

ROLE OF PERSONALITY TRAITS BETWEEN STRESS AND RESILIENCE AMONG NURSES AT PUBLIC HOSPITAL FAISALABAD.

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ABSTRACT

Sufficient studies have been conducted to explore variables such as stress, resilience and individuality among populations in the past. Literature shows insufficient evidence of personality traits such as the censor between stress and resilience. The purpose of the present study is to explore personality traits (openness, devotion, hyperactivity, empathy, and neuropathy), to identify personality traits that are more vulnerable to employees. The nurse also cannot have strong personality traits or explosions in exacerbated conditions. Nurse faces unexpected situations day and night. Presidential study is a correlated study. Research methodology is quantitative in nature and the research design is a survey in which standard questionnaires are used to evaluate relationships between variables (personality traits, stress and coping habits). The current sample includes 175 nurses at DHQ Hospital, Faisalabad, Punjab, Pakistan. The following questionnaires were used in this study; Large inventory year, stress questionnaire and native resilience scale. In addition, researchers investigated the relationship between personality traits, performance, organizational stress and resilience in nurses. Current research also explores the effect of adjusting the personality traits of stress and resilience among nurses. Nurse practitioners are considered to be personally involved with their careers and selfless persons with a vocation for care, thus presenting personality characteristics. Research shows that the relationship between role personality and job role and some personality traits such as stress and resilience is related to interactions among nurses. Based on the findings on stress, personality dimensions, resilience and factors and other studies in the field of personality, stress and resilience, it can be concluded that some basic aspects Personality and factors have a significant relationship with stress and resilience. There is a link between empathetic personality and occupational stress. Therefore, we suggest to pay more attention to this feature as a predictor of job stress in nurses.

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INTRODUCTION

Character and behavior studies show that there is no 'type' of people who choose to work or work in a particular location. Instead, there is a unique combination of personality traits that predispose individuals to certain areas and interests in life.¹ Two people working in the same job at the same place may have very different personalities. It is a combination of genetic 'temperament' characteristics and the 'character' temperament influenced by social learning contributes the most to our personality and image our choices in life.² Nursing is a profession in which individuals experience high levels of stress.

A variety of factors such as low professional performance, poor educational status, youth, double burdensome workload, lack of capacity and responsibility can increase the stressful workload for nurses. Work-related stress and workplace environment are factors that increase the burst of work in individuals. Workplace stress is defined as the physical and emotional response that arises when there is no connection between the job requirements and the needs of the employee. In addition, work stress is assumed to be the interaction between the working conditions and the characteristics and personality pressures associated with it.

Workplace stress can have a negative impact on the health, well-being and well being of nurses, and moreover physical problems such as high blood pressure, depression, sleep disturbances and alcohol abuse. and drugs at the nurses. In addition, job stress can increase mental disorders in nurses.³

Some studies have shown that nurse personality traits related to job exhaustion and job stress, for example,⁴ have shown the size of job Agree with the explosion of work in this class,⁵ have recognized the positive relationship between burnout and personality traits including consent and neuroscience. Studies have shown that job stress among nurses is a reliable predictor in the context of future job boom,⁶ which states that there is a relationship Between stress and work in nurses. In general, there is a significant relationship between the negative experiences and the work explosion among nurses, and other personality traits that can predict the job boom in this group.⁷

In addition, individual personalities along with those who work can provide a good explanation for burnout. Surveys have shown that nurse personality traits play an important role in the formation of burnout. Thereby it can be deduced that there is a significant relationship between the personality traits of the nurse and exhaustion. On the other hand, personality traits can protect individuals against burnout and relatively predict the increase of job exhaustion. Given the high rates of job stress and employment among nurses as well as the interaction between personality traits of individuals and actors in their work environment, this study aims to investigate the relationship between personality traits, stress and employment among nurses.⁸

Nurses are seen as individuals engaged in their careers and their altruistic people with a vocation to care,⁹ thus presenting specific personality traits. Studies show that the relationship between personality and workplace,¹⁰ and some

personality traits such as resilience is associated with involvement among nurses.¹¹

Resiliency is a term we are hearing a lot recently. It is often combined with the ability to "continue regardless" and the ability to adjust a person. However, it is also often considered a personality trait rather than a strategy that can be learned and used. "Resilience is the ability of individuals to return or to cope successfully despite adverse conditions"¹² although many of the definitions are often inappropriate, incomplete and not. Measurement is clear. Sometimes change is frequent and things get promoted in a fairly continuous and predictable way. Sometimes, it is quick, confusing and de-steady and testing our adaptability. Resiliency is usually developed in our childhood when we experience the frustrations and anxieties that life presents. Some of us also unfortunately experience greater adversity in our childhood such as family conflict, parental abuse or neglect and childhood illness and traumatic injury. For many, despite these adversities, they are happy to have adults working with family, friends and work.¹³ It can also determine resilience as a protective factor alongside a personal trait that helps nurses fight off their professional difficulties.

