PERSONALITY ATTRIBUTION SCALE: TOOL DEVELOPMENT

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ABSTRACT

Personality can be defined as, "as a dynamic and organized set of characteristics possessed by a person that uniquely influences his or her cognitions, motivations, and behaviors in various situations (Ryckman, 2004). Numerous questionnaires are available for assessing individual personalities; but there is a lack of a reliable tool which specifically focus on the personality attributes that affect individual behavior in an organization. With this objective, extensive literature discourse was done to identify the various personality attributes relevant in an organizational context; based on the identified attributes, a multi-dimensional construct named as Personality Attribution Scale was developed and standardised. The data was collected from a sample of 200 employees from the private sector. The data subject to analyse psychometric properties revealed good reliability and validity.

KEY WORDS: Personality attributes, Tool development, Multi-dimensional construct.

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