

A Trade off Between Rigidity and Resource

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Abstract: Based on differences in receptiveness and assertiveness, DISC describes individuals as four types. Dominance, Influence, Compliance, Steadiness. Each personality type has some strength and some weaknesses. Personalities, member's beliefs and interaction construct and influence the organization culture [1]. Organization cultures, systems and processes develop out of personality, attitudes and belief of the leader, or close associates of the leader [2]. Personality is an important attribute to look at organization- person fit and is also a major reason for conflict in interpersonal relations [3]. By being conscious of differences in demand from different personalities, conflicts can be avoided and interpersonal relations can be built more effectively. This improves a person-organisation fit, as most organisations do not look for the best candidate but for the best fit candidate.

The present case discusses dilemmas in the life of a young professional Niharika, who is experiencing personality conflicts at interpersonal and organizational level. The teaching note suggests a framework for solution to resolve the conflict.

Keywords: A-S-A Model (attraction-selection-attrition), personality, leadership, organization culture, DISC Profiling, conflict, interpersonal communication, inclusion and exclusion.