



## CONCEPT OF PERSONALITY THEORIES INDUSTRIAL WORKERS

**Sudhakar Shivaji Jadhav**

HOD, Department of Psychology, Sundarrao More Arts,  
Commerce and Science College, Poladpur Dist Raigad, Maharashtra.

### ABSTRACT

Industrial workers and their related world is a popular field of psychologist. Various researches has been conducted on industrial workers. In the modern of technology, worker is a base of all kind of Indian development. Industrial or organizational climate, where worker has perform his duties, must be excellent and healthy for the development and satisfaction of worker. The organizational commitment of workers will be increased in such type of organizational environment.

**KEY WORDS:** physique-personality, organizational environment.

### INTRODUCTION

#### PERSONALITY THEORIES:

In the present study personality happens to occupy a central place, thus a brief and passing reference to relevant theories of personality seen to be quite in order.

#### CONSTITUTIONAL THEORY:

There is a common belief prevalent among people that sportsmen are constitutionally different from those who are non-sportsman sportsman are supposed to be structurally strong, hefty study and hardy in the study of personality constitutional theories are one of the earliest once, constitutional theory focuses one the shape and appearance of the body that is the individual with a given body build is first perceived by others as having various movement, behavioral potentials and tendencies that relationship between behavior and various bodily qualities has along history hypocrites suggested that the type of and change in the internally humors (Fluid) of the body produced distinctive personality traits and problem Landy and Signal (1974)demons rated that 'Beautiful' people were seen a more altruistic genuine, sensitive, sincere, and capable than their less attractive counterparts.

In the twentieth century more scientific studies have been conducted to explore the physique-personality Kretschmer (1925) postulated traits and personal disorder, Sheldon and McDermott (1954) examined student's to find ways of classifying differences in physique, and latter, to find ways of classifying differences in physique and later to determine whether such differences in physique were theory contribution of Sheldon to personality theory was not considered substantial.

#### PSYCHOANALYTIC THEORY:

Freud conceived of personality as made up of three major components Id, ego, super ego, Freud believed that the Id. Was biological root of the personality the ego on the other hand, was seen a moderating component of the personality finally, the superego, enables the individual to come to terms

with the moral values of society it encourages goal setting, the formation of a conscience, and the interpretation of rewards for socially acceptable conduct.

Freudian concepts have relevance for studying the psychology of sports. Freud suggested that individual ego defenses were through "displacement" thus the athlete who is angry at on.

Freud's most important contribution to sports psychology has been the use of various projective tests. Misaim (1985) also developed useful projective tests to evaluate subtle as well as obvious personality and emotional dimensions of athletes subjected to the stresses, pains and pleasures of sports. Further studies of the dreams of athletes are needed as well as additional sophisticated projective tools to assess such concepts as achievement needs in sports. Aggressive reactions to frustrating sports situations, reaction to frustrating sports situations.

### **TRANSACTIONAL ANALYSIS:**

Transactional analysis (TA) a theory of personality was found by Eric Berne in the year 1961 is an offshoot of orthodox psychoanalysis and neo-Freudian theory, transactional analysis resembles psychoanalysis in these respects, first it is a summary of childhood events and on the development of personality style, second it stressed the importance of unconscious psychological forces in determining personality. Third TA therapy strives for insight development and as a method departs from those of psychoanalytic theory.

Baran (1972) maintains that humans have a primary inborn need for transaction and stimulation in general. By transaction he means a wide range of social interaction including physically touching someone, making eye contact, speaking and so on. Transactions are thus units of social action among people. Transactions are pleasurable or reinforcing events, the absence or non-transaction is highly aversive and damaging to human development.

- A) Personality is composed of three enduring ever-present ego states
- B) Stressful childhood events are usually pushed out of awareness or repressed
- C) Unconscious or repressed experiences greatly determine most abnormal behavior.
- D) Repressed events often influence behavior during adulthood
- E) The abnormal behavior manifested or the personality style developed are compensation for needs unmet during childhood.

Barron (1964) proposed a structural system of personality made of three ego states. An ego state is a cluster of thoughts, feelings and behavior. Each individual has three specific ego states: the parent (P), the Adult (A), the child (C). Transactional theory maintains that each of us is almost literally three people displaying at almost literally three people displaying at different times and on different occasions particular mixtures of ego-state behavior.

### **TRAIT THEORY:**

Trait model of behavior emphasizes the use of personality traits and other dispositions to predict behavior. A trait is characteristic of a person which varies from one individual to another, traits may be physical or psychological. Allport (1961) defined trait as a neurophysic structure having the capacity to render many stimuli functionally equivalent, and to initiate and guide equivalent forms of adaptive and expressive behavior, it has been estimated that there are about 4500 traits descriptive adjectives in the English language many of which are heavily overlapping, these are the theories of Gordon Allport and Raymond Cattell.

Allport's traits theory represents a blend of humanistic and personality approaches to the study of human behavior, it recognizes all aspects of the human being including the potential for growth, transcendence and self-

realization it is personality that is that, its objective is to understand and personality the development of the real, individual and thought the phrase dynamic.

Organization suggests that human behavior is constantly evolving and. As Allport used the phrase "psychophysical system; mens that both "mind" and" body.

