

## Personality among the female nursing staff in the general hospital

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### ABSTRACT

The present study aimed to know the personality among the nurses working in the hospital. It also aimed to check personality with reference to type of education and shift. The Introvert - Extrovert Personality Inventory (IEPI) by Dr. Ashwin Jansari (2013) was used. The sample constituted total 120 nurses out of which 60 were from full time female nursing staff (30 day shift and 30 night shift) and 60 from contractual female nursing staff (30 day shift and 30 night shift). The data was collected from Ahmedabad City. The data was scored, analyzed as per the manual. 'F' test was being calculated. The result showed that (1) There is no significant difference in the mean score of personality among the full time and contractual female nursing staff, (2) There is significant difference in the mean score of personality among the female nursing staff of day and night shift. Therefore it could be said that the female nursing staff of night shift group is having high personality than female nursing staff of day shift group and (3) There is no significant difference in the interactive effect of the mean scores of personality with regards to the type of education and shift.

**Keywords:** *Personality, full time and contractual nursing staff, day and night shift.*

Nursing is noble and humanistic professional service which is not only a work but its are duty with dignity for human kind by its very nature, an occupation exposed to stressful work load which in turn is linked with poor physical and psychological health. Likewise patients approaching hospitals are themselves suffering a considerable degree of stress often being difficult, frightened and resentful. Staff Nurses working in hospitals have to find themselves responding with a growing sense of irritability and frustration. In the absence of doctors, nurses are on the front line and have to face verbal abuse from patients and relatives for issues that may not be directly connected to their work. Physical violence and aggressiveness is also on the rise in patients and their relations. Demanding patients and their relatives can cause conflict and lead to more stress. Patients' expectations from nurses in a hospital setting are sometimes unreasonable and they tend to be aggressive. Staff Nurses can easily become disillusioned, cynical, depressed with the condition of Stress.

Personality Factors in Nursing Care A number of personality factors include perfectionism, over-involvement with patients, self-esteem, sense of mastery and purpose in life (Sherman, 2004), low education level, low work experience, low status, economic hardships, difficulty

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Received: November 11, 2019; Revision Received: December 21, 2019; Accepted: December 25, 2019

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in childcare and doing house chores, and personal and family health problems (Demir, Ulusoy, et.al., 2003). This means that a person who has poor valuation of herself, and one who has inadequate training and poor perception of skills may more likely to encounter stress compared with someone who has positive self-efficacy.

### *What is Personality?*

Man is a social animal. A child is born with hidden ability in any culture. The development of hidden ability depends on maturity and experience. Initially in a new born baby only physical needs are of importance. Social needs are not required. As the child grows he interacts with other people in different situations. He starts perceiving the outside world. Alongwith physical development his mental development also starts. Heredity and environment play vital role in child's development. Both affect jointly. Some traits and abilities are inherited and some he acquires from environment. The formation of a child's personality is based on his emotional, ability to react, other activities and the socialization process.

Reliable differences are found in new born babies regarding activity level, attention spary, changes in environment, and adjustment with it, in a normal mental state. Alongwith all these differences, the differences in their up brining, family traditions, difference in environment, etc. play a vital role in the development of child's personality.

### *Type of Personality*

**Extrovert** - People having extrovert personality have mixing nature. They can make friends easily. They have helping nature, and mix with people easily. They take much interest in outside world. They live in the present, and are quick when it comes to decision. They live in community's their personality is well-developed.

**Introvert** - People with introvert personality prefer isolation. Their identification is related only to themselves, their emotions and their work. They are unable to express before anyone their conflicts and problems. These types of worried result in a defective personality.

Zahra Fallahnejad and Ramazan Hassanzadeh (2015) had conducted the studied the relationship between nurses' personality type and job satisfaction. The results shows that, the majority of samples were female (90.1%) and staff nurses (81.7%); also, 92.3% of the participants had bachelor's degrees. Overall, the mean score of job satisfaction was estimated at  $48 \pm 10$ . The findings suggested a significant relationship between personality type and job satisfaction ( $P=0.032$ ). Also, subjects with type B personality were more satisfied with their careers, compared to those with type A personality; the observed difference was statistically significant ( $P=0.035$ ). Additionally, nurses' job satisfaction was significantly associated with their educational level ( $P=0.025$ ).

### *Objective*

The objectives are:

1. To assess the personality of the full time and contractual female nursing staff.
2. To assess the personality with regards to female nursing staff of day and night shift.
3. To assess the interactive effect of personality with regards to type of education and shift.

## **METHODOLOGY**

### *Hypothesis*

1. There will be no significant difference in the mean score of personality among the full time and contractual female nursing staff.

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2. There will be no significant difference in the mean score of personality among the female nursing staff of day and night shift.
3. There will be no significant difference in the interactive effect of the mean scores of personality with regards to the type of education and shift.

### *Sample*

The sample of the present study constituted total 120 nurses out of which 60 were from full time female nursing staff (30 day shift and 30 night shift) and 60 from contractual female nursing staff (30 day shift and 30 night shift).

### *Research Design*

A total sample of 120 nurses equally distributed between type of education and shift from Ahmedabad City selected for the research study.

### *Showing the table of Sample Distribution*

Shift	Type of Education		Total
	Full time female nursing staff	Contractual female nursing staff	
Day Shift	30	30	60
Night Shift	30	30	60
<b>Total</b>	60	60	120

### *Variable*

#### **Independent Variable**

1. **Type of Education** : Full time female nursing staff and Contractual female nursing staff.
2. **Shift** : Day shift and Night shift.

**Dependent Variable** : Personality Score.

### *Tools*

The Introvert - Extrovert Personality Inventory (IEPI) by Dr. Ashwin Jansari (2013). The personality type is measure by Jansari is Introvert - Extrovert Personality Inventory. This test contains 50 items with 'yes' or 'no' responses. Its has test-retest reliability 0.62 and split half reliability 0.87 and the concurrent validity range from 0.59.

### *Procedure*

The permission was granted from full time and contractual female nursing staff of general hospitals for data collection in Ahmedabad City after the establishment of rapport, personal information and the 'Introvert - Extrovert Personality Inventory (IEPI)' was administrated the data was collected, scored as per the manual and analyzed. The statistical method 'F' test was calculated and results were interpreted.

## RESULT AND DISCUSSION

**Table : 1** The Table showing sum of variance mean 'F' value and level of significance of type of education and shift

Sum of Variance	Df	Mean	F-value	Sign. Level
SS <sub>A</sub>	1	3.33	0.08	N.S.
SS <sub>B</sub>	1	529.20	12.44	0.01**
SS <sub>A*B</sub>	1	12.03	0.28	N.S.
SS <sub>Error</sub>	116	42.54	—	—
SS <sub>Total</sub>	119	5479.70	—	—

\*0.05=3.92, \*\*0.01=6.84, N.S.= Not Significant



## CONCLUSION

1. There is no significant difference in the mean score of personality among the full time and contractual female nursing staff.
2. There is significant difference in the mean score of personality among the female nursing staff of day and night shift. Therefore it could be said that the female nursing staff of night shift group is having high personality than female nursing staff of day shift group.
3. There is no significant difference in the interactive effect of the mean scores of personality with regards to the type of education and shift.

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### *Acknowledgements*

The author appreciates all those who participated in the study and helped to facilitate the research process.

### *Conflict of Interest*

The author declared no conflict of interests.

**How to cite this article:** V A Chauhan & A Jansari (2019). Personality among the female nursing staff in the general hospital. *International Journal of Indian Psychology*, 7(4), 737-741. DIP:18.01.084/20190704, DOI:10.25215/0704.084