

Affect of Personality on Work Performance

¹Chandrashekhar Singh , ²Prabhakar Kumar

¹Assistant Registrar, GGSES-Technical Campus Bokaro, Jharkhand

²Assistant Professor, GGSES-Technical Campus Bokaro, Jharkhand

ABSTRACT

This paper is primarily concerned with the analysis of affect of personality on work performance in private establishment. As we all know that every personality is not suited for every job position, so it's important to recognize personality traits and pair employees with the duties that fit their personalities the best. This paper also deals with the motivational factor and work ethics of the organization in the development of the personality as well as work performance of the employees.

Keywords: Personality traits, 5 factor model, work ethics, motivation and work performance

1.Introduction

Do personality affect performance? Such questions are always relevant. Every rational employer is constantly looking for highly effective and productive individuals. At this point, personality can have implications not only on an individual performance level but also on a team level. Individuals and collective dimensions are relevant because currently employees tend to combine both types, individual work and team work in the organization. Personality affects all aspects of a person's performance, even how he reacts to situations on the job. Not every personality is suited for every job position, so it's important to recognize personality traits and pair employees with the duties that fit their personalities the best. This can lead to increased productivity and job satisfaction, helping your organization to function more efficiently. Personality can be seen as the motor which drives behavior. It's consistent over time and across situations, and has been proven to predict our success at work over the course of 50 or more years. The most widely accepted model of personality – the 'Big Five' model – uses five distinct scales to describe personality: conscientiousness (the extent to which one is dependable and persistent), emotional stability(one's calmness and self-control), extraversion (a measure of sociability, ambition and narcissism), agreeableness (the extent to which one is cooperative and altruistic), and openness to experience (a measure of creativity and novelty-seeking)

Personality

Personality is so widely studied concept by the psychologists that "personality psychology" is taken as a separate discipline of psychology. Personality psychology is concerned with the analysis of human nature and theories surrounded by the personality must cater the five root ideas that are motivation, unconscious, self-development and maturity (Hogan, 1998).

In some ways we are all the same. We all have the same human nature. We share a common humanity. We all have human bodies and human minds, we all have human thoughts and human feelings. Yet in other ways we all are completely different and unique. No two people are truly alike. No two people can ever have the same experience of life, the same perspective, the same mind. Even identical twins are unique in this respect: twin number 1 will always be twin number one and will never know what it is actually like to be twin number 2, to experience life and see the world through number 2's eye. Somewhere between these two – our common humanity and our common individuality – lies personality.

Personality has been derived from the Latin word "Persona" which means "mask" used by the actors to change their appearance. It is the combination of an individual thoughts, characteristics, behavior, idea and habits.

According to Wikipedia-"Personality is a set of individual differences that are affected by the development of an individual: values, attitudes, personal memories, social relationships, habits and skills".

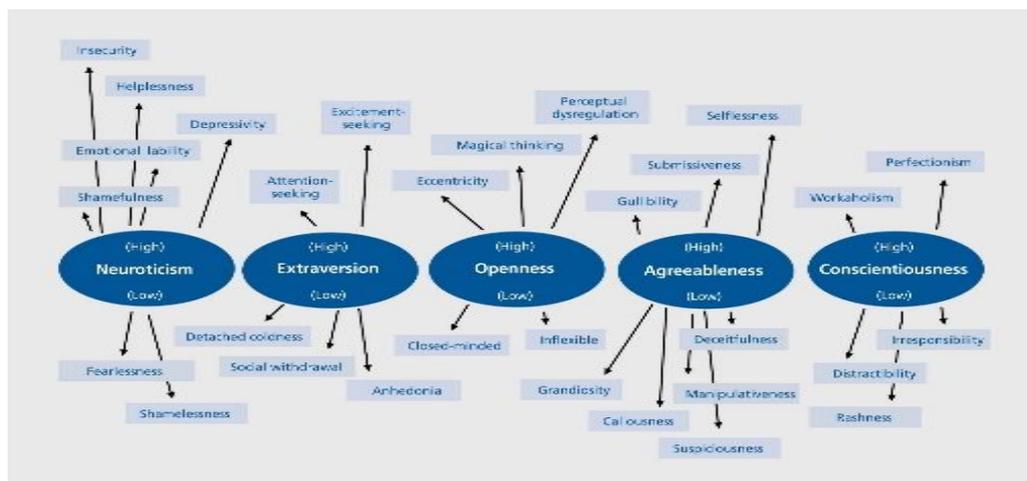
Personality traits

Personality traits reflect person's characteristic pattern of thoughts, feelings and behaviors. Personality traits imply consistency and stability. These are some of the commonly found personality traits.

