ANALYSIS OF BEHAVIOR IN WORK

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Abstract. By this study has been taken into account understanding roles of personality and values in determining behaviors that work, it is subsequently explain the process of perception and the way in which this affects the work behaviors and identify the work attitudes affecting the work behavior. To understand how much better intellectual asset management has been taken into account definition of the concept of person, organization, the form and the manner in which they affect behaviors. At the end key list shall be bounded on the set of behaviors that counts for organizational performance, more exactly every person to be able to develop your skills and positive attitude.

Keu-word: Behavior, size, ocean acronym

Clasificare JEL: L20, M11, M40

1. Introduction

In this article we will have to understand roles of personality and values in determining behaviors that work. Later we will explain the process of perception and the way in which this affects the work behaviors, and identify the work attitudes affecting the work behavior. That Article also includes the definition of the concept of person, form of organization and the way in which this affects the work behaviors, continued with demarcation list behaviors that counts for key organizational performance.

Individuals bring a series of differences at the place of work, they also have a variety of personalities, values and attitudes. When they enter the organization, their characteristics stable or transient affect their mode of behavior and to carry out the tasks. Furthermore, the companies employ people with the hope that they hold certain knowledge, skills, abilities, personalities and values. Therefore, it is important for managers to understand characteristics of the individual that counts for behavior by the staff member and the manager.

2. Personality and values

This part shall be based on identifying the most important personality traits which are relevant to organizational behavior, it is subsequently explains potential pitfalls of tests of personality. Describe the relationship between personality and behaviors work behaviors, means the value of work, and shall be describes relationship between values and behavior of work.

Feelings personality comprises a person relatively stable, thoughts and patterns of behavior. Each of us has a unique personality, which sets us from other people, and understanding a specific person personality gives us clues about how is it possible to act and feel in a wide variety of contexts by that person. To manage in an efficient manner, it is useful to understand personalities different employees, because through this can be placed very easy at workplaces and organizations.

In the event that your personality is stable, this means that they don't change, because your personality does not change over long periods of time. Therefore even if we treat relatively stable personality, change occurs. For example it has been shown that a part of our success in his career and the satisfaction of employment later in life can be explained by our personality from childhood.

3. The 5 traits of personality

Some features are to be taken into account when it engages in activities of the organization. When researchers have examined features which describe the features of personality, they realize that many different words pointing to a single dimension of personality. When they were 'grouped' these words, they are bounded five sizes that would explain a large part of our personalities variation. [5, pp. 1216–1229.] These five sizes were not necessarily the only traits, because there are other specific features, which represent other dimensions which are not included in the first five.
However, if we will understand first five sizes, then this v-to be a step understanding gives us a good start to describe your personality.

The five large sizes are: opening, conscientiously, extraversion, agreeable and neuroticism, if they were put initials together, would have been achieved an ocean acronym. Everyone has a certain degree of each of these traits, is unique configuration on how high the rates of person on some features and how low on others who produce quality we call individual personality.

The opening is the degree to which a person is curious, initiated, intellectual, creative and open to new ideas. Great people in the opening seem to thrive in situations that require flexibility and in things I want to learn something new. They are very motivated to learn new skills and make everything all right in your own style of training. [2, pp. 1–26]

They also have an advantage when they enter into a new organization. Have a horizon open those determined to seek a lot of information and feedback with regard to the way in which they build their new relations, which lead to more rapid adjustment to a new place of employment. [11, pp. 373–385.]

In most of the cases they tend to be creative at work. [1, pp. 963-970.]

Persons opened are extremely adaptable to change, and teams who are confronted with unforeseen changes in their tasks, she was doing very well, only if special teams have people facing toward the opening. [9, pp. 27-39].

In cases where people are not orientated by opening when most of them will be focusing on small businesses. [12, p. 259-271].

The main disadvantage is that such persons may be prone to become more easily bored or anxious with everyday routine

Thoroughness refers to the degree to which a person is systematically organized, punctual, facing and reliable.

Thoroughness is a feature of personality which predict evenly how to superior performance of a person at the place of work. As a matter of fact, thoroughness is the most desired feature by politician and applicants very honest tend to succeed in interviews. [4, pp. 500–509]

Once employed, people tend to be honest yet may carry out their tasks well, but they still have the levels of higher motivation for carrying out their duties and in the field of safety at work, as well as levels lowest facing turnover and absences [7, pp. 797–807].

Finally, it seems that conscientiously is a valuable feature for entrepreneurs. Honest people the better chances of success to start their own business, as compared with those who are not honest, and their survival rates longer. [3, pp. 259–271.]

A disadvantage is that individuals extremely constancies may be facing details, so they don't see the big picture. Extraversion is the degree to which a person is more open, chatty, gregarious person-and enjoys the full social networking sites. Such persons shall be effective at workplaces in commerce and to any interview with for a future job.

They tend to be effective as managers and demonstrate behaviors of leadership of inspiration. Platforms of this size shall actively seek information and feedback, in order to build effective relationships that help them to adapt very easily. [11, pp. 85, 373–385.]

In conclusion are those persons the happiest at the place of work, because I have most relations at the place of employment, he shall form relationships around them very easy and is easily adaptable to a new place of employment, But however if they are isolated and are close to the social interaction they do not give expected yields. [7, pp. 530–541.]

Agreeability is the degree to which a person is pleasant, tolerant, sensitive, reliable, and warm to the touch. In other words, the people who are agreeable though are pretty cool people who get it all together with others, they help others at work in continuous mode, therefore this behavior of aid does not depend on the good condition of the mind. [6, pp. 561–575.] In their feature behavior there is no condition of vengeance, when other persons are accused in an unfair way.

People judged officiousness teams bring value to which they belong, they can be the leader efficient, because it creates a fair environment, when they are in positions of leadership. [10. pp. 929–963.]

A disadvantage important referred to the fact that a person uncomfortable give up very easily at his place of employment, sometimes he would resign in response to a conflict with his boss. [13, pp. 309–348.]

Neurotic refers to the degree to which a person is anxious, irritable, temperamental and capricious. Person’s neurotic tend to have problems adapting emotional and are exposed continually to stress and depression.

Persons agreeable though do not undertake in communication and oriented toward constructive change. They avoid the creation of conflicts, and in most cases are unhappy at work [8, pp. 952–963.]

Conclusions

As regards behaviors work, it is more likely that a person to accept an offer of employment, when the company wishes to have her values or shows that it is interested in them. The values of firms are often described in mission and vision declaration company, is an essential item for the planning function. Therefore the value assumes a
reason why people are sitting in a company. When a job does not help its own employees to attain the values, they are likely to decide to leave where they are dissatisfied with the work. Individuals bring a series of differences in the workplace. They have a variety of personalities, values and attitudes. When they enter the organization, their characteristics stable or transient affects the way they behave or carry out their tasks. Furthermore, the companies employ people with the hope that they have some knowledge, skills, abilities, personalities and values. In conclusion casts employees, attitudes and behavior of work affects the way in which he approached the managers. Therefore, it is important for managers to understand characteristics of the individual that matters for the employee and the manager of behavior.

Bibliography


