

OBIP

Civil & Electronics

1.

(i). (b)

(ii). (b)

(iii). People join group for individual's satisfaction of some form of need. It can also provide individuals with certain social status or security.

(iv). True

2.

Developing Positive attitude by individuals :-

⇒ Identification of attitudes: → Before developing +ve attitude, it is essential that the existing attitudes, both +ve & -ve, should be identified. Identification of one's own attitudes helps in identifying the attitudes that are -ve & need change.

⇒ Looking for positive: → For developing +ve attitudes, it is essential that one must look for positive & avoid -ve persons, things, & happenings. Every person or object may have a comp combination of both +ve & -ve.

⇒ ~~But~~ Building Positive self-esteem: → self esteem denotes the extent to which people consistently regard themselves as capable, successful, important & worthy individuals. Therefore, developing positive attitude self-esteem helps in inculcating positive attitudes. For building positive self-esteem, one must adopt the practice of doing something for others who cannot repay back in cash or kind. Such a practice may appear to be costly at the first instance but actually, it is not so because doing something for others gives immense ~~of~~ psychic energy which is beneficial in the long term. In any society, there are two type of people - givers & takers. Givers have high high self-esteem, a positive attitude, & they serve the society well.

⇒ setting challenging target: → For developing positive attitude & being successful at work, it is essential that one must set for himself challenging targets to be achieved. Challenging targets always helps ~~him~~ in motivating an individual to do something better because he feels that he has to achieve something. Achieving something is a source of satisfaction which is essential for meaningful life.

⇒ Avoiding Procrastination: → In order achieve challenging targets, it is essential that procrastination should be avoided. Procrastination is the act or habit of putting off work till some future time, time is, the habit of "doing days work tomorrow!" Once this habit is developed, tomorrow never comes & the work remains incomplete. For avoiding procrastination, it is desirable that one must set the plan for day's work in the morning itself & that plan must be adhered too. Sometimes it is possible that time-wasting things may happen & the target for the day's work is not achieved. In such a situation, it is desirable that one should work for extra time to complete the day's work. Further one should spot out the time wasters & try to overcome these time once wasted cannot be regained.

⇒ Continuous learning: → Learning is the process by which new behaviours are acquired. These new behaviour are based on new information with which an individual might have not interacted in the past. Since attitude formation start from the early age stages of life, it may be possible that an individual might have formed his attitudes based on incomplete information or even wrong information.

Defⁿ #) Thus perception is the process through which an individual organizes & interprets his sensory impressions to give meaning to his environment.

Based on this definition, we may derive the following features of perception :-

1. Perception is an intellectual process through which an individual selects the data from the environment, organizes it & obtains meaning from it. The physical process of obtaining data from environment known as sensation, is distinct from it.
2. Perception is the basic cognitive or psychological process. The manner in which an individual perceives the environment affects his behaviour. Thus people's actions, emotions, thoughts or feelings are triggered by the perception of their surroundings.
3. Perception, being an intellectual & psychological process, becomes a subjective process and different people may perceive the same environmental event differently based on what particular aspects of ~~human~~ situation they choose to absorb, how they organize this information & the manner in which they interpret it to obtain the grasp of the situation. Thus the subjectively perceived 'reality' in any given setting may be different for different people.

Perception is a process consisting of several subprocesses. We can take an input-throughput-output approach to understand the dynamics of the perceptual process. This approach emphasizes that there is input which is processed and gives output. The stimuli in the environment—objects, events, or people—can be considered as the perceptual inputs. The actual transformation of these inputs through the perceptual mechanism of selection, organization, and interpretation can be treated as the throughputs, and the resultant opinions, feelings, attitudes, etc. which ultimately influence our behaviour, can be viewed as the perceptual outputs. This simplified process of perception is presented in Figure 1.

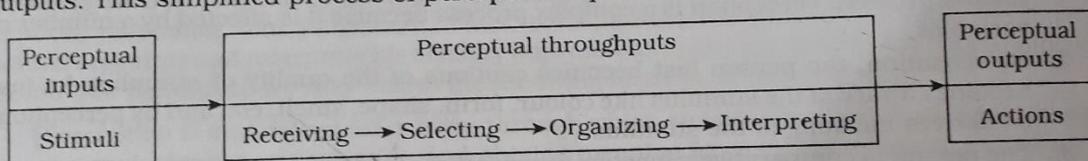


FIGURE 1 : Simplified process of perception

Figure 1 is a simplified version of perceptual process. It does not present the whole factors which go in input-throughput-output process of perception. Figure 2 presents a comprehensive view of process of perception.