	Characteristics of Individuals High in Factor	Characteristics of Individuals Low in Factor
Emotional Stability	Calm Resistance to Stress Secure	Anxious Depressed Insecure Susceptible to
Stress	Stable	
Conscientiousness	Dependable Organized	Disorganized Easily
Discouraged	Preserving Punctual	Unpredictable Unreliable
Agreeableness	Amiable Cooperative Flexible Trusting	Aloof Contrary Suspicious Unfriendly
Extraversion	Active Assertive Excitable Sociable	Apprehensive Dull Shy Timid
Openness to Experience	Creative Curious Insightful Intellectual	Bored Intolerant Routine-Oriented Uninterested

Personality traits affect performance?

In order to drive discussion on this question we first need to understand what personality is and what the different traits that individual personality can have are. It is possible to define personality as those set of traits that characterized an individual. Personality can be influenced by biological, cultural, and life events, and virtually all personality measures can be condensed into the 5-factor model of personality factor (Big Five).



Outgoing or Introverted

People with outgoing personalities often work best in positions where they get to interact with others. These people can provide friendly and helpful customer service, and they can boost the attitudes of other workers by being upbeat and happy. However, outgoing people might not flourish in positions that keep them behind closed doors, separated from others. This might include an information technology position that keeps them behind a computer all day or an accounts payable job that doesn't require much interaction with vendors or other staff members. Those jobs might be a better fit for people with more introverted personalities.

Work Ethic

A strong work ethic develops in employees who make their jobs a high priority. Some employees might perform adequately, but without fervor or any indication they are at work for more than a paycheck. Their work is likely mediocre and often turned in barely on time or late. Other employees might work late to get projects done early and take the initiative to suggest new projects or more efficient production methods. People with a weak work ethic often require more management and oversight to keep them focused on their work, while people with a strong work ethic typically work well with minimum oversight.

Attention to Detail

Some people are wired to think of the big picture, to see not only where your company is now but where it could or should be in the future. They make creative, broad plans designed to keep the company moving forward, and they think of new initiatives to solve existing problems. However, they aren't usually good at executing the broad plans. That's where the detail-oriented people come in; these people sometimes have trouble seeing a direction for the company that's different from the existing direction, but if you give them a project, they execute the project to its smallest detail. They are often highly organized and keep excellent records, so projects can be recreated later if necessary. It takes both types of people to keep your company running smoothly.

Motivation

Keep your employees running at full steam by understanding what motivates them. This is sometimes difficult to figure out on your own, so it's best to ask, even during an interview. Some people are motivated solely by money; if you dangle the promise of a raise or bonus, they are likely to work harder. Other people prefer recognition among their peers, so celebrating their successes at a staff luncheon or sending out a recognition email to the staff could keep those employees working at full steam. Other people are self-motivated, able to work hard for the personal satisfaction they receive when they finish well-done projects on time.

Work Performance

On a very general level work performance can be defined as "all the behaviors employees engage in while at work". However, this is rather vague description. A fair amount of the employees "behavior displayed at work is not necessarily related to job-specific aspects. More commonly, work performance refers to how well someone performs at his or her work.

The work related activities expected of an employee and how well those activities were executed. The directors of many business establishment assess the work performance of each employee on an annual or quarterly basis in order to help them identify suggested areas for improvement. Work performance relates to the act of doing a job. Work performance is a means to reach a goal or set of goals within a job, role or establishment, but not the actual consequences of the act performed within a job.

Measurement of Work Performance

Given the centrality of work performance in an establishment, it becomes clear that the measurement of individual performance should capture work performance as reliable and valid as possible. A variety of measures of work performance is being used over the past decades. For example – rating scale, tests of job knowledge, hands-on job samples and archival records have been used to assess job performance (Campbell C.H.,1990). From these measurement options, performance ratings are the most frequent way of measuring work performance. Often, "objective" criteria such as sales figures and production records are requested.

2. Conclusion

Having reviewed some of the main concepts behind personality traits there is enough base to conclude that individuals' personality traits can affect performance. Although intuitively the relationship between some individual traits and the impact on performance might look obvious, their relevance should not be neglected. Inertia inside the organizations might lead to skip going through these consideration when managers or supervisors in rush are trying to arrange a work team or looking for the right individual for a given job position. This is merely a heads up for management to avoid burning employees putting them to do something that they are not meant to do. Let us make sure we understand not only what are the core skills and competencies of our employees, but also what their personality are for the organization – there's much more to gain if we look for the right fit between employees' skill, competences and personalities. We strongly believe that the output will worth the effort!

Based on the findings, it is evident employing highly conscientious and agreeable personality types to work in the organization could improve performance. Therefore human resource, marketing and operational managers should ensure they identify the personality type before they made any recruitment and selection decision and the human resource department should ensure that the arrangement of proper training and development activities takes place in the establishment at regular interval of time.