

Impact of Personality, Behavior and Attitudes on Company Worker Psychology: A Critical Analysis

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Abstract

Psychology is the science that studies the experiential behavior of humans and non-human animals. Psychology is the scientific study of behavior and mental processes. Personalities are characterized in terms of traits, which are relatively durable characteristics that influence our behavior in many situations. Personality traits such as introversion, friendliness, honesty, integrity, and helpfulness are important because they help explain behavioral consistency. Another aspect of personality that influences work is friendship. Those who excel in this trait are cooperative, understanding and empathetic. Their influence on their environment is usually very positive because they understand others easily. Some social interactions are based on social processes such as adjustment, opposition and cooperation. Social psychology can also be said to be the science that studies the relationships and processes involved in social interactions.

Key words: Psychology, behavior, personality, influencing factors, human, attitude, social etc.

Introduction:

The eight distinct types of psychology include abnormal, biopsychology, cognitive, developmental, forensic, industrial-organizational, personality, and social psychology. Each discipline provides unique perspectives and practical applications in the real world. Psychologists use the scientific method - posing questions, developing theories, and then designing rigorous laboratory or field experiments to test hypotheses. Psychologists apply insights gained from research to create evidence-based strategies that solve problems and improve lives. Determines an individual's position on a continuum of four different dimensions of personality, within which individuals can fall under 16 personality types. These dimensions test the range between: extroversion and introversion sensory information and intuitive information. Although different approaches all operate at different levels of analysis, have different foci of interest, and different methodological approaches, all of these fields focus on understanding and correcting patterns of thought and behavior. Psychology is the scientific study of behavior and mental processes. Behavior includes all of our external or overt actions and reactions, such as verbal and facial expressions and movements. Mental processes refer to all the inner and covert activities of our mind such as thinking, feeling and remembering.

Problems of the Study:

Psychologists use the scientific method - posing questions, developing theories, and then designing rigorous laboratory or field experiments to test hypotheses. Psychologists apply insights gained from research to create evidence-based strategies that solve problems and improve lives. Study behavior and brain function by observing, interviewing, and surveying individuals. Identify mental, emotional, behavioral or organizational problems and diagnose disorders. Research and identify behavioral or emotional problems such as anxiety and depression.

Objectives of the Study:

The mindset of the workers in the company is affected by factors like; personality development, behavior of the individual and attitude of the individual and thus changes their mindset. The main objective of this research is to study the effect of personality behavior and attitude on the behavior and mentality of the workers and some specific objectives are given by the researcher as follows;

1. To Study the personality, behavior and attitudes of company workers.
2. To Study the mindset of company workers.
3. To study the human factors affecting workers' mentality.

Significance of the Study:

Psychology is the scientific study of the mind and human behavior. It is a discipline based on research and experimentation, and psychologists draw on a long history of psychological theory to inform

modern approaches and methods. Psychology is such a broad field that the benefits are wide ranging, it can include researching mental health, helping to improve health, better understanding the relationships we form, self-improvement or fighting addiction. There can also be benefits in communicating and understanding other people.

Scope of the Study:

The science that studies behaviors and mental processes. It assumes that mental processes can also be scientifically studied. The subject of our science is soul or mind. Psychologists investigate the phenomena we call sensation, perception, thought, desire, and emotion; it analyzes them, categorizes them and tries to reduce them to the least basic activities. Social psychology is scientific in nature. It applies the scientific method of systematic observation, description and measurement to the study of human behavior in a social context. Social psychological studies refer to data collected through direct observation or experimentation.

Limitation of the Study:

Social psychologists are interested in all aspects of social behavior. Some of the main areas of interest in this field include social cognition, social influence, and social relations with subtopics such as conformity, groupthink, attitude formation, obedience, prejudice, etc. Clinical psychologists make up the single largest specialty area in psychology. Physicians are psychologists who assess, diagnose and treat mental illnesses. Clinical psychology, psychology, and industrial-organizational psychology typically offer the highest earning potential in the field of psychology. However, income may vary based on factors such as location and experience.

Period of the Study:

While studying the impact of personality development and attitude and behavior on the mindset of workers, the said research has been conducted by reviewing the data from 2022

Research Methodology:

Researchers have used a variety of secondary sources to study personality development and individual behavior in detail. To keep the mindset of the workers in the company positive, they need to be treated in the right way but due to the changing policy, the employees have to work from them as per their requirement and their mindset changes suddenly. While conducting the said research, the researcher has made detailed use of newspapers, books, research papers, articles, reference books, serial books, annual reports etc.

Research Method:

The mindset of the employees depends on the way of work given to them by the management and the way in which the strategies are designed for the implementation of the work also affects the mindset of the employees. The business environment remains positive as long as the mindset of the employees is working with a positive attitude. While studying the mentality of the workers the organization has done the following research on the basis of secondary sources using descriptive analysis method.