RATIONAL OF STUDY

Sufficient studies have been conducted to explore variables such as stress, resilience and individuality among populations in the past. Literature shows insufficient evidence of personality traits such as the censor between stress and resilience. The purpose of the present study is to explore personality traits (openness, devotion, hyperactivity, empathy, and neurosis), which characterizes the traits that are more likely to be stressed in nursing staff. And neither can be strong or explosive personality under extra weight. In all careers can be considered very tense in Pakistan. Nurse faces unexpected situations day and night. In addition, researchers investigated the relationship between personality traits, performance, organizational stress and

resilience in nurses. Current research also explores the effect of adjusting the personality traits of stress and resilience among nurses.

SIGNIFICANCE OF STUDY

The results of this study are very useful in the nursing department during the recruitment process. As a result of these psychological pains, the NHC will be able to recruit more resilient individuals and be able to overcome job stress and work more constructively.

OBJECTIVES OF STUDY

To explore the role of cognitive personality traits in explaining the predictive relationship between stress and resilience.

To understand the relationship between stress (activity and organization) and resilience.

To investigate the relationship between personality traits and resilience.

To find out the differences in personality traits, patient stress and resilience with some of the demographic variables, rotation and education of the respondents.

REVIEW OF LITERATURE

Happellet *al*, Reviewed the findings on stress in intensive care nursing.¹⁴ Although these are specialized units, many of the factors that cause stress in the nursing staff in these units will also be applied in other nursing environments. Many of the stressors identified were related to the labor relations between nurse and doctor and other health professionals, communication and relationship with patients and family members, the high level of knowledge and skills required, the need to respond immediately in case of emergency, the great workload and lack of personnel, lack of support and inability to 'escape' for a break.¹⁵ also found criticism about the level and adequacy of support and lack of feedback from nursing staff. In the area of psychiatric nursing there is a shortage of literature based on research on stress. From the descriptive writing available, two main sources of stress are identified, the patient's contact and

administrative and organizational factors. However, the empirical evidence indicates that it is the administrative and organizational factors that cause the most stress in psychiatric nursing.

Nurses report some of the stress they experience in the workplace, such as: 1) death and care for a dying patient, 2) conflicts between individuals and employees, 3) conflicts between 4) fear of failure, 5) workload, 6) inadequate nursing staff in their organization, and 7) feeling unprepared to meet their emotional needs. patient. While many of the stressors among nurses have been reported as organizational stresses such as workload, social needs, and sentiment, a nurse is an important factor and the extent of conflict.¹⁶

Since the 1950s, personality profiles combined with creative people have been a hot topic in creative research. The main theme of the surveys is to ask, "Are highly creative people with common characteristics in all areas and to examine the main difference between highly creative people"¹⁷ Many researchers have advocated the fact that some groups of characters are involved in creative activity, involving self-reliance, independence, openness to experience, willingness to take risks, complex, acceptable ambiguity, flexibility and intuition.¹⁸ Found a positive correlation between active (rather than passive) personality and media creativity of an Asian context. However, they argue that personality does not fully determine personal creativity; Instead, case-related factors also play a role in shaping individual creativity. On a similar line, detection provides support for this concept. After Skodova & Laicikova.¹⁹ reviewed the document, they examined the relationship between the three personality traits (openness to experience, effectiveness, and persistence) and creativity. Experimental results have proven that creativity is closely related to openness to experience and self-efficacy.

Different types of behavior work differently in stressful situations. Personality influences

personal and professional life. Personality is a long-standing distinctive feature of individuals, such as behavior, thought style, and emotion that make each individual unique. To understand personality is synonymous with one's thumb impression but always different from others. No one can experience daily life in the same way that people feel life with their own perspective.

