that the human organism is constantly, though slowly, changing through perpetual interactions, and that, therefore, the human personality can be conceived of as a locus of change with fragile and indefinite boundaries.

④ Acc to this theory, personality develops through a series of stages, each characterized by a certain internal psychological conflict.

⑤ Analysis of forgetting, mispronunciations, jokes and dreams provides us with a mean to approach the unconscious.

⑥ Freud developed a therapeutic procedure, called psychoanalysis.

⑦ The basic goal of psychoanalytic therapy is to bring the repressed unconscious material to consciousness, thereby helping people to live in a more self-aware and integrated manner.

Ques. 5) Explain the concept and importance of motivation.

→ Motivation reflects something unique about each one of us and allow us to gain valued outcomes like improved performance, enhanced wellbeing, personal growth, or a sense of purpose. Motivation is a pathway to change our way of thinking, feeling and behaving.

* Importance of motivations: →

① motivation helps to improve performance level:

It helps in satisfying need of the employees & providing them satisfaction. performance of employees is improved with help of motivation as it bridges the gap betⁿ the capacity to work with willingness to work.

② motivation helps in changing negative attitude to positive attitude:

positive attitude towards the organisation help to achieve organisational goals easily. motivation helps to change this negative attitude to a positive attitude through suitable rewards, encouragement and praise for good work.

③ motivation helps to reduce employee turnover:

Lack of motivation is the main cause behind employee turnover. Employees do not think of leaving the job when they are motivated by financial & non-financial incentives.

④ motivation helps to reduce absenteeism :

Some of the reasons behind absenteeism are improper work environment, inadequate rewards, lack of recognition, etc., and these can be overcome or reduced if the employees are motivated properly.

⑤ motivation helps to introduce changes smoothly :

An organisation can survive and grow only when it adapts itself to the dynamic environment. changes are generally resisted by the employees because of fear of adverse effects on their employment. motivation helps to convince employees that proposed change will bring additional rewards to them.