

# PERSONALITY & ATTITUDES

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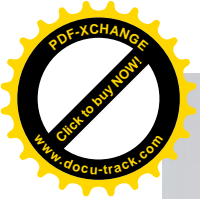


# PERSONALITY

## WHAT DOES IT MEANS?

*How people affect others and how they understand and view themselves, as well as their pattern of inner and outer measurable trait and the person-situation interaction.*





# PERSONALITY

## THE ASPECTS



- **Physical appearance.**
- **Personality Traits.** *(expand on the next slide).*
- **The self-concept.** Both self esteem and self efficacy.
- **The person-situation interaction.**

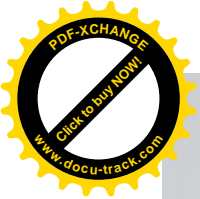


# PERSONALITY TRAITS

## THE BIG FIVE



- **Extraversion.** Sociable, talkative, assertive.
- **Agreeableness.** Good-natured, cooperative, and trusting.
- **Conscientiousness.** Responsible, dependable, persistent, achievement-oriented.
- **Emotional stability.** Viewed from a negative standpoint: insecure, nervous.
- **Openness to Experience.** Imaginative, artistically sensitive and intellectual.



# PERSONALITY

## SPECIFIC STEPS THAT CAN LEAD TO SUCCESSFUL ORGANIZATIONAL SOCIALIZATION



- Provide a challenging 1<sup>st</sup> job.
- Provide relevant training.
- Provide timely and consistent feedback.
- Select a good 1<sup>st</sup> supervisor.
- Design a relaxed orientation program.
- Place new recruits in work group with high morale.



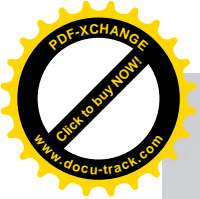
# ATTITUDES

## WHAT DOES IT MEANS?

*The term 'attitude' frequently is used in describing people and explaining their behavior.*

*Attitude can be defined as a persistent tendency to feel and behave in a particular way toward some object.*





# ATTITUDES

## THE BASIC COMPONENTS



- **Emotional.** Involves the person's feelings or affect – positive, neutral, or negative – about an object.
- **Informational.** Consists of the beliefs and information the individual has about the object.
- **Behavioral.** Consists of a person's tendencies to behave in a particular way toward an object.



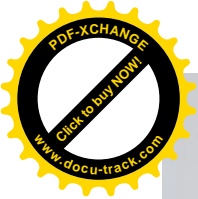
# ATTITUDES

## THE FUNCTIONS



- **The Adjustment function.** Help people adjust their work environment.
- **The Ego-defensive function.** Help people defend their self-image.
- **The Value-expressive function.** Provide people with a basis for expressing their values.
- **The Knowledge function.** Help supply standards and frames of reference that allow people to organize and explain the world around them.



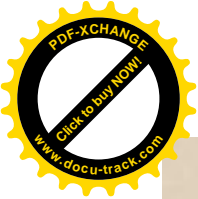


# CHANGING ATTITUDES

## THE METHODS



- Providing New Information.
- Use of Fear.
- Resolving Discrepancies.
- Influence of Friends or Peers.
- The Co-opting Approach.



**THANK YOU**