Basic personality is the unique combination of the likes and dislikes, behavior, attitudes, feelings and thoughts of the person. Although personality is solid over time, it can also change as it adjusts to the situation. Personality is also a component of unique cognitive and behavioral models, providing a way of telling and doing things in a specific way. It is important to understand some personal characteristics that may make individuals more or less sensitive to stress. Some people have the quality of birth of stress.²⁰ A variety of personality factors that allow people to endure stress such as time pressure, anger, autonomy, competition and hostile circumstances. Some psychologists recognize that there are several personality traits that have a great impact on the development of organizational stress such as neuroscience, introversion.¹⁹

Those with high scores on dependence are very optimistic while those who are left with low scores on the reverse. Individuals prefer relationships among individuals with agreed characteristics and low scores for consent are inappropriate and not cooperative. The goal is directed, organized, loyal to the job of possessing the characteristics of conscience, while those who score low and tend to be careless, useless and not worthy of trust. Individuals who have high scores for neurological characteristics exhibit unstable emotions, feeling unsettled and stressed and those who have low scores are more comfortable, cool and calm and emotionless.²¹

Rushton et al.²² demonstrated the abstract idea of resilience starting in the 18th century and this

phenomenon is useful for understanding stress. The soul of resilience is to overcome the level of stress and pay proper attention to the job instead of feeling the problem. In structural stress working conditions of resilience is beneficial because it makes individuals work confidently by managing stress. There are many environmental and personal factors that play a very important role in developing resilience. If inside and outside the family relationship is supportive, people are capable of handling stress. Resiliency is basically derived from "resile" meaning to recoil as spring. Resilience can be defined as facing challenges in a constructive way. Current studies indicate that the elasticity is recovering to stress; They have the capacity to adapt to critical conditions and do not find stress as a neuroshore condition they consider an opportunity.²³

MATERIALS AND METHODS

STUDY DESIGN

This research work was a correlational study. Research approach was quantitative in nature and research design was survey in which standardized questionnaires were employed to assess relationship among variables (personality traits, stress and resilience). The sample of current study is comprised of 175 nurses at DHQ Hospital, Faisalabad, Punjab, Pakistan. Simple Random sampling technique was used. Big five inventory scale, Stress questionnaire and indigenous resilience scales were used.

The table above shows that the value of Cronbach alpha for students is in excellent range so this scale is reliable and can be used for this study.

STATISTICAL ANALYSIS

Data was collected through questionnaires and analyzed using the SPSS statistical package. Both descriptive and descriptive statistics are used in data analysis. A hierarchical regression analysis was used to find out that the characteristics of the Big Five personality were as predictive of the stress factors of nurses as were the traits of stress traits and their resilience. used

by age, designation, income, work experience, nature of work and time of change.

RESULTS AND DISCUSSION

In this chapter, the results are analyzed using SPSS statistical software 21.0. Information is presented in descriptive statistics for all variables to determine the distribution of variables. Data were collected using a structured questionnaire to collect information on the following: Anthropometric and demographic characteristics, knowledge, perceptions and attitudes of

Reliability of Scales		
Scale	Cronbach's Alpha	No. of Items
Big Five Inventory	0.72	44
Stress Questionnaire	0.94	40
Indigenous Resilience Scale	0.93	48

Table 1: Classification of the respondents according to their age

Age	Frequency	Percentage (%)
18-24 years	33	18.9%
25-34 years	98	56.0%
35-44 years	26	14.9%
45-54 years	13	7.4%
55 and above	5	2.9%
Total	175	100.0

Table 2: Classification of the Respondents according to their Duty timing

Duty Shift	Frequency	Percentage (%)
Morning	53	30.3%
Evening	78	44.6%
Night	44	25.1%
Total	175	100.0%

Table 3: Classification of the Respondents according to their Education

Education	Frequency	Percentage (%)
Diploma	84	48.0%
Bachelor	66	37.7%
BSN	25	14.3%
Total	175	100.0%

Table 4: Descriptive Statistics for the Study Variables

Variables	M	SD	Minimum	Maximum	Skewness
Stress	2.16	0.68	0	4	-0.03
Resilience	3.81	0.50	2	5	-0.52
Extraversion	2.80	0.61	1	4	-0.66
Agreeableness	2.49	0.67	1	4	-0.09
Conscientiousness	3.02	0.64	1	4	-0.24
Neuroticism	2.94	0.69	1	5	-0.03
Openness	3.01	0.69	1	5	-0.33

Table 5: Correlation between Age and Stress

Age	Stress					Total (N)
	Never	Almost Never	Occasionally	Sometimes	So many times	
18-24 years	1	8	16	8	0	33
25-34 years	0	13	48	33	0	94
35-44 years	0	1	21	4	0	26
45-54 years	0	2	5	6	0	13
55 and above	0	0	4	1	0	5
Total	1	24	94	52	4	175

