

Characteristics and Trends Needed for Personality Development for Manifold Spheres of Management

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Abstract: *The present research paper aims to identify the contents for preparing training on personality development. The objective of the preparing training modules is bring about personality development with regard to the different behavioural dimensions that have far reaching significance in the direction of organisational effectiveness. It focuses to identify the areas essential for personality development of student and educational and managerial functionaries at all levels. Concrete areas should be identified to shape up the training for personality development for manifold spheres of management.*

Keywords: Personality development, individual behavior, dynamic organization, training programs, influence on personality

1. Introduction

Man is product of nature and nurture. Nature creates a man and nurturing prepares him to face the challenges of day-to-day life to make every effort to prove a complete self. Initial, formal and professional education is meant to mould a person in a preferred projected desired shape. Once the mould takes a proper shape of man individual, the life ahead of him and the world at large turn into a learning laboratory. Personality factors are very important in organizational setting and also it is helpful to achieve the various kinds of organizational objectives. Always the wrong kind of personality leads disastrous and causes undesirable tensions and worries spreading in working organizations. In any organization it can be seen very clearly the stress and worries are a lot when we analyses them from the different point of view employee- employer relations, peer relations and boss- subordinate relations. Sometimes, the major reasons observed that the man individual personality is the organizational conflicts and its lead to job satisfaction also.

There are three important reasons behind the man individual personality differences.

1. Some people shows aggression with associates, at the same time others raise hands for sympathy and good supportive responses due to their personality features.
2. In other case the personality features of individual tend to create degree of difference arousing reactions to stress, some people tolerate severely stressful situations in view of their personality characteristics.
3. Some people tend to problem oriented and others happen to deal with the emotional experience which the stress arouses in them rather than with the determinants of the experiences.

For the development and growth of any individual there cannot be any other factor more essential than continuous learning process. Before talking alternative to any sort of learning or training one should identify one's needs and this can be well achieved by subjecting one to SWOT (strength, Weakness, Opportunity, Threat) ANALYSIS.

2. Growing Trends of Term Personality

The word personality has traced back by etymologist to the Latin word "Per" and "sonare" the term personare which means to 'sound through. So personality is used in modern context to know internal and external aspects of a individual. However most of the time personality is referred to one's appearance, height of individual, complexion, hairstyle, face look, cloth style and his overall outer attire.

Experts and social scientist defined personality in their own ways. According to Allport mentioned in his book pattern and growth in personality, in which personality is the "dynamic organization within the individual of those psycho-physical systems that determine his unique adjustment of his environment. After some time R.W. White states that "personality is the organization of an individual's personal patterns of tendencies"². Wordsworth defines personality as the quality of individual's total behavior. On the other hand, Dashiell states an individual personality is the total picture of his organized behavior, especially as it can be characterized by his fellow men in a consistent way. Furthermore Munn explained more comprehensive analysis and pointed out that personality is the "most characteristic integration of an individual structures and activities"⁴.

Salvatore Maddi described "personality is a stable set of characteristics and tendencies that determines those commonalities and differences in the psychological behaviour (thoughts, feelings and actions) of people that have continuity in time and that may not be easily understood as the sole result of the social and biological pressure of the moment". Gluck defines "personality is the pattern of stable states and characteristics of a person that influences his or her behavior towards good achievement"⁴.

However all the definitions discussed are general nature describing what a person does and what his reaction is a particular situation. This is a broader aspect when a man differs from others. An examination of the definitions reveals the following characteristics of personality.

1. Personality is an aggregate of psychological qualities of individual.
2. It refers to ways and means of adjustment of people in a group.

3. Personality is unique. No two individual's personality is similar.
4. It is situational interaction oriented. That is persons personality depends on the situations.
5. Personality of an individual is not rigid and it can be changed.
6. It influences goal achievement attitude of individuals.
7. It is qualitative aspect and it can be indirectly qualified.
8. Personality has an influence on the performance of individuals, group and organization.

