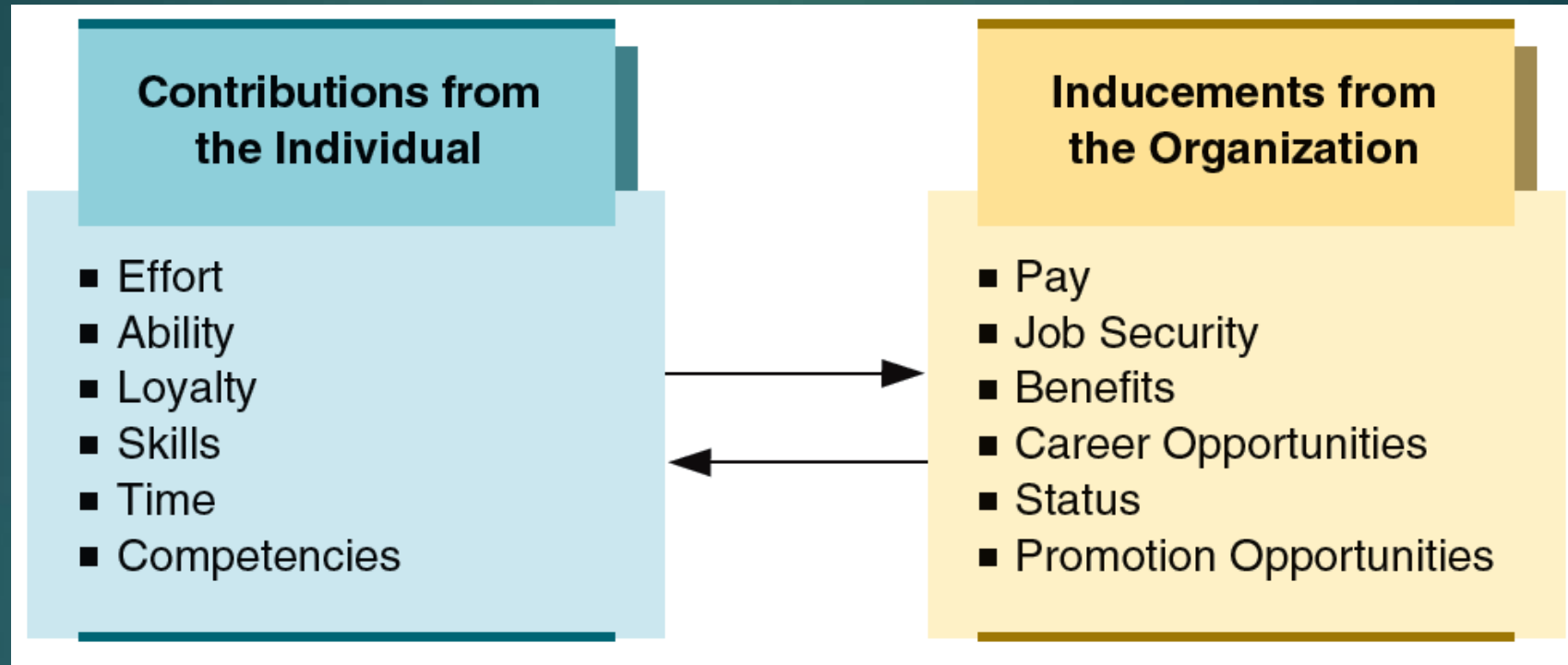


LECTURE # 4
Personality and OB
(PSYC-6223)

People in Organizations

- ▶ Psychological Contract
 - ▶ A person's overall set of expectations regarding what he or she will contribute to the organization and what the organization, in return, will provide to the individual
 - ▶ Individuals contribute effort, skills, ability, time, loyalty
 - ▶ Organizations provide inducements in the form of tangible/intangible rewards



People in Organizations

- ▶ Person-Job Fit
 - ▶ The extent to which the contributions made by the individual match the inducements offered by the organization
- ▶ Individual Differences
 - ▶ Personal attributes that vary from one person to another



