Individual Difference and Work Performance

- 1. Origin and nature of individual difference
  - Explanations of personality and individual differences (Theme 1)
    - Personality
    - Individual differences
  - Theoretical approaches
    - Various theories on personality (Theme 1)
      - Psychodynamic or psychoanalytic
      - Behaviouristic or learning theories
      - Humanistic, phenomenological and existential approaches
      - Personality traits and types
      - Cognitive and social cognitive
      - Biological and evolutionary perspectives
      - Psychosocial
      - Asian and African Perspectives
    - Personality Psychology
  - Types of individual difference factors (Theme 2, TUT201 p4 - 5)
    - Cognitive abilities
    - Personality Traits
    - Orientations
      - Interests
      - Values
      - Attitudes
    - Emotions or affective states
  - Research on classifications of personality factors
    - Trait classifications (Theme 2)
      - Interpersonal trait
      - Work-specific trait
    - Type and Style classifications (Theme 2)
      - Measurements
      - Physical types and temperament style
      - Work commitment and personality types
      - Personality types in leadership and conflict management
      - Personality in different types of group roles
      - Coping styles
  - Determinants of personality and individual differences
    - Nature or nurture?
      - Hereditary and biological factors
      - Environmental influences
      - External factors
    - Moderating factors of ind difference and work perf
- 2. Work-related personality research
  - Approaches to identify personality variables
    - Classical personality theory
    - Types of research variables from classical theories
    - Classical occupational/organisational psychology
    - Measures for work-specific individual differences
    - Person-work environment fit and misfit models
    - Longitudinal work-related personality studies
    - Biographical/case study research
  - Approaches to identify work performance variables (Theme 3)
    - Types of research variables
      - Independent
      - Dependent
      - Moderator
      - Correlation
      - Relationship or cause?
    - Models of work performance measurement
      - Earlier models
      - Later models
      - Newer directions in research
      - Other directions in research
  - An integrated work-related personality research approach (Theme 3)
    - A research model
    - A specific research and assessment model
    - Possible outcomes of using these models in research
  - Classifying and measuring work-related criteria
    - Job performance criteria
    - Methods to obtain criteria scores
  - Influencing factors
  - Emerging trends and needs in personality research and practices
- 3. Biographical factors and work performance
  - Nature and importance of biodata in human performance (Theme 4)
    - The past influences the future
    - Biographical and demographic factors
  - Biographical determinants
    - Factors influencing the human personal history
    - Times in and events of our lives
  - Biodata influence on other personality variables
  - Types and predictive impact of biodata (Theme 5)
    - Age-related differences
    - Gender differences
    - Types and levels of jobs
    - Educational/training levels
    - Work experience
    - Group membership
  - Using biodata in assessment practices
- 4. Cognitive individual differences and work performance
  - Cognitive psychology
    - Where it fits in
    - Specific descriptions
  - Cognitive processes and behaviours
    - Attention
    - Memory and forgetting
    - Learning
      - 4 types of learners (Theme 6)
        - Divergers
        - Assimilators
        - Convergers
        - Accommodators
    - Decision making
    - Problem solving, thinking and reasoning
      - Problem solving
      - Logical thinking and reasoning
      - Creative thinking
  - Intelligence and cognitive styles
    - Intelligence
    - Aptitude
    - Cognitive styles
  - Relationship between cognitive behaviour, other factors and work performance
  - Improving cognitive behaviour
- 5. Emotions, personality and work performance
  - Emotions, mood and affective dispositions
  - Emotions-generating process
    - Emotion-arousal events
    - Cognitive appraisal
    - Action tendencies of emotions
    - Emotional regulation or control
    - Emotional intelligence
    - Emotional reactions
  - Types of emotions
    - Anger and aggression
    - Feelings of happiness and subjective well being
    - Fear
  - Personality-relatedness of emotions
    - Emotions in personality structure
    - Emotions in personality development
    - Emotions in adjustment and maladjustment
  - Relationship between emotions, personality and work performance
    - Individual differences in emotional expression
    - Impact of emotion-arousal events on work performance
    - Impact of cognitive emotional appraisal on work performance
    - Impact of emotional regulation on work performance
    - Impact of emotional reactions on work performance
  - Facilitating effective emotive work responses
    - Is emotional change possible?