Results and Discussion:

Social psychologists focus on social concerns that have a powerful impact on individual well-being as well as the health of society as a whole, including issues such as substance use, crime, prejudice, domestic abuse, public health, bullying, and aggression. The work of social psychologists provides insight into how group dynamics influence our choices and actions, and how our social perceptions influence our interactions with other people. Psychology is the scientific study of mind and behavior. Psychologists are actively involved in the study and understanding of mental processes, brain functions, and behavior. Psychological laboratories are equipped for two purposes. First, for recording behavior and observing mental and emotional states; secondly, for the systematic control of environmental and personal factors that influence and determine human mental and emotional states. The World Health Organization describes mental health as 'a state of well-being in which each person realizes his or her own potential, can cope with the normal stresses of life, can work productively and productively, and is able to contribute to his or her own well-being.

Workplace Factors Affecting Employee Health:

Health is one of the most important factors affecting employee well-being and performance. Therefore, it is important to ensure workplace conditions conducive to the health, well-being, and safety of workers. To create the right work environment, you first need to find out the key aspects of employee health and how to ensure a favorable workplace! Read more: Manifestations of Stress in the Work Environment. Employees are affected not only by factors such as physical health problems resulting from various injuries

and sedentary work but also by mental health problems such as stress, depression, anxiety, heart disease, and other adverse health problems. In an unfavorable work environment, the company is affected by higher health insurance costs, loss of employee motivation, innovation, productivity, which results in lower profitability, and customer loyalty. Focus on what employees can do rather than what they can't do. Work together and involve people in finding solutions as much as possible. Remember when people are experts in identifying the support or adjustment they need and how to manage their triggers for poor mental health.

Motivation and Productivity:

Mental health and productivity are closely related. Poor mental health, often manifested as depression, anxiety or burnout, can seriously reduce motivation and productivity while increasing stress, which can have serious consequences for an individual and their relationships. Sometimes our mental health symptoms can make us lethargic, affect our ability to empathize, or create feelings of anxiety and isolation. Sometimes these symptoms can lead to codependency or resentment towards your partner. Lifestyle and biological factors may contribute to the link between depression and mortality, but so do social factors such as poverty, housing instability, low educational attainment, low income, and lack of health insurance, the authors write.

Mental and Physical Health:

Work-related problems can affect your physical, emotional and mental health. Common problems include job dissatisfaction, workplace injuries, stress, discrimination and bullying, violence, accidental death and retirement. Job loss, layoffs, or unexpected loss of income can also cause distress and distress. When people are socially connected and have stable and supportive relationships, they are more likely to make healthy choices and to have better mental and physical health outcomes. They are also better able to cope with hard times, stress, anxiety, and depression. Sometimes, a subtle break, a walk, or a few moments of deep breathing can make all the difference. For more persistent issues, consider taking a full day or even a weekend to mentally disconnect and recharge.

Workers and Income:

A healthy person can use his full potential in his work. A healthy person can fight diseases and illnesses well and has a good immunity. A healthy person can increase his productivity and thereby earn a higher income. Lacking encouragement from family or friends, those who are lonely slip into unhealthy habits, addition, loneliness increases stress levels, disrupts sleep, and harms the body. Loneliness can also lead to depression or anxiety. A review of published clinical studies examines how feelings of trust, security, and comfort reduce the body's stress-related responses and in turn improve heart health. When we feel connected to another person, our bodies respond in ways that help us feel calmer, especially during a health crisis.

Labuor Management Relations:

The three views are commonly described as the unitary, pluralist and Marxist approaches. The Marxist approach is sometimes referred to as the conflict model. Each provides a particular understanding of workplace relations and therefore interprets phenomena such as workplace conflict, the role of trade unions and job regulation very differently. In unitary, the organization is perceived as an integrated and harmonious whole with the ideal of "one happy family, where management and other members of the staff all share a common purpose, emphasizing mutual cooperation. Furthermore, unitary has a paternalistic approach where it demands loyalty of all employees, being predominantly managerial in its emphasis and application. Consequently, trade unions are deemed as unnecessary since the loyalty between employees and organizations are considered mutually exclusive, where there can't be two sides of industry. Conflict is perceived as disruptive and the pathological result of agitators, interpersonal friction and communication breakdown.

Employee Psychology:

It is focused on why an employee behaves the way they do while performing their role. This practice categorizes employee behaviors into predictable patterns. By studying those patterns, managers can effectively deal with both individual employees and entire teams. The five major needs are physiological well-being, a sense of safety, feelings of love and belonging, esteem and self-actualization. Maybe you think it's not your job to worry about the psychological well-being of your employees.

Conclusion:

Positive psychology emphasizes individuals over tasks and work-related skills, and trains managers to see employees as people with specific interests and abilities. When employees feel valued as unique

individuals, they give more of their energy and attention to their jobs, often subconsciously. The great workers are responsible, conscientious and committed to the mission of the organization. They are willing to make the personal sacrifices. They do not make the pursuit of personal happiness their primary reason for working, but they derive satisfaction from serving a higher purpose and fulfilling a calling. Fundamental to this, is the identification of women's needs and expectations during labour. Most women desire to have the following needs addressed: physiological, informational, medical, security, psychological, as well as social, relational and esteem needs.

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