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| “Organization Behaviour Research/Application paper on Personality and Values” | April 282019 |
| Organizational behavior relates to the performance and attitude of employees within an organization, this topic specifically covers the personality and values of employees and that how two of these impact the growth of business | This study will also help to distinguish the values of employees, an organization has employees from various backgrounds and all employees bring their own culture and values |

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# Research proposal

“Organization Behavior Research/Application paper on Personality and Values”

# The objective of the study:

* To identify, the impact of personalities on the working environment (for employees).
* To analyze, the impact of the organizational environment over the employees (for management).
* To identify, the personality development traits within an organization (for management).
* To analyze, the impact of various values and their implication over employee productivity.
* To recognize, how leadership qualities could be identified through personality and values?
* To examine, what personality traits can help the business to grow?

# Back Ground:

Organizational behaviour relates to the performance and attitude of employees within an organization, this topic specifically covers the personality and values of employees and that how two of these impact the growth of the business. The main purpose to work on this topic was to configure how different personality traits and values of employees may help the business to grow and how every individual can affect a business decision a different way.

As previously a huge contribution has been made to this topic and various researches have taken place, this study further broadens up their vision by filling up the identified gaps. According to (Michael L. Vasu, 2017) organizational behaviour and its study help the management to understand how efficiently can they locate their human resource and to what extent can it boost the business.

The research further focuses on management skills, communication skills, and leadership skills; while discussing all important skills the researchers have not clearly focused on personality as an individual and values of an individual while refereeing it to organizational behaviour.

In another similar research conducted by (Luthans, 2002), it has been stated that how positive attitude can bring positivity within the working environment, it has also stated that a positive behaviour within the organization has contributed in strengthening the psychological capacities; However the research has been restricted to positive behaviours and strength and has failed to identify how such an attitude can be derived from one's personality and values.

# Significance of the study:

This study focus on the organizational behaviour, in regards to personality and value of the employees within the organization, it helps to identify various personality traits, how personalities may get into the clash and what traits are required within employees to improve overall efficiency.

This study will also help to distinguish the values of employees, an organization has employees from various backgrounds and all employees bring their own culture and values, this research will help you to find out individual values that will enable the organization to further form a broader culture that is also referred as “Corporate Culture”.

This study will be significant for organization and its stakeholders, who are directly involved in the development of an organizational environment, it will further help the management to make strong working policies based on individual values that will further reduce employee turnover. It will further help the organization to smooth out its recruitment procedures, as the research will provide a specific framework that will assert the employee requirements.

# Research framework:

Business Growth

Employee turnover

Organizational

 Behaviour

 Impact of personality and values

Recruitment process

# Finding and discussion:

As organizational behaviour can be summed up through various aspects, however, it can be literally defined as the overall environment that may be created through the amalgamation of human resource from the different background, each individual may follow separate approaches; giving an organization a diverse culture. (Pinder, 2014)

However to understand such diverse culture it is compulsory to identify the factors that may control the overall environment, Such factors help the organization to build a strong corporate culture and to further improve the overall efficiency of the business.

The two main factors that have been discussed in this paper are “Personality” and “Values”, these traits affect the overall impact on the organization and its business. Personality refers to the way a person acts, behaves, and demonstrates feeling that makes them different from others. Personality can be groomed and can also be moulded; it also impacts others behaviour as well. When we talk about organizational behaviour we also talk about leadership, and one of the factors that are considered when we determine a leader is his or her personality. (Weiss2, 2014)

Within the corporate culture, the personality that one should carry must be professional, (PETTIGREW, 2014) not just by its attitude but also by its aptitude as well. This may also involve how a person dresses, how individual acts and specifically how much positivity may he creates within the work environment, whether the co-employees feel much satisfied under an individual or while working as a team or they feel much reluctant.

# Conclusion:

The overall article discusses the impact of an individual personality and values on an organizations, the study has suggested that the personality of an individual has some strong impacts such as a positive and well-groomed personality can make other people feel more secured and sustained, boasting an overall business of the organization; while on the other hand a poor personalities individual has to be trained and groomed and so there could be much time and money that has to be further invested.

So it could be suggested that the organization must be looking for much educated and individuals with discipline personalities, as they will stay longer and will also help the organization to train their other staff as well.

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