Table 6: Correlation between Age and Resilience

Age	Resilience					Total (N)
	Not At All	A Little	Some what	Quite a bit	A Lot	
18-24 years	0	0	8	20	5	33
25-34 years	0	2	23	70	3	98
35-44 years	0	0	6	19	1	26
45-54 years	0	0	3	10	0	13
55 and above	0	0	2	2	1	5
Total	0	2	42	121	10	175

Table 7: Role of Personality Traits on Stress and Resilience

Dependent Variable	Independent Variable	Correlation	Stress	Resilience
Extraversion	Stress	Correlation	1.000	.052
		Significance (2-tailed)	.	.493
		df	0	172
Agreeableness	Stress	Correlation	1.000	.043
		Significance (2-tailed)	.	.571
		df	0	172
Conscientiousness	Stress	Correlation	1.000	.049
		Significance (2-tailed)	.	.525
		df	0	172
Neuroticism	Stress	Correlation	1.000	.044
		Significance (2-tailed)	.	.561
		df	0	172
Extraversion	Resilience	Correlation	.052	1.000
		Significance (2-tailed)	.493	.
		df	172	0
Agreeableness	Resilience	Correlation	.043	1.000
		Significance (2-tailed)	.571	.
		df	172	0
Conscientiousness	Resilience	Correlation	.049	1.000
		Significance (2-tailed)	.525	.
		df	172	0
Neuroticism	Resilience	Correlation	.044	1.000
		Significance (2-tailed)	.561	.
		df	172	0

Openness	Stress	Correlation	1.000	.052
		Significance (2-tailed)	.	.499
		df	0	172
	Resilience	Correlation	.052	1.000
		Significance (2-tailed)	.499	.
		df	172	0

participants. Data from each section is analyzed separately and the total for each variable is then expressed as a percentage of the sample size. Spreadsheets are calculated to test the meaning of the association.

DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS

In table 1,2 & 3, demographic characteristics of the respondents are given, i.e. age, marital status, education, shift rotation etc. is given. In table 4.1 the classification of age of the respondents is given.

Table 4 reflecting the descriptive statistics for all variables for research study. Conscientiousness personality trait (extracted from Big Five Inventory) had maximum mean value 3.02 (strongly agree) and mean value of extraversion personality trait was 2.80 (strongly agree), mean value of agreeableness personality trait was 2.49 (strongly agree), mean value of neuroticism personality trait was 2.94 (strongly agree) and mean value of openness personality trait was 3.01 (strongly agree) as well. It shows the maximum personality traits were found in majority of the respondents. Table 4.2 also shows the mean value (2.19) of stress (occasionally), mean value (3.79) of resilience (quite a bit) was found in respondents.

Table 5 portrays the effect of age on stress. The table shows that majority of respondents feel stress (N=94) occasionally and the majority of the age group with stress was between 25-34 years of age. There is significant correlation between age and stress.

Table 6 portrays the effect of age on stress. The table shows that majority of respondents with

resilience (N=70) quite a bit and the majority of the age group with resilience was between 25-34 years of age. There is significant correlation between age and resilience.

Table 7 portrays the role of personality traits on stress and resilience. Role of extraversion on stress was 1.000 and 0.52 on resilience, while significance was 0.493. Role of agreeableness on stress was 1.000 and 0.43 on resilience, while significance was 0.571. Role of conscientiousness on stress was 1.000 and 0.49 on resilience, while significance was 0.525. Role of neuroticism on stress was 1.000 and 0.044 on resilience, while significance was 0.561. Role of openness on stress was 1.000 and 0.52 on resilience, while significance was 0.499.

CONCLUSION

Nurses are considered individuals engaged with their profession and altruistic persons with vocation for caregiving, thus, presenting specific personality traits. Research shows a relationship between personality and work role performance, and some personality traits such as stress and resilience are related with engagement among nurses. Based on the findings regarding stress, personality dimensions, resilience and demographic factors and other researches in the field of personality traits, stress and resilience, it can be concluded that some basic aspects of personality and demographic factors have a significant relationship with stress and resilience. There is an association between the agreeableness personality trait and occupational stress. Thus, we recommend that more attention be paid to this feature as a predictor of occupational stress in nurses.

It is suggested that predictors of resilience such as adaptability and positive identity can be strengthened through education and training. This is achieved by utilizing the experiences of resilient practitioners, individuals who can act as role models by providing lessons and insights, as a mechanism to build resilience capacity within

the professions. It has been suggested that the development of resilience can occur at an individual level and can be mediated by education and work based practices.

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