

PERSONALITY TRAITS IN WORKPLACE

(A SPECIAL RESEARCH FOR KINFRA PRIVATE LTD, PUTHOL, TRISSUR)

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INTRODUCTION

Personality traits are the stable features that describe an individual's behavior. Traits are distinguishing qualities or characteristics of a person. Traits are a readiness to think or act in a similar fashion in response to a variety of different stimuli or situations. Building and cultivating relationships is an integral part of any career strategy. Whether you are a job seeker, manager or entrepreneur, you are in the relationship business. When it comes to building relationship you must start with relationship knowledge, and that starts with personality. In general, trait theory assumes that people differ on variables or dimensions that are continuous. People are seen to differ in the amounts or quantities of a characteristic rather than differ in the quality of their characteristics. The whole issue whether a trait exists in all people to a greater or lesser degree is complicated by different views of the trait perspective.

COMPANY PROFILE KINFRA

KERALA INDUSTRIAL INFRASTRUCTURE DEVELOPMENT CORPORATION (**KINFRA**) are a statutory body formed by Kerala government to develop promote and maintain industrial infrastructure in the state and to attract industries and SME's to set up successful units. The head office of KINFRA is located in Thiruvananthapuram, the state capital of Kerala. It at bringing together all the suitable resources available in the state and developing infrastructure to woo the industrial growth of the state. KINFRA has identified over 20 core competency areas. It has 12 well defined industrial Parks of which many are functional and some are in the launching phase. Each of these Parks offer comprehensive infrastructure and support services to the clients. The most fascinating feature of KINFRA is that it offers single window clearance facilities. Attractive incentives and excellent opportunity for expansion and diversification are specialties of KINFRA.

PURPOSE OF PERSONALITY TRAITS

This paper study that the personality traits in an organization is to identify at which point of personality an employee is weak and at which he is strong and to make use of those traits in favor of the firm itself. Personality plays a key role in organization behavior because the way that people think, feel and behave affects many aspects of the workplace. People's personalities influence their behavior in groups, their attitudes, and the way they make decisions. In the workplace, personality also affects such things as motivation, leadership, performance, and conflict.

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

APPROACHES TO THE STUDY OF PERSONALITY TRAITS

The study of personality is an effort to understand, explain and predict the similarities and differences in the totality of a person's behavior. The behavioral differences between the individual's and the consistency within each individual is the main concern of personality theories. These theories subscribe to different models of human being. Each of them throws light on some aspects of personality but not all aspects. To determine which traits are correlated with certain behaviors, thereby gaining understanding of the underpinnings of various behaviors as well as the more general working of personality. for example , personality research has investigated the relationship between personality traits and the ability to delay gratification , political orientation and drug taking

FIVE FACTOR MODEL OF PERSONALITY IN WORK PLACE

This paper investigate the condonation and validity of the five factor model with job performance and other job related activity motivation , deviation, absences , and job satisfaction are related to five factors they are given below

1. MOTIVATION IN THE WORKPLACE

The study of sales representatives have defined two aspects of motivation –status striving and accomplishment striving and they are correlated with extra version and conscientiousness respectively. Although the data implied that status striving lead to performance and accomplishment striving leads to performance only indirectly. It is not much support five factor model with job performance.

2. JOB SATISFACTION

This model is correlated with overall level of job satisfaction experienced by employees. In general satisfied employees are more likely to remain in a passion and to avoid absences than are dissatisfied employees .whereas conscientiousness, extraversion and agreeableness are positively correlate with job satisfaction

3. DEVIATION IN THE WORKPLACE

Workplace deviance occurs when an employee voluntarily pursues a Course of action that threatens the well-being of the individual or the organization. It is related to five factor model of personality for example stealing, hostile behavior to words coworkers and withholding effort. Stealing and withholding efforts are categorized as organizational deviance, where as hostile and rude behavior towards coworkers are categorized as interpersonal deviance.

4. PERFORMANCE IN WORKPLACE

Of the five factors, the single factor of conscientiousness is the most predictive of job performance.

5. ABSENCES

Job absence is very much a part of job performance: employees are not perform effectively if they do not even come to work. Introverted, conscientious employees are much less likely to absence some work as oppose to extraverted employees who are low on conscientiousness.

ANALYSIS OF PERSONALITY TRAITS

These study beings to develop and validate a multi-dimensional model of personality empowerment in the workplace. There factor analysis were conducted with complementary sample of demonstrate the validity of the empowerment and their contribution. And to examine a network of empowerment of the workplace. This study investigated the relation of the “Big Five” personality dimensions (Extraversion, Emotional Stability, Agreeableness, Conscientiousness, and Openness to Experience) to three job performance criteria (job proficiency, training proficiency, and personnel data) for five occupational groups (professionals, police, managers, sales, and skilled/semi-skilled). Results indicated that one dimension of personality, Conscientiousness, showed consistent relations with all job performance criteria for all occupational groups. For the remaining personality dimensions, the estimated true score correlations varied by occupational group and criterion type. Extraversion was a valid predictor for two occupations involving social interaction, managers and sales (across criterion types). Also, both Openness to Experience and Extraversion were valid predictors of the training proficiency criterion (across occupations). Other personality dimensions were also found to be valid predictors for some occupations and some criterion types, but the magnitude of the estimated true score correlations was small ($\rho < .10$). Overall, the results illustrate the benefits of using the 5-factor model of personality to accumulate and communicate empirical findings. The findings have numerous implications for research and practice in PERSONNEL PSYCHOLOGY, especially in the subfields of personnel selection, training and development, and performance appraisal.

REVIEW OF LITERATURE

This paper indicate the literature review to explain the concept of personal traits as a strategy for responding to workplace adversity and to identify strategies to enhance personality traits. This paper reviewed about the correlation and validity of the factor model with job performance. It also provide a great overview of everyday. The field of work that paper discussed are very narrow.

CONCLUSION

The personality plays a key role in organizational behavior because the way people think, feel, and behave affects many aspects of the workplace. People’s personalities influence their behavior in groups, their attitude and the way they make decision. Interpersonal skills extremely affect the way the people act and react to thing during work. In the workplace, personality also affects such things as motivation, leadership, performance and organizational behavior works, the better equipped they are to be effective and accomplish their goals. A person’s rating on the five factor has been found to change with time, with agreeableness and conscientiousness increasing, while extroversion, neuroticism, and openness. Generally decreased as a person ages. With these traits, I obtain abilities that help me as a manager. These qualities also help overcome challenges that may arise in the workplace. Personality impacts the success of an organization through employee abilities that reflect on the organization as a whole.

REFERENCE

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