



**SUBJECT DATASHEET**

**PERSONALITY PSYCHOLOGY**

**BMEGT52M100**

# I. SUBJECT DESCRIPTION

## 1. SUBJECT DATA

### **Subject name**

PERSONALITY PSYCHOLOGY

### **ID (subject code)**

BMEGT52M100

### **Type of subject**

contact lessons

### **Course types and lessons**

<i>Type</i>	<i>Lessons</i>
Lecture	2
Practice	0
Laboratory	0

### **Type of assessment**

exam

### **Number of credits**

4

### **Subject Coordinator**

<i>Name</i>	<i>Position</i>	<i>Contact details</i>
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Dr. Kun Ágota	associate professor	kun.agota@gtk.bme.hu
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### **Educational organisational unit for the subject**

Department of Ergonomics and Psychology

### **Subject website**

<https://edu.gtk.bme.hu>

### **Language of the subject**

magyar - HU

### **Curricular role of the subject, recommended number of terms**

Programme: **Psychology Master's Programme - Work and organisational psychology specialisation from 2020/21/Term 1**

Subject Role: **Compulsory**

Recommended semester: **1**

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### **Direct prerequisites**

***Strong*** None

***Weak*** None

***Parallel*** None

***Exclusion*** None

### **Validity of the Subject Description**

Approved by the Faculty Board of Faculty of Economic and Social Sciences, Decree No: 5881478/13/2024 registration number. Valid from: 11.12.2024.

## 2. OBJECTIVES AND LEARNING OUTCOMES

### Objectives

The aim of the course is to discuss the role of personality in organizational life both from a theoretical and a practical point of view. Our theoretical focus is on the work-relevant aspects of personality. During the course, we discuss the most important theoretical concepts, explanatory models, and the practical applications of these findings. We pay attention to the personality-related measures and tools in organizational life.

### Academic results

#### Knowledge

1. Knows the most important work-related personality models, concepts, and methods, which can be applied as I-O psychologists.
2. Gains a broad insight into the topics related to the association between work and personality.
3. Learns the personality-related tools and applications in organizational life.

#### Skills

1. Able to apply theoretical and methodological knowledge in the design, development and application of personality-related programs in organizations.
2. Able to independently define and implement workplace programs with the aim of employees' personal development.

#### Attitude

1. Tolerant and inclusive toward different types of personalities.
2. Has an ethical and respectful approach toward workplace diversity.
3. Accepts the viewpoint of other professionals.
4. Open to continuous development, wants to expand knowledge.

#### Independence and responsibility

1. Thinks constructively and solution-centered about the acquired knowledge, methods, and applications.
2. Independently able to design, develop and implement workplace programs related to the personal development of employees with the application of the acquired knowledge.
3. Has an independent and responsible approach to issues which require psychological interventions related to the personality of employees.
4. Recognizes when a problem is outside of his/her competencies and acts appropriately.
5. Has a critical approach in his/her thinking, and shares his/her thoughts, critical comments with the fellow students and the lecturers.

### Teaching methodology

Lectures, videos, interactive tasks, independent and group projects.

### Materials supporting learning

- Charles S. Carver, Michael F. Scheier, Nagy János, V. Komlósi Annamária (2006). Személyiségpszichológia Osiris Kiadó
- Gruys, M. L. & Sackett, P. R. (2003). Investigating the dimensionality of counterproductive work behavior. *International Journal of Selection and Assessment*, 11, 30-42.
- Sackett, P. R., & DeVore, C. J. (2001). Counterproductive behaviors at work. In N. Anderson, D. Ones, H. Sinangil, & C. Viswesvaran (Eds.), *Handbook of industrial, work, and organizational psychology* (Vol. 1, pp. 145–164). London, UK: Sage.
- Thomas, D. A. & Ely, R. J. (1996). Making Differences Matter. A New Paradigm for Managing Diversity. *Harvard Business Review*, September-October, 1-13.
- Seligman, M. E. P., & Csikszentmihalyi, M. (2000). Positive psychology: An introduction. *American Psychologist*, 55, 5–14.
- Gable, S.H., & Haidt, J. (2005). What (and why) is positive psychology? *Review of General Psychology*, 9, 2, 103-110.
- Shawn Achor (2015). A boldogság mint versenyelőny, HVG Kiadó.
- Jones, D.N. & Paulhus, D.L. (2014). Introducing the Short Dark Triad (SD3): A brief measure of dark personalities. *Assessment*, 21(1), 28-41.
- Tari, A. (2010). Y generáció. Budapest: Jaffa Kiadó.
- Landy, F. J. (1985). *Psychology of Work Behaviour*, Chicago, Illinois: The Dorsey Press.
- Robinson, S. L. (2010). Dysfunctional Work Behavior. In J. Barling & C. L. Cooper (Eds.), *The Sage Handbook of Organizational Behavior: Volume I – Micro Approaches*, pp. 141-160. SAGE Publications Ltd.

## II. SUBJECT REQUIREMENTS

### TESTING AND ASSESSMENT OF LEARNING PERFORMANCE

#### General Rules

The learning outcomes assessment in section 2.2 is based on the end-of-semester performance assessment.

#### Performance assessment methods

Oral exam along with pre-assigned topics.

#### Percentage of performance assessments, conducted during the study period, within the rating

#### Percentage of exam elements within the rating

- szóbeli vizsga: 100
- összesen: 100

#### Conditions for obtaining a signature, validity of the signature

The student must attend 70% of the lectures to obtain a signature.

#### Issuing grades

Excellent	90
Very good	> 90
Good	80–89
Satisfactory	70–79
Pass	50–69
Fail	< 50

#### Retake and late completion

A vizsga a TVSZ szabályai szerint ismételhető.

#### Coursework required for the completion of the subject

részvétel a kontakt tanórákon	28
szakirodalom feldolgozás	62
vizsgafelkészülés	30
összesen	120

#### Approval and validity of subject requirements

Consulted with the Faculty Student Representative Committee, approved by the Vice Dean for Education, valid from: 04.11.2024.

# III. COURSE CURRICULUM

## THEMATIC UNITS AND FURTHER DETAILS

### Topics covered during the term

A 2.2. pontban megfogalmazott tanulási eredmények eléréséhez a tantárgy a következő tematikai blokkokból áll. Az egyes félévekben meghirdetett kurzusok sillabuszaiban e témaelemeket ütemezzük a naptári és egyéb adottságok szerint.

- 1 A Hogan személyiségvizsgáló eljárás jellemzői és alkalmazása szervezeti környezetben.
- 2 A GPOP személyiségvizsgáló eljárás jellemzői és alkalmazása szervezeti környezetben.
- 3 A DISC személyiségvizsgáló eljárás jellemzői és alkalmazása szervezeti környezetben.
- 4 AZ MBTI személyiségvizsgáló eljárás jellemzői és alkalmazása szervezeti környezetben.
- 5 Generációk a munkahelyen.
- 6 Diszfunkcionális vezetők a munkahelyen.
- 7 Kontraproduktív munkahelyi viselkedés: negatív és pozitív deviancia.
- 8 A pozitív pszichológia új személyiségvonatközös taxonómiája: a karaktererősségek rendszere.
- 9 Age management a munkahelyen – az életkor alapú megkülönböztetés személyiségvonatközösai.
- 10 A Sötét Hármás személyiség jellemzői és viselkedése a munkahelyen.
- 11 A munkamánia és kiégés személyiségvoantközösai.

### Additional lecturers

### Approval and validity of subject requirements