In the present globalized world, personality of an individual cannot be defined or described fully as well as correctly, if it does not include his overall outer appearance, his body built, looks, behavior, poise, style of carrying himself in the society, his moods, habits, interests, reactions, emotions, ambitions and so on. In fact it is very difficult to describe the personality of a man as it is a vast topic.

Some people born with established personality, is it gift from God? Or is it within the reach of everyone? If it can be acquired, then why does not everyone make his effort to develop the kind of personality that will bring them success, popularity and happiness. To face these challenging questions, one must know the meaning of personality.

3. Determinants of Personality Development

The main and major determinants of personality of individual can be taken into consideration as below mentioned heads.

- 1) Biological
- 2) Cultural
- 3) Family and Social factors

1. Biological factors may be discussed under three heads:-

- a) The heredity
- b) The Brain
- c) Physical features

Hereditary Trends

The importance of heredity varies from one person to other person characteristics. The impact of heredity infact a old philosophy of personality. Certain characteristics, primarily physical in nature, are inherited from one's parent transmitted by genes in the chromosomes contributed by each parent (Sapre R. Anant, Organizational Behavior, 2006).

The Brain

The other impact of personality is the role of brain of person, with reference to some other studies the psychologists are fail to make correlation of human brain in order to influence of personality.

Physical Characteristics

In fact the most important factor that influence to personality is the physical feature of an individual. An individual's physical appearance is resulted to be having a tremendous effect on his personality. A person physical characteristics may be related to social environment, to the expectancies of others, and to their reactions have impacts on personality developments.

2. Cultural Factors

Culture involves patterns of behavior so that the members of society have a common understanding of the right and power way to think, feel and act accordingly. Cultural values are important to organize and integrated nature of culture and it is traditionally considered as the major determinants of an individual's personality. Furthermore, culture is not innate or instinctive but it is learned beginning early in life and charged with the good deal of emotion. The great strength of this cultural stamp handed down from one generation to another is such an early age; children are firmly imbued with their cultures of thinking and feeling. Culture is a group phenomenon and shared by human beings living in organized society and maintaining relative uniform by social pressure of the society. In spite of our resistance to change, cultures are gradually and keeping on continues improvement. Some societies are quite static, with a very slow rate of change, while others are more dynamic, very rapid changes take place. The personality of an individual, to a marked extent, is determined by the culture in which he is brought up.

3. Family and Social Factor

In order to understand the impact of family on individual personality, we have to must understand first socialization and identification process.

Socialization Process

Socialization refers to the process by which a new member learns the system of value, norms and expected behavior patterns of group being entered. When a new student joins the college she or he soon learns norms and behavior of the college from his fellow. The individuals are involved in continuous process of socialization as they encounter new groups that have influenced on their lives. Therefore, socialization is the process by which individual acquire skills, knowledge and attitudes relevant to their effective managerial functioning as individual in the society.

Learning and Locating Personality Trends

Identification starts when a person begins to identify himself with some other members of the family, apart from the socialization and identification processes, the home environment influences the personality of individual. There is substantial evidence to indicate that the overall environment at home created by parents is very critical up to the some extent to personality development. Relevant aspects of Personality development can be classified broadly under three major heads:

- Physical presentation
- Psychoanalytical trends needed for Personality Development
- Spiritual

All these aspects are correlated: therefore, any positive and negative impact on any of these is bound to effect the rest. A sound mind in a sound body, the old age saying holds good even if it is juxtaposed, that a sound body because of sound mind.

Physical Presentation

First of all we consider physical aspect of and for physical development. Those include everything that is obvious from physical aspect can be improved by improving one's living.

Appropriate training can be considered essential for improving knowledge and skill about what's good and what's not. Proper food habits, exercise, tension relieving practices and meditation can adequately equip a person to stand confidently and face the stark realities of life. Physical appearance though is largely beyond one's control but efforts for improving it are definitely in our hands. Everybody likes well groomed and confident- self and it can be cultivated through incessant care and hard work.