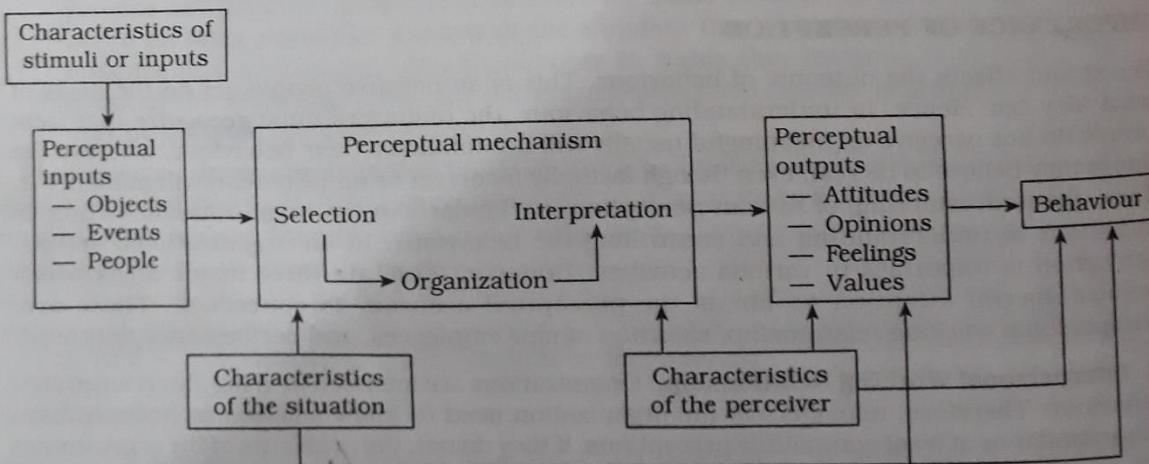


FIGURE 2 : Complex process of perception

4.

Personality: Personality is a set of characteristics & tendencies that determine those commonalities & differences in the behaviour (thoughts, feelings & actions) of people that have continuity in time & that may not be easily understood as the sole result of the social & biological pressure of the moment.

DETERMINANTS OF PERSONALITY

personality represents a process of change and it relates to the psychological growth and development of individuals. While it may be possible to detect underlying personality characteristics, these characteristics may be useful only at that point of time and only for a limited number of situations. Therefore, it becomes important to know the factors that cause a given personality to change or develop. Managers can deal more effectively, then, if they understand how an individual's personality develops. There are various determinants of personality and these have been categorized in different ways. McClelland has categorized these factors into four fundamental theories—traits (acquired propensity to respond), schema (beliefs, frame of reference, major orientations, ideas, and values), motives

(inner drives), and self-schema (observation of one's own behaviour) However, for the purpose of analysis, these can be classified into four broad categories.

1. biological factors,
2. family and social factors,
3. cultural factors, and
4. situational factors.

The impact of these factors on the personality may be seen from Figure 4.1.

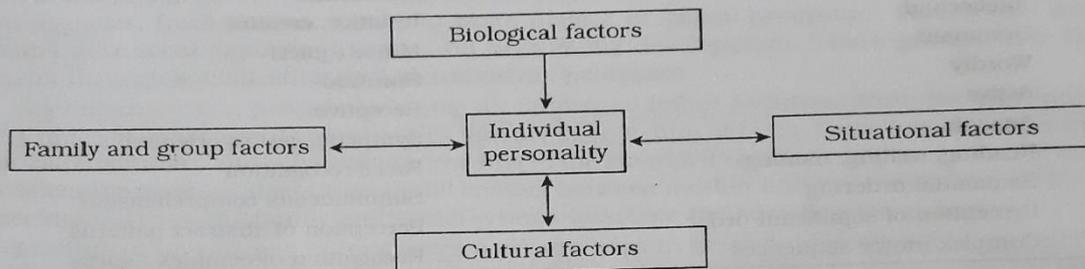


FIGURE 4.1: Determinants of personality

Out of the various factors of personality determinants, only biological factors have one-sided impact while other factors have interactive impact as the individual himself can also have some impact on these factors.