Elements must be considered when describing and studying personality the inclusion of the term" determine is a logical consequence of psychophysical orientation the word" characteristic simply highlight the paramount importance to individual uniqueness finally. The phrase" behavior and thought" is a blanket designed to cover every thing the person does. Like Allport, Cattell (1965) made a number of distinction within the concept of trait he believed that traits could be divided in to surface traits source traits environment traits constitutional trait ability traits cutely listed those traits that were readily observable to every one as surface traits whereas the underlying traits were the source traits. Cattell (1965) maintained that there were forty-six surface trait's and sixteen source traits As claimed by Cattell and Eber (1963) that the 16PF is probably the test most frequently used to assess the personality trait's of athletes. For personality Cattell (1950) offered a very basic working delineation personality is that which permits a prediction of what a person will do in a given situation. Most of Cattell work has centered around his factor analytic study of the core source trait's Cattell believes that these core trait's are the basis of personality, in addition to sixteen source trait's Cattell also described five specific motivational factor, three of which were similar to Freud's notion of Id, ego. And superego, the motivational factor's are as follows alpha, which corresponds to Freud's concept of ego, which corresponds to concept of super ego epsilon which refer to overt physiological responses like pain weaning during a crises and delta which refer to understanding biological processes.

Guilford (1959) also proposed a model for the development of personality trait's and suggested that certain modalities introit to Forman individual personality these modalities were attitudes temperament interests aptitudes, needs, physiology, and morphology.

Semen (1966) suggested that personality trait's were divided in to the three following areas

- A) **Dynamic traits** :- Dynamic traits such as motivation aeration attitudes are likely to change in response to outside influences.
- B) **Temperament Trait's** :- Temperament trait's are either static or slow to change.
- C) **Ability or cognitive trait's** :- Such as intelligence's variable, spatial and musical traits theorists believed that trait's offered a better and more useful approach to the understanding of personality clinicians (Rappaport will and Schemer 1959, as well as Personalist (Alder, 1972 Cattell 1959, McClelland 1951, and Murray 1938, proclaimed that trait's were the primer or basic personality constraints or variable and were the determinants of behavior Redline 1976 However Mitchell 1968 tonus relationship between personality and behavior.

### **SOCIAL LEARNING THEORY:**

Albert Bandura has been recognized as the premier figure of social learning theory of personality According to this theory psychological functioning is best understood in terms of a continuous reciprocal interaction among behavioral cognitive and environment influences, indeed, the most distinctive feature of Bandura's theory is the belief that most of our behavior is learned by observing other people and modeling our behavior after theirs, Bandura (1977) emphasizes to environment including the people in it as reinforces for various kind of behavior and reinforces or imitative behavior and modeling or imitative behavior type of social learning experiences.

### **PSYCHODYNAMIC LEARNING THEORY:**

Dollards and Millers(1950) developed a theory in the 1940 to the present personality in learning theory terms and to translate Freudian theory in to the behaviouristic, the learning theory orientation which based their approach was the S-R theory developed by Hall (1943) they also redefined many psychoanalytic concept in these theory terms attempting to combine the positive aspects of the two systems in a more comprehensive formulation of human personality in their view the four importance's factor's in the learning process are drive cue, response there four variable are inter relate and their combined effect reate learning they four their stated learning was always dependent upon social conditions.

### **HUMANISTIC THEORY:**

The term "humanistic psychology" was by a group of psychologist who in the early 1960 Joined under the tendersnip of mallow Humanistic psychology, is not a single organized there or system in might better be characterized as movement, Mallow, Cattell it third fore psychology and differed sharply form both psychoanalytic and behavior is terms of its basic of human nature Maslow model of-self-actualization has also stimulated interest in the personal qualities examined, also Maslow 1971 believed that" human life win never be understood unless it's aspiration are taken into account (Maslow 1970)

Rotter's (1954) Social learning theory ases-tour basic concept to predict behavior potential, expectancy reinforcement value, and the psychological situation, Behavior potential (B.P) referees to the potential for a behavior to occur in a specific situation as a function of it's relationship to a function of it's of reinforcement expectancy (E) is the probability, held by the individual reinforcement value (Rv) refen to one's personal preference for one reinforcement over other reinforcement if the possibility of occurrence for each reinforcement is equal psychological situation (S) refers to any part of the situates which the individual is responding in terms of that individual subjective reaction that the situation Rotter used this concept that " behavior does not occur in vacuum" (Rotter, chance Phares 1972) Rotter proposed between the four basic concept  $BP_x = SI \cdot Ra = (Ex, ra, si, \& Rva, SI)$

The potential for behavior to occursituation (SL) in relation to reinforcement (ra) is a function (f) of the expectancy (E) of the occurrence of reinforcement a (ra) following behavior x in situation (SL) and the value of the reinforcement a (ra) in situation L (SL) Rotter assume that this formula will allow one to predict whether or not specific behavior likely to occur in a particular situation's , these, Rotter's work has contribution to science of personality, as well as to the prediction of behaviour.

### **PHENOMENOLOGICAL THEORY:**

Phenomenological is the study of the behavior susceptible experiences feelings and private concept as well as his orbred personal views of word and self Carl Rogers theory is often refereed to self theory of personality becomes, Rogers (1951) described a the best vantage point for under standing behavior is form the internal from of reference of the individual has several attributes that facilitate psychological development. First experiences is perceived as reality that is what the infant can see, hear, and do is what she or he considers real, this implies that the infant will create an internal from of references a consider in which infant is ultimately best judge of what is real secondly Maslow and Rogers believing that the child has an inherent tendency two-ads self-actualization, In order to achieve self actualization, the child conies to perceive experiences which enhance it's development as positive and to perceive experiences which limit it's development as negative.

Rogers has also proposed three internal dynamic agents that may be considered as structure of personality, the phenomenal field the self and the organism. To summary Carl Rogers is a humanistic personality theorist employing the phenomenological method this humanistic posture is reveled in this

assumption that human are essentially good needing -only the proper environment to flourish yet his phenomenological stance does not permit him to see the environment as the main determinant of personality and behavior. He squats that personality and behavior are chiefly a function the individual perception of the environment and the environment itself is not the chief causative force.

## CONCLUSION

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