Psychoanalytical trends needed for Personality Development

Sense of discipline, punctuality and time management are though on the threshold of mental aspects but these can be clubbed under physical aspects. Discipline is the utmost importance for orderly and smooth delivery of goods. Punctuality, which is both the cause and effect of good time management is the equally essentially. A good training where trainer is not merely a speaker but a model whose actions speaks louder than his words and inspires the learners/ trainees can cultivates these attributes. Besides this a trainee for personality development has to term building, coordination, supervision, leadership, motivation. He has to develop self- confidence to conduct self-growth and training program fearlessly.

A work worth doing is worth doing well and for doing a work well, one requires certain knowledge and skill. Knowledge is power and in today's world when knowledge dimension are increasing by leaps and bounds, it is very difficult to keep pace with it. But whatever mankind is doing or progressing towards a conscientious forward-looking personality development is essential. The gigantic information super-highways should not send shiver down spine by the very thought of how to match with age. It is here that lies the necessity and importance of application of time, energy and potential management skill to keep one's head afloat. There should be a readiness for acquiring newer knowledge and skill of desired and variegated fields. Command of languages-----spoken and writing plays a very important role in personality development. Effective communication is another area of top priority. It is not merely exchange of words and exchange of understanding also. In communication, what one says is not that important, as what other man listens and understands. Those who are desirous about personality development have to be trained in skills like team building, motivation and inspiration. The trainee has to be a doer and not a shirker. As hard choice and not soft option is to be his motto, personality development seeker has t be subjected to such training which prepares him.

Spiritual Aspects

All the physical and mental training for personality development without spiritual growth shall only prepare a machine of a man. A person, devoid of fundamental human values, is of no use of humanity at large. Infact human compassion, hope and selflessness in ultimate analysis are basic ingredients for personality development. In this age, of cut- through completion nakedly evident everywhere, Swami Vivekananda flashes in the mind when he asks, " why should I not cut your throat" standing bewildered for the answer, the Great Swami comes to rescue again and

solace, " Because, thou art I." At last you and I agree are not two but 'one'—reflection of the same "ULTIMATE"

It cannot be rejected as pious nonsense; however, this abstract philosophical fantasy is not be .constructed to mean that one should not strive to achieve excellence. It hardly professes not to complete and come out with flying colors. One has to be ahead of others, by hard work, wit and merit, and evil designs of others to stumble one by fowl play has not only to be foiled but retaliated appropriately. In any case, therefore, appropriate input of spirituals values has to be part of personality development –training programme. Personality development has to be continual programme in one's life. The entire universe is play ground for playing and learning, for rising after every fall. The biggest tool of training despite all modern sophisticated gadgets is a person himself/ she, whose conduct always cast lasting impressions.

4. Conclusion

As a whole individual adopt to organizations and organizations adopt to individuals. Anyone who stays in an organization has to resolve conflicts between work and outside interest, establishes work relationship and achieves a minimal level of competence. Socialization and personalities play a role in the ways a person adjust to work life and the level of satisfaction of the accommodation they eventually make.

The importance of personality increase as socio organizational life becomes more complex. A pleasing personality has mark able value in a complex society and is highly priced and sought after. Setting along well with one's fellow worker s, making impression on the boss and reaching the top of the organizational hierarchy depends more on personality than on one's quality of work and intellectual ability. An agreeable personality is an important asset in the organization than aggressive personality. Personality is central to understand many aspect of work ranging from cultural to motivation. It is a useful concept for interpreting and managing in many organizational situations. It is treated as a key factor in understanding adjustment to work and career, coping with stress and problem solving decision making behavior. It is viewed as central to the dynamics of motivation and interpersonal conflicts.

Every organization is the field of education, big or small needs strong and able educational manager not only at one level but at all the levels of the educational ladder. Members of an organization do not respond effectively to dull, lifeless and unimaginative personality people. Under such people their full power will not be tapped. Abilities will die idle, ideas will go untried and obviously the ultimate sufferer will be education itself. Education in that case will fail to prove itself as an agent of social change reconstruction, national progress and prosperity.

Human resources in the field of educational management system are immense. All what is needed is truly motivated, dedicated, competent and inspiring academics who could give the desired direction to the present higher education system of educational management.

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