BEHAVIOURAL PERSONALITY AND ATTITUDES

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I. INTRODUCTION:

Personality represents the overall profile or combination of stable characteristics that capture the unique nature of a person. Therefore personality combines a set of physical and mental characteristics that reflect how a person looks, acts and feels.

This definition contains two important ideas.

First, theories of personality often describe what people have in common and what sets them apart. To understand the personality of an individual, then, is to understand both what that individual has in common with others and what makes that particular individual unique. Thus each employee in an organization is unique and may or may not act differently in a similar situation. This uniqueness makes managing and working with people extremely challenging.

Second, our definition refers to personality as being "stable" and having "continuity in time". Most people intuitively recognize this stability. Although significant changes normally don't occur suddenly, an individual's personality may change over time. Personality development occurs to certain extent throughout life, but the greatest changes occur in early childhood. Two primary sources shape personality differences: heredity and environment. An examination of these sources helps explain why individuals are different.

Personality and Behaviour: The term personality trait applies typically to the basic components of personality and has been identified literally as thousands of traits over the years. Trait names simply represent the terms that people use to describe each other. However, a list containing hundreds or thousands of terms isn't very useful either in understanding the structure of personality in a scientific sense or in describing individual differences in a practical sense. To be useful, these terms need to be organized into a small set of concepts or descriptions.

Behaviour and Attitudes: Attitudes are another type of an individual difference that affects behavior. Attitudes are relatively lasting feelings, beliefs and behavioural tendencies aimed at specific people, groups, ideas, issues or objects. Attitudes reflect an individual's background and experience. As with personality development, significant people in a person's life-parents, friends and members of the social and work groups- strongly influence attitude formation. Also, some evidence points to genetic influences on the attitudes that people develop.

II. Review of Literature:

1. Personality is a person set of relatively stable characteristics and traits that account for consistent patterns of behavior in various situations.
2. An individual personality may be described by asset of factors known as big Five an individual's degree of adjustment, sociability, conscientiousness, agreeableness and intellectual openness.
3. Attitudes are patterns of feelings, beliefs and behavior tendencies directed towards specific people, groups, ideas, issues or objects.
4. Job satisfaction- the general collection of attitudes that an employee holds towards the job has an important relationship to the effectiveness of an organization.
5. Individual differences such as locus of control and cognitive moral development are related to ethical behavior.

III. Discussion:

Psychological test is the standardized instrument to measure objectively one or more aspects of total personality by means of samples of verbal and nonverbal response, or by means of other behaviours. (The key words in this definition are standardized, objectively, and samples). Psychological testing is somewhat different from other subjects. It has practical aspects and the existing theories and facts are to be verified with experiments using psychological testing.

Personality is a characteristic way of thinking, feeling, and behaving. Personality embraces moods, attitudes, and opinions and is most clearly expressed in interactions with other people. It includes behavioral characteristics, both inherent and acquired, that distinguish one person from another and that can be observed in people's relations to the environment and to the social group.
A test that we can see in the psychological testing method is as fallows.

Eysenck Personality Test (EPI): The EPI was developed by H.J.Eysenck and Sybil Eysenck; Eysenck had earlier developed Maudsley Personality Inventory to assess the Personality. Certain modifications and improvements were made in MPI and were brought out to EPI. In this test two major and clearly marked dimensions of personality are seen. Just Brief method of the test.

1. Extraversion-Introversion
2. Neuroticism, Emotionality –Emotional Stability
3. This scale consists of 57 statements to be answered as YES or NO.
4. 24 items assess E-I Dimension.
5. 24 Assess Neuroticism and
6. 09 Items from the Lie Scale
7. Time of the Test is 15-20 minutes.

IV. Conclusion:

Finally in personality test (EPI) the human being has they have their own personality attitudes between each individual, in this we can see the fallowing factors.

Extraversion and Introversion (I) person is quiet, retiring, introspective, prefers to be alone, prefers books to high people, takes matters seriously, keeps feelings under control and may be pessimistic.

Neuroticism (N) will have characteristics of people who are as suffering from neurotic illness.

We use that, we use this test to compare two individuals who gave Medical Entrance Test.

We came to the conclusion, so this test was use to find out an individual personality and attitudes.

V. List of References:

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