

Understanding and Managing Organizational Behavior, 6e (George/Jones)
Chapter 2 Individual Differences: Personality and Ability

1) Research has demonstrated that personality influences career choice and job satisfaction.

Answer: TRUE

Diff: 2 Page Ref: 39

Topic: The Nature of Personality

Skill: conceptual

Objective: Understand the nature of personality and how it is determined by both nature and nurture.

2) Personality is the pattern of relatively enduring ways in which a person feels, thinks, and behaves.

Answer: TRUE

Diff: 1 Page Ref: 38

Topic: The Nature of Personality

Skill: conceptual

Objective: Understand the nature of personality and how it is determined by both nature and nurture.

3) Personality is determined partially by nature (life experiences) and partially by nurture (biological heritage).

Answer: FALSE

Explanation: Personality is partially determined by nature, or biological heritage. The other half of personality is influenced by nurture, or life experiences.

Diff: 2 Page Ref: 39

Topic: The Nature of Personality

Skill: conceptual

Objective: Understand the nature of personality and how it is determined by both nature and nurture.

4) Approximately 50 percent of the variation we observe in people's personalities can be attributed to genetic factors.

Answer: TRUE

Diff: 3 Page Ref: 39

Topic: The Nature of Personality

Skill: conceptual

Objective: Understand the nature of personality and how it is determined by both nature and nurture.

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Didier Musso



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