10.11 ANSWERS TO CHECK YOUR PROGRESS

Answer to Q. No. 1 : The major determinants of personality can be categorized as biological, cultural, family and situational.

Answer to Q. No. 2 : Introversion is related with inward-directed people. They are guided by their own ideas and philosophies. They are rigid, subjective-oriented and rarely speak to others on their own. They have very few friends, avoid social contacts, remain withdrawn, quiet, and enjoy solitude. Extroversion, on the other hand, is related with people who are friendly, enjoy interaction with others, crave excitement and dislike solitude. Extroverts prefer job environments that offer opportunity, variety, unpredictability and sporadic bursts of intensity.

10.12MODEL QUESTIONS

1. Describe the concept of personality?
2. Describe the major determinants of personality.
3. What behavioral prediction could be made if it is known that an employee had (a) an external locus of control, (b) High Mach.
4. Discuss how might a manager use personality trait to improve employee selection in his department.
5. State the five factors in the Big Five personality theory.
6. Do you think a Type A person or a Type B person would be better suited to manage a health care facility? Explain.
7. Discuss the importance of perception in managerial decision making.
8. Discuss the role of perception errors in fair appraisal of performance.