Personality and Organizations

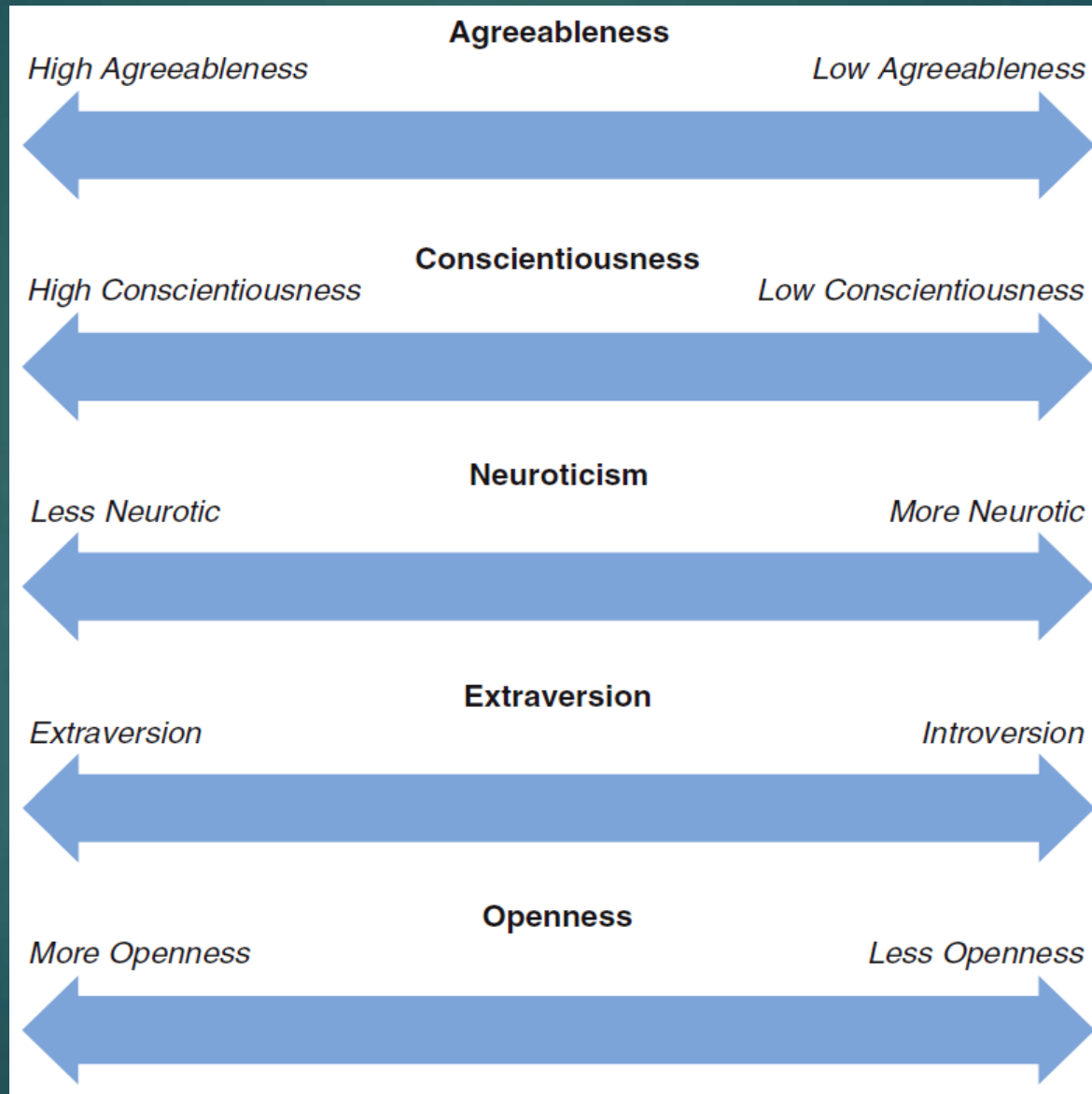
- ▶ The “Big Five” Personality Traits
 - ▶ A set of fundamental traits that are especially relevant to organizations

Agreeableness	The ability to get along with others
Conscientiousness	The number of goals on which a person focuses
Neuroticism	Experiencing anger, anxiety, moodiness/insecurity
Extraversion	The quality of being comfortable with relationships
Openness	The capacity to entertain new ideas and to change as a result of new information

Figure

3.2

The "Big Five" Personality Framework



Personality and Organizations (cont'd)

- ▶ The Myers-Briggs Framework
 - ▶ Differentiation across four general dimensions
 - ▶ Sensing
 - ▶ Intuiting
 - ▶ Judging
 - ▶ Perceiving
 - ▶ Sixteen personality classifications result from the higher and lower positions of the general dimensions
 - ▶ Myers-Briggs Type Indicator (MBTI) is a popular questionnaire used to assess personality types.

Personality and Organizations (cont'd)

- ▶ Emotional Intelligence (EQ)
 - ▶ The extent to which people are self-aware, can manage their emotions, can motivate themselves, express empathy for others, and possess social skills
- ▶ Dimensions of EQ
 - ▶ Self-awareness
 - ▶ Managing emotions
 - ▶ Motivating oneself
 - ▶ Empathy
 - ▶ Social skills

Other Personality Traits at Work

Locus of Control

The extent to which a person believes his/her circumstances are a function of either his/her own actions or of external factors beyond his/her control

Self-Efficacy

A person's beliefs about his/her capabilities to perform a task

Authoritarianism

The belief that power and status differences are appropriate within hierarchical social systems such as organizations

Machiavellianism

Behavior directed at gaining power and control of others

Self-Esteem

The extent to which a person believes he or she is a worthwhile/deserving individual

Risk Propensity

The degree to which a person is willing to take chances and make risky decisions

THANKS