

## Liverpool John Moores University

Title: PERSONALITY AND INDIVIDUAL DIFFERENCES  
Status: Definitive  
Code: **6528CP** (103614)  
Version Start Date: 01-08-2017  
  
Owning School/Faculty: Academic Portfolio  
Teaching School/Faculty: Dublin Business School

Team	Leader
Alistair Beere	Y

**Academic Level:** FHEQ6  
**Credit Value:** 24  
**Total Delivered Hours:** 77  
**Total Learning Hours:** 240  
**Private Study:** 163

### Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Lecture	50
Tutorial	25

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Individual Research Review	25	
Presentation	AS2	Group Project – presentation	25	
Exam	AS3	Examination	50	2

### Aims

*To support learners in critically evaluating the central theories of personality and individual differences.*

*To encourage learners to analyse the key contributions made by personality theories in explaining individual differences in the workplace.*

*To allow learners the opportunity to develop an in depth understanding of psychometric testing within the work place*

*To give learners the skills to analyse the key contributions made by theories of intelligence in explaining individual differences in the workplace.*

## **Learning Outcomes**

After completing the module the student should be able to:

- 1 Evaluate various theoretical approaches to the understanding of personality and individual differences.
- 2 Critically appraise the specific research methods used in personality and intelligence testing.
- 3 Assess the social aspects of personality and individual differences and their contribution to the workplace.
- 4 Evaluate theoretical and empirical developments in the field of personality and individual differences within the workplace.
- 5 Critique the impact of individual differences within team-based project work.

## **Learning Outcomes of Assessments**

The assessment item list is assessed via the learning outcomes listed:

RESEARCH REVIEW	1	2		
GROUP PRESENTATION	1	3	4	5
EXAM	1	2	3	4

## **Outline Syllabus**

- 1. Introducing Personality and Individual Differences*
- 2. Individual Differences at Work*
- 3. Methods to Assess Behaviour and Attitudes to Work*
- 4. Personality Testing in the Work Place*
- 5. Types and Temperaments and Personality Disorders at Work*
- 6. Understanding Cognitive Ability at Work*
- 7. Social and Emotional Intelligences at Work*
- 8. Creativity at Work*
- 9. Attitudes, Beliefs, Styles and Values at Work*
- 10. Integrity, Honesty and Competency at Work*

## **Learning Activities**

Lectures and tutorials.

## **Notes**

Understanding individual differences within the workplace from a psychological perspective is an important aspect of business management. This course introduces students to the topic of Individual Differences emphasising personality and intelligence. This module provides the learner with a critical overview of the key theoretical perspectives in personality and intelligence and introduces them to the research methods used in both approaches; it also develops the learner's knowledge of psychometric testing within the work place.