

PERSONALITY

3.1. DEFINITION OF PERSONALITY

Personality is defined as the unique combination of emotional, thoughts, and behavioural patterns that affect how a person reacts and interacts with others

PERSONALITY - INTRODUCTION

Personality represents the "whole person" concept. It includes perception, learning, motivation, and more. According to this definition, people's external appearance and traits, their inner awareness of self, and their person-situation interaction make up their personalities.

In personality theory, different approaches have been tried. The historically important ones include trait theory (observable patterns of behaviour that recur frequently), Freud's psychoanalytic or psychodynamic theory (in which personality is shaped by unconscious determinants of behaviour), and Carl Rogers and Abraham Maslow's humanistic theory (Every person strives to realize one's potential).

Although the nature versus nurture debate in shaping personality continues, the findings of twin studies of the importance that heredity may play in personality and recent breakthroughs in neuropsychological that points to the importance of the brain in personality have led most psychologists to recognize both nature and nurture. However, the nurture side still dominates.

In personality theory, the study of relatively fixed predispositions has resurfaced in the form of the "Big Five" personality traits. Conscientiousness, emotional stability, agreeableness, extraversion, and openness to experience have been found to significantly relate to job performance, especially conscientiousness. In addition, the Myers-Briggs Type Indicator (MBTI) remains a popular tool for personal and career development. Whereas the Big Five is based on research, the MBTI is based on the historically important, Carl Jung theory of personality types and mental processes. Both the Big Five and MBTI if carefully interpreted and used can make a contribution to the understanding and application of organizational behaviour.

Personality and Related Concepts

Luthans has taken the position that personality will mean how people affect others and how they understand and view themselves, as well as their pattern of inner and outer measurable traits and their person-situation interaction behaviour.

Self-Variables

The self of a person is a unique product of many interacting parts and may be thought of as the personality viewed by a person within. People's understanding regarding themselves is called self-concept in personality theory. Self-esteem, multiple intelligences, emotion, optimism and efficacy are important self-variables and have application in organizational behaviour.

Self-Esteem

Self-esteem includes people's self perceived competence and self-image. Kreitner and Kinicki concluded that high self esteem can be good thing only when it is nurtured and channeled in constructive and ethical ways. Otherwise, it can become antisocial and destructive. So behaviour managers have a role to play in getting the appropriate performance from high self-esteem individuals.

An elaboration of self esteem in organizational context has emerged. It is called organization-based self esteem (OBSE). It is defined as the self-perceived value that individuals have of themselves as organization members acting within an organization context.

Self esteem is a global trait, meaning it is present interactions of an individual in a similar way.

3.2 DETERMINANTS OF PERSONALITY

- Biological Factors
- Cultural Factors
- Family Factors
- Social Factors
- Situational Factors

3.2.1 Biological Factors

Heredity:

- It refers to physical stature, facial attractiveness, sex, temperament, muscle composition and reflexes, energy level, and biological rhythms are characteristics that are considered to be inherent.
- It plays an important part in determining an individual's personality.
- Heredity approach argues that the ultimate explanation of an individual's personality is the molecular structures of the genes, which are located in the chromosomes.
- Recent research studies shows that young children lend strong support to the power of heredity and finding shows that some personality traits may be built into the same genetic code that affects factors like height and hair color.

Brain:

- Brain is the second biological approach to determine personality.
- It plays an important role in determining personality.

- Electrical Stimulation of the Brain (ESB) and Split brain psychology results indicates that a better understanding of human personality and behaviour might come from a closer study of the brain.
- The definite areas of the human brain are associated with pain and pleasure. Research study shows that these things are true.

Biofeedback:

- It is third biological approach to determine personality.
- Physiologists and psychologists felt that biological functions like brainwave patterns, gastric and hormonal secretions, and fluctuations in blood pressure and skin temperature were beyond conscious control. Recent research shows that these functions can be consciously controlled through biofeedback techniques.
- For this purpose, individual can learn the internal rhythms of a particular body process through electronic signals that are feedback from equipment which is wired to body.
- In this process, the person can learn to control the body process through questions.

Physical Features:

- It is fourth biological approach to determine personality.
- It is vital ingredient of the personality, it focus an individual person's external appearance which also determined the personality.
- Physical features like tall or short, fat or skinny, black or white. These physical features will be influenced the personal effect on others and also affect self concept of individual.
- Recent research studies shows that definitely this features influence to individual personality in an organization. In totally, heredity would be fixed at birth and no amount of experience can be altering them through creation of suitable environment. Apart from this, personality characteristics are not completely dictated by heredity. There are other factors also influenced to determining personality.

3.2.2 Cultural Factors

- "Each culture expects, trains, its members to behave in ways that are acceptable to the group. To a marked degree, the child's cultural group defines the range of experiences and situations he is likely to encounter and the values and personality characteristics that will reinforced and hence learned". -Paul H Mussen.
- Cultural factors are also major factors which influence to determine individual personality.
- It refers to traditional practice, customs, procedure, norms and rules and regulation followed by the society.
- It significantly influence to individual behaviour compare to biological factors.