

2020

# PERSONALITY

SUBJECT:-ORGANIZATION  
BEHAVIOUR

PRESENTED BY,  
Dr. PARIMITA SINGH  
Faculty, S.S in Commerce, V.U, Ujjain (M.P.)



The word personality is derived from a Greek word “*persona*” which means “to speak through.” Personality is the combination of characteristics or qualities that forms a person’s unique identity. It signifies the role which a person plays in public. Every individual has a unique, personal and major determinant of his behaviour that defines his/her personality.

Personality means how a person affects others and how he understands and views himself as well as the pattern of inner and outer measurable traits and the person-situation interactions (Fred Luthans). According to Stephen P. Robbins, personality is the sum total ways in which an individual reacts and interacts with others. It may be defined as those inner psychological characteristics that both determine and reflect how a person responds to his environment.

Personality trait is basically influenced by two major features –

- Inherited characteristics
- Learned characteristics

---

### INHERITED CHARACTERISTICS

---

The features an individual acquires from their parents or forefathers, in other words the gifted features an individual possesses by birth is considered as inherited characteristics. It consists of the following features –

- Colour of a person’s eye
- Religion/Race of a person
- Shape of the nose
- Shape of earlobes etc.

---

### LEARNED CHARACTERISTICS

---

Nobody learns everything by birth. First, our school is our home, then our society, followed by educational institutes. The characteristics an individual acquires by observing, practicing, and learning from others and the surroundings is known as learned characteristics.

Learned characteristics includes the following features –

Perception – Result of different senses like feeling, hearing etc.

Values – Influences perception of a situation, decision making process.

Personality – Patterns of thinking, feeling, understanding and behaving.

Attitude – Positive or negative attitude like expressing one’s thought

## PERSONALITY TRAITS (MAJOR FACTORS)

---

These are characteristics that determine an individual's behaviour. The traits are grouped into 16 sets called as primary traits. The primary traits are as follows:

1. Reserved vs. Outgoing.
2. Less intelligent vs. More intelligent.
3. Affected by feelings vs. emotionally stable.
4. Submissive vs. Dominant
5. Serious vs. happy go lucky.
6. Expedient vs. conscientious.
7. Timid vs. venturesome.
8. Tough minded vs. sensitive.
9. Trusting vs. suspicious.
10. Practical vs. imagination.
11. Forthright vs. strand.
12. Self assured vs. apprehensive.
13. Conservative vs. experimenting.
14. Group-dependent vs. self-sufficient.
15. Uncontrolled vs. controlled.
16. Relaxed vs. tense.

## Nature of Personality

- Personality refers to the set of traits & behaviors that characterize an individual.
- It refers to the relatively stable pattern of behavior & consistent internal state & explains an individual's behavioral tendencies.
- Personality has both internal (thoughts, values & genetic characteristics that is inferred from observable behaviors) & external (observable behaviors) elements.
- Personality of an individual is relatively stable in nature.
- Personality is both inherited as well as it can be shaped by the environment.



# DETERMINANTS OF PERSONALITY

---

There are 3 determinants of personality. They are:

1. Heredity
2. Environment
3. Situation

---

## HEREDITY

---

These refer to those factors that are determined at birth. Physical stature, facial attractiveness, gender, temperament, muscle composition, energy level, etc are characters that are influenced by heredity. According to heredity theory, the personality of an individual depends on the molecular structure of the genes located in the chromosome. Traits such as shyness, fear, distress, are caused by genetic characteristics.

---

## ENVIRONMENT

---

Environment includes the culture in which we are raised, our early conditioning, rules among our family, friends and social group. These factors play an important role in shaping our personality.

Culture establishes rules, attitudes and values that are passed from one generation to the next. A belief held in one culture may not be supported in other culture.

Environment comprises of culture, family, social and situational factors.

Culture: Culture is sum total of learned beliefs, values and customs. Cultural factors determine how a person acts whether independently or dependently. Culture establishes norms, attitudes and values that are passed along from generation to generation.

Family: Families influence the behaviour of a person especially in the early stages. The nature of such influence will depend upon the following factors:

- (I) Socio-economic level of the family
- (ii) Family size
- (iii) Birth order
- (iv) Race
- (v) Religion
- (vi) Parent's educational level and Geographic location.

Social: Socialization is a process by which an infant acquires customary and acceptable behaviour. Social life has a considerable impact on the individual's behaviour. A man is known by the company he keeps. Social groups influence the behaviour of the individuals.

---

## SITUATION

---

An individual's personality although static and consistent, changes in different situations. Different situations impose constraints to behaviour.

**Example:** A temple or an employment interview offers a lot of restrictions. A picnic or a public park offers little or no restrictions.

## TYPES OF PERSONALITY

### Type A and B

Type A Personality	Type B Personality
<ul style="list-style-type: none"><li>• <b>Always moving, walking, and eating rapidly.</b></li><li>• <b>Feel impatient with the rate at which most events take place.</b></li><li>• <b>Strive to think or do two or more things at once.</b></li><li>• <b>Cannot cope with leisure time.</b></li><li>• <b>Are obsessed with numbers, measuring their success in terms of how many or how much of everything they acquire.</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Never suffer from a sense of time urgency with its accompanying impatience.</b></li><li>• <b>Feel no need to display or discuss either their achievements or accomplishments unless such exposure is demanded by the situation.</b></li><li>• <b>Play for fun &amp; relaxation, instead of exhibit their superiority at any cost.</b></li></ul> <p>Can relax without guilt.</p>

## Type A vs. Type B

The Type A personality generally lives at a higher stress level. This is driven by:

- They enjoy achievement of goals, with greater enjoyment in achieving of more difficult goals. They are thus constantly working hard to achieve these.
- They find it difficult to stop, even when they have achieved goals.
- They feel the pressure of time, constantly working flat out.
- They are highly competitive and will, if necessary create competition.
- They hate failure and will work hard to avoid it.
- They are generally pretty fit and often well-educated (a result of their anxiety).

The Type B personality generally lives at a lower stress level and are typically:

- They work steadily, enjoying achievements but not becoming stressed when they are not achieved.
- When faced with competition, they do not mind losing and either enjoy the game or back down.
- They may be creative and enjoy exploring ideas and concepts.
- They are often reflective, thinking about the outer and inner worlds.

Thus, personality represents the whole person concept means it includes both the physical appearance of the person and his/her behaviour. For example, Personality is labeling an obvious features someone is sweet, or introverted, or shy, or aggressive. Of the many things that a person may be, we often identify him or her in terms of the single characteristics that are most obvious.

Reference:-

<http://www.tutorialspoint.com>

<http://www.swiftutors.com>

<http://arts.brainkart.com>