

## Personality among Nurse Staff in Hospitals

**Ms. Shilza Nimmi Guria<sup>1</sup>, Dr. Amandeep Kaur<sup>2</sup>, Mr. Shivnarayan Goswami<sup>3</sup>, Ms. Srijana Mishra<sup>4</sup>**

<sup>1</sup>Assistant Professor, School of Nursing, Usha Martin University, Ranchi-Jharkhand

<sup>2</sup>Assistant Professor, Department of Nursing, Himalayan University, Itanagar-Arunachal Pradesh

<sup>3</sup>Assistant Professor, Institute of Nursing & Paramedical Sciences, Mangalayatan University, Aligarh, Uttar Pradesh

<sup>4</sup>Assistant Professor, Collage of Nursing, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022  
Revised: 20-September-2022  
Accepted: 28-September-2022

### Abstract

A unique type of individual is required for the profession of nursing, whose personality and personal values may enable them to handle the difficult tasks of being important medical care providers. The main goal in this paper is to study the personalities of the hospital nurses who work there. In this research the respondents are nurses working in general hospitals of Delhi and NCR region. The respondents are selected through convenient method and total number of respondents are 200. Compassion, fairness, caring, trustworthiness, emotional stability, communication, and commitment were all rated as extremely significant characteristics of a nurse's personality by the majority of respondents. Therefore, those who want to make a career out of nursing must develop these qualities inside themselves are the personality attributes of nurses.

**Keywords:** Nurses, Personality Traits and Healthcare.

### Introduction

By its very nature, nursing is a noble and humane vocation that is not only a task with dignity for humankind but also one that is subject to intense work-loads that are associated with poor physical and mental health. Patients entering hospitals are also under a great deal of stress and are frequently unpleasant, scared, and resentful. Hospital staff nurses must learn to respond with an increasing sense of anger and frustration. In the absence of medical professionals, patients and family members may verbally abuse nurses for reasons that may not even be related to their line of work. Patients and their loved ones are becoming more violent and hostile physically. Demanding patients and their family members may get into arguments and become more stressed. In a hospital context, patients' demands of nurses are occasionally irrational and frequently hostile. Staff nurses who suffer from stress might easily become pessimistic, cynical, and sad. Characteristics that affect nursing care perfectionism, self-esteem, extra-involvement with patients, purpose in life and professionalism are a few personality traits that can affect one's behaviour. Other personality traits include low educational attainment, a lack of work experience, social status, and financial hardships. This suggests that compared to someone who has high self-efficacy, a person with low self-esteem, inadequate training, and low competence perception may be more likely to experience stress.

Divinakumar et al., (2019) suggested that in the group of female nurses polled, qualities of extraversion, agreeableness and conscientiousness were protective against perceived stress as well as burnout, whereas trait neuroticism enhanced the accountability to perceived stress as well as burnout. Ang et al., (2016) suggested that in nurses who are young in profession has more burnout and personality is very helpful in cope up the burnout' sensation. Yao et al., (2013) suggested that there were notable differences in psychological acceptance between male and female nurses. Age, marital status, ethnicity, hospital department and rank, in addition to psychological acceptance, were risk factors for burnout. Dizaji et al., (2021) suggested that the standard of patient care as well as nurse recruitment and retention are significantly influenced by the nurses' work-life

