

MYERS BRIGGS INDICATOR

The (MBTI) Meyers - Briggs type indicators is an instrument designed to evaluate people and provide descriptive profiles of their personality types. Based on the theories of psychologist Carl Jung, it is widely used in the fields of business, education and psychology.

MBTI was developed by Isabel Briggs Meyers and her mother, Katharine Cook Briggs, during world war II. The two women were acquainted with Jung's theories & sought to apply them to help civilians choose war-time jobs well-suited to their personality preferences. Meyers & Briggs felt that this would make people happier and more productive in their work. Psychologists, Inc (www.cppdb.com) bought the rights to MBTI in 1975. The company estimates that it administers the MBTI testing to two million people

per year world wide. The MBTI system begins with a test in which participants respond to questions that provide clues about their basic outlook. These responses are scored to see where participants preferences lie within four sets of attributes: extroversion (E) and introversion (I). The attributes a participant derives his or her mental energy primarily from other people or from within.

Similarly, the attributes sensing (S) and intuiting (N) explain whether a participant absorbs information best through data and details or through general patterns. The attributes thinking (T) and feeling (F) show whether a participant tends to make decisions based on logic and objective criteria.

Finally, the attributes Judging (J) and Perceiving (P) indicate whether a participant makes decisions quickly or prefers to take a more casual approach and leave his or her options open.

The MBTI system organizes the four sets of attributes into a matrix of 16 different personality types.

Each type is indicated by a 4 letter code.

Eg - ESTJ would designate a person whose primary attributes were Extroversion, sensing, thinking and

Judging. For each personality type, the MBTI system includes a profile which describes the characteristics common to people who fit into that

category.

MBTI is a popular evaluative tool. Many colleges & universities use it in career counselling to help guide students into appropriate fields for their personality types.

In the business world, companies use it to make hiring decisions, identify leadership potential among employees. By giving people an increased

③ → Socio-emotional support (relationship).
Overall, life cycle theory that with people of below average maturity, a high task style premises best probability of success while dealing with people of average maturity. The low task & low relationship style provides the highest probability of success with people of above average maturity.

④ Path-Goal leadership Theory - Acco to the authors of the theory there are 4 basic or major styles of leadership behaviour.

They are:

(a) Directive leadership: Here the subordinates know exactly what is expected of them and the leader gives specific directions.
There is no participation by the subordinates, when the demands of task are ambiguous, a directive leader may complement the task by providing the necessary guidance and psychological structure for his followers.

(b) Supportive leadership - This is friendly and approachable and shows a genuine interest for subordinates. This style has its most positive effect on the satisfaction of followers who perform tasks that are full of stress,

④

→ and are frustrating and unsatisfying.

③ Participative Leadership - The leader asks for and uses suggestions from subordinates but takes the decision by himself.

④ Achievement-Oriented Leadership -

The leader sets challenging goals for subordinates & shows confidence in them to attain these goals & perform well for followers, performing ambiguous, non-repetitive tasks the higher the achievement orientation of the leader, the more confident they would be that their efforts would pay off in effective performance.

Organizational Behaviour

BBA / BCA -

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Topic - POSITIVE ORGANISATIONAL SCHOLARSHIP

→ Positive organizational scholarship is an aspect, which focuses on companies creating positive work life and performance. The four key components of Pos are -

a. Self-Efficacy

b. Hope

c. Optimism (आशावाद)

d. Resiliency (

Companies that are successful in adapting the four components are able to manage organizational behaviour in a positive manner.

→ SELF-EFFICACY - The 1st part of positive OS is the

ability for individuals at work to have self-efficacy. This means that the organization has individuals who are able to achieve difficult tasks due to dedication, persistence and ethical good work. Companies need to hire and cultivate employees with self-efficacy.

→ HOPE - The 2nd important element of Pos is hope.

This means that individuals who have positive expectations usually stay motivated and find alternative ways to solve problems.

Companies can also offer training classes to help teach those skills to hired employees, but in general, it is easier and more efficient to hire people who have a

→ Positive outlook.

→ OB MANAGEMENT

→ Organizational behavior management (OBM) is a sub-discipline of Applied Behavior Analysis (ABA) dedicated to the application of behavior analytic principles within organizational settings.

Scientific Management - OBM might be seen as one of the distant branches of scientific management. The principal difference b/w scientific management and OBM might be on the conceptual underpinnings. OBM is based on B.F. Skinner's science of human behavior as different people behave differently in the same situation; studies from multiple disciplines using multiple research methods create confusion, hindering a unified concept of OB.

Quality Management - The parallel b/w OBM ~~is~~ tools and the process and procedures common to the so-called Quality Movement was documented by W. Koff in his ISPI Article of the year, the quality movements meet performance technology.

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PERSONALITY: MEANING AND DETERMINANTS -

→ Man is not born a person. At birth he is an infant possessing the potentiality of becoming a person. After birth, he associates with other human beings and comes under the influence of their culture. As a result of a variety of experiences and social influences he becomes a person & comes to possess a personality.

→ The nature of personality and to show the role of culture and social experience in the formation of personality along with the problem disorganisation. Since the socialization plays the most important part in the development of personality -

The term 'Personality' is derived from the Latin word 'personae' which means a mask - patterned body of habits, traits, attitudes and ideas of an individual, as these are organised externally into roles and as they relate internally to motivation, goals and various aspects of selfhood.