**IOP 2102 PERSONALITY AND WORK**

**Duration of the Course:** The course is 3 Credit Units providing 45 Contact Hours.

**Course Description:**

Personality and work examines the increasingly controversial role of individual differences in predicting and determining behavior and work performance. It asks whether psychological tests measuring personality traits can predict behavior at work, such as job satisfaction, productivity as well as absenteeism and turnover. Just as occupational/organizational behavioral theorists and management scientist have neglected to examine individual differences in any systematic way, so personality theorists have failed to take occupational behavior seriously as a correlate of individual differences.

**Course objectives:**

1. To provide the students with an understanding of human personality and traits.
2. To provide the students with an appreciation of how personality is related to job performance and success.
3. To introduce the students to the psychology of personality assessment.

**Course contents:**

Approaches to personality at work, the structure of personality attributes, Situation and motivational influences on trait relations, Dispositional influences on affective experiences at work, Personality and counterproductive work place behavior, Individual differences an social networks, the relationship between personality and individual job performance; the psychology of personality assessment.

**Delivery Methods:**

Lectures, discussions, case studies, and simulations will be used.

**Learning issues**

**Assessment:**

Assessment is through two written tests or a written test and a coursework and one final examination.

**Learning Resources/References**

1. Barrack, M.R., & Mount, M.C. (1991). The Big Five Personality Dimensions and Job Performance: A Meta –analysis. *Personnel Psychology,*
2. Hogan, R. (2007). *Personality and the Fate of Organisations*. Lawrence Erlbaum: London
3. Scheider, B. & Smith, D.B. (2004). *Personality in Organisations*. . Lawrence Erlbaum: London