balance. Conscientiousness and extraversion are two traits related with personality that are thought to improve nurse's attitude toward their profession and workplace, leading to higher levels of work-life balance. Aboelmhasen et al., (2022) suggested that personality qualities of study nurses and organisational commitment were positively and significantly correlated. Chen et al., (2016) suggested that the nurses who had a strong desire to continue working were considerably more likely to hold senior positions, have strong work ethics, be dependable, be emotionally stable, and work in secular hospitals. Teng et al., (2007) suggested that patient views of responsiveness were favourably connected with nurse openness, while patient perceptions of assurance, empathy, and responsiveness were negatively correlated with nurse neuroticism. Gray-Toft, & Anderson, (1981) suggested that the units of nursing staff, their training, their levels of anxiety, as well as their demographic and social characteristics, all played a role in the sources and frequency of stress they faced. van Servellen et al., (1994) suggested that stress related with work and emotional weariness were linked to more serious health issues in the form of depression, anxiety, as well as somatic complaints among 237 hospital nurses. Hardier nurses reported lower levels of stress from their jobs, emotional tiredness, and somatic symptoms including anxiety and melancholy. Future research on the connections between personality toughness, work-related stress, and health in nurses should take these factors into account. Bagley et al., (2018) suggested that their study is significant for several reasons, including the following: (a) it is a part of a new trend in research related to nursing stress; (b) network sampling which is associated with nurses' group supporting each other in careers; (c) it demonstrates the validity as well as reliability of nursing values measures; and (d) studies nursing stress. The nurses in the study had a high level of organisational commitment. In nursing there are various other studies too (Monga, 2018; Rukuman, 2018) but this paper focus on studying the personality among nurse staff in hospitals.

### **Methodology**

The researchers will use mixed research design, which is a combination of qualitative and quantitative research methodology, to attain the study's objectives. Quantitative study involves the gathering of information which is measurable, and qualitative study, more focused on result's interpreting as well as delving into people's opinions. Methods of qualitative studies require a smaller population sample than quantitative ones. In this mixed research design methods, the researcher will use descriptive survey research methods to collect and analyze the necessary numbers and verbal description information. In this research the respondents are nurses working in general hospitals of Delhi and NCR region. The respondents are selected through convenient method and total number of respondents are 200. The primary data collected through questionnaire is arranged in excel and then through SPSS descriptive statistic and graphs are formed.

### **Result and Discussion**

According to table 1, the majority of respondents strongly agreed and agreed that compassion, fairness, caring, and trustworthiness are the personality attributes of nurses. The trait of being amiable, giving, and caring is kindness. Treating individuals equally or in a just or reasonable manner is a sign of fairness. While trustworthiness is the capacity to be relied upon as honest or true, caring refers to taking the necessary actions to assist and protect (a person or an animal). The personality attributes of kindness, fairness, care, and dependability are absolutely necessary for nurses. Table 2 shows that the most of respondents strongly agreed and agreed that emotional stability is a crucial component of a nursing personality. Thus emotionally stable person can create well-rounded as well as integrated perspective on the life's challenges. One can acquire realistically oriented thinking, evaluation skills and judgement with the use of such aptitude and well-structured perception.

Table 1: Frequency distribution of the nursing personality kindness, fairness, caring and trustworthiness.

Opinion	Frequency
Agreed	75
Highly agreed	110
Neutral	12
Disagreed	3
Highly disagreed	0

Table 2: Frequency distribution about the comment that emotional stability is very essential for nursing personality.

Opinion	Frequency
Agreed	80
Highly agreed	105
Neutral	10
Disagreed	5
Highly disagreed	0

Communication entails listening and conversing with others, including patients, coworkers, as well as expressing one's own needs and knowledge of patient caring to coworkers as well as line managers. It also involves being open about providing support to both coworkers and patients in trying circumstances. The majority of respondents, as shown in Table 3, strongly agreed and agreed that communication is an essential quality of a nursing personality. Commitment entails a dedication to patients as well as to learning and using new skills and technologies. It also entails a dedication to comprehending the organisation in which one works, as this enables efficient operation of the company through perceptive comprehension. The majority of respondents, as shown in Table 4, highly agreed and agreed that dedication is an essential quality of a nursing personality.

Table 3: Frequency distribution about the comment that communication is very essential for nursing personality.

Opinion	Frequency
Agreed	90
Highly agreed	95
Neutral	10
Disagreed	5
Highly disagreed	0

Table 4: Frequency distribution about the comment that commitment is very essential for nursing personality.