    - Recognising and developing your own strengths
    - Obtaining self-knowledge and job knowledge
    - Assertiveness training
    - Mentoring, counseling and consulting skills
    - Facilitating emotional expression in groups
    - Happiness through job design
- 6. Individual differences, work motivation and work performance
  - Concepts in work motivation
  - Work motivation embedded in personality
    - Personality traits and types
    - Exemplary personalities
    - Citizenship behaviour
  - Needs as motivators
    - Needs according to Maslow
    - Alderfer's ERG theory
    - Needs and presses according to Murray
    - Latent benefits of working according to Jahoda
  - Intrinsic personality dispositions and other processes
    - Flow experiences in work motivation
    - Self-actualisation
    - Functional autonomy
    - Emotions and motivation
    - Unconscious motivation
    - Expectancy
    - Values in work motivation
    - Self-efficacy
    - Equity
    - Attribution
  - Other motivational concepts and processes
    - Reinforcement
    - Goal-setting
    - Job characteristics
    - Job satisfaction and other work-related attitudes
  - Individual differences, work motivation and job satisfaction
    - Cognitive ability and work motivation
    - Personality factors and work motivation
    - Emotions, work motivation and job satisfaction
  - Motivation-enhanced techniques
    - Job and task design
    - Employee-organisational fit
    - Goal-setting
    - Various forms of reinforcement
      - Financial remuneration or compensation
      - Reinforcement through task design
      - Rewards aimed at higher order needs
      - Attitude change
      - Bring back meaning and pride in work
- 7. Individual differences in occupational choice and withdrawal behaviours
  - Career development: part of personality development
  - Career development stages
  - Approaches to career development and occupational choice
  - Specific concepts in occupational choice behaviour
    - Person-job fit
    - Developmental processes, self-concept and occupational choice
    - Expectancies and values
    - Self-controlled career choices
  - Personality occupational choice and work performance
    - Values in occupational choice
    - Congruence between personality, job and organisation
    - Quality of person-job fit
    - Accuracy of employee-job fit
  - Career choice and other problems (Theme 7)
    - Classification of career adjustment and work performance problems
    - Vocational choice uncertainty
    - Difficult transitions in career development
    - Withdrawal behaviours
      - Various personality factors and withdrawal behaviours
      - Biographical factors
      - Can cognitive abilities influence withdrawal?
      - Types of personality traits and withdrawal
      - Various orientations: interests and values
      - Affective dispositions and moods
      - Subtopic
  - Facilitating effective career development
- 8. Individual difference, entrepreneurship and work performance
  - Psychology of entrepreneurship
    - Nature of entrepreneurship
    - Economic analysis of entrepreneurship
  - Specific personality traits and entrepreneurial behaviour
    - Needs for achievement (nAch)
    - Internal locus of control
    - Other motives
  - Linking leadership/managerial attributes to entrepreneurship
    - Unique entities or a three-way mix?
    - Entrepreneurial traits in leaders and managers
    - Entrepreneurial behaviour in leaders and managers
    - Leadership contingency in entrepreneurial behaviour
    - Process theories of leadership
  - Managerial motivation, leadership and entrepreneurial behaviour
  - Background and biographical factors in entrepreneurial behaviours
    - Age as a determinant of entrepreneurial behaviour
    - Education as a determinant of entrepreneurial behaviour
    - Support as a determinant of entrepreneurial behaviour
    - Previous or current employment situation in entrepreneurship
  - Strategies to enhance entrepreneurial behaviour