Opinion	Frequency
Agreed	80
Highly agreed	95
Neutral	20
Disagreed	5
Highly disagreed	0

## Conclusion

We contend that nursing is a career that requires a particular type of individual, whose personality and personal values may assist them handle difficult tasks as crucial healthcare providers. Kindness, fairness, caring, trustworthiness, emotional stability, communication, and commitment are all highly important aspects of a nurse's personality. Therefore, those individuals who desire to pursue nursing as a vocation must cultivate these personalities inside themselves.

## References

1. Aboelmhasen, M., Seada, A., &Pessa, M. (2022). Relationship between personality traits and organizational commitment of nursing staff in Elhawamdia General Hospital. *Egyptian Nursing Journal*, 19(2), 181. [https://doi.org/10.4103/enj.enj\\_20\\_22](https://doi.org/10.4103/enj.enj_20_22)
2. Ang, S. Y., Dhaliwal, S. S., Ayre, T. C., Uthaman, T., Fong, K. Y., Tien, C. E., Zhou, H., & Della, P. (2016). Demographics and personality factors associated with burnout among nurses in a Singapore tertiary hospital. *BioMed Research International*, 2016, 6960184. <https://doi.org/10.1155/2016/6960184>
3. Bagley, C., Abubaker, M., &Sawyer, A. (2018). Personality, Work-life balance, hardiness, and vocation: A typology of nurses and Nursing Values in a special sample of English hospital nurses. *Administrative Sciences*, 8(4), 79. <https://doi.org/10.3390/admsci8040079>
4. Chen, L.-C., Perng, S.-J., Chang, F.-M., & Lai, H.-L. (2016). Influence of work values and personality traits on intent to stay among nurses at various types of hospital in Taiwan. *Journal of Nursing Management*, 24(1), 30–38. <https://doi.org/10.1111/jonm.12268>
5. Divinakumar, K. J., Bhat, P. S., Prakash, J., & Srivastava, K. (2019). Personality traits and its correlation to burnout in female nurses. *Industrial Psychiatry Journal*, 28(1), 24–28. [https://doi.org/10.4103/ipj.ipj\\_52\\_19](https://doi.org/10.4103/ipj.ipj_52_19)
6. Dizaji, L. A., Parvan, K., Tabrizi, F. J., Vahidi, M., &Sarbakhsh, P. (2021). Quality of work-life and its relationship with personality traits among nursing staff: Descriptive correlational study. *Journal of Advanced Pharmacy Education and Research*, 11(2), 100–105. <https://doi.org/10.51847/s59qersbea>
7. Gray-Toft, P., & Anderson, J. G. (1981). Stress among hospital nursing staff: its causes and effects. *Social Science & Medicine. Part A, Medical Sociology*, 15(5), 639–647. [https://doi.org/10.1016/0271-7123\(81\)90087-0](https://doi.org/10.1016/0271-7123(81)90087-0)
8. Monga, A. (2018). Education and socialization of mentally challenged people-similarities and differences. *International Journal of Humanities and Social Science Invention*, 7(12), 87–92. <https://doi.org/10.35629/7722-0712038792>
9. Rukuman, J. (2018). View of analytical study on role of nursing officers in curing covid pandemic. *Turkish Online Journal of Qualitative Inquiry*, 12(5), 3531–3538. <https://www.tojqi.net/index.php/journal/article/view/2947/1972>

10. Teng, C.-I., Hsu, K.-H., Chien, R.-C., & Chang, H.-Y. (2007). Influence of personality on care quality of hospital nurses. *Journal of Nursing Care Quality*, 22(4), 358–364. <https://doi.org/10.1097/01.NCQ.0000290418.35016.0c>
11. van Servellen, G., Topf, M., & Leake, B. (1994). Personality hardiness, work-related stress, and health in hospital nurses. *Hospital Topics*, 72(2), 34–39. <https://doi.org/10.1080/00185868.1994.9948484>
12. Yao, Y., Yao, W., Wang, W., Li, H., & Lan, Y. (2013). Investigation of risk factors of psychological acceptance and burnout syndrome among nurses in China: Acceptance and burnout in nurses. *International Journal of Nursing Practice*, 19(5), 530–538. <https://doi.org/10.1111/ijn.12103>