INFLUENCE OF NURSES PERSONALITY TRAITS ON THEIR ENTREPRENEURSHIP TENDENCIES: STATE HOSPITALS SAMPLE

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Abstract— This study is conducted to search the effects of nurses' personality traits on their entrepreneurship tendencies. The aim of this study is to determine how the personality traits of the state hospital nurses affect their entrepreurship tendencies. The research sample is collected from 161 nurses at one of the state hospital of Ankara. The analysis of the data obtained in the research was done by using SPSS 22.0 program and T-Test, One Way ANOVA and Pearson's Correlation Coefficient were used to analyze the data obtained. The survey results revealed that the personality traits of nurses working in state hospitals had an effect on entrepreneurial trends.

Keywords— Nurse, Entrepreneurship, Personality, State Hospital, Turkey.

I. INTRODUCTION

Entrepreneurship has been one of the matters which has attracted the attention and has been searched in business management literature recently. Today, a more competitive state which the global economy has increased the importance of entrepreneurship and continuously brought up the factors affecting the content and entrepreneurship to the agenda. The concept of entrepreneurship is defined in different way in the literature. For instance, even though it is defined as the person who gathers the production factors in the economics theory, personality characteristics of entrepreneurs are emphasized in some definitions. Particularly, definitions highlighting both personality and ability characteristics such as asserting oneself, noticing the gaps are frequently encountered.

There are many elements having decisive impact on entrepreneurship tendency or entrepreneurship intention. Among these, financial resources, education, role models, work experience, faith, family, culture and personality characteristics are distinguished (Bozkurt and Erdurur, 2013). Entrepreneurship tendencies connote the ideational, behavioral and actual tendencies in which they are present before they engage in the entrepreneurship activity (Akturk, 2012).

The first approach for explaining the concept of entrepreneurship was realized by Richard Cantillon. According to Cantillon (Grabel et al., 2003), entrepreneurs are people who provide the order and harmony among producers and consumers. Cantillon defined the entrepreneur as the person who is faced with uncertainty and the person who purchases and produces production inputs and services for selling in an undetermined price as of today (Iraz, 2005). Starting from this explanation, entrepreneur is considered as the person who undertakes all risks and sets up business by taking the uncertainties into account.

While there are many definitions for the entrepreneurship, the common feature emphasized in these definitions is stated as entrepreneur who notices the opportunities which others look but do not notice, turns these into work idea, is inclined to take risk and features innovative personality (Patira and Karahan, 2010)

One of the characteristics affecting the entrepreneurship of individuals is personal characteristics of the individual. Personality expresses a dynamic process and varies from individual to individual. As a result of this situation, it is difficult to present entrepreneurship tendencies of individuals in a clear way. When literature research is performed, it is seen that studies performed in this field is too limited and validity and reliability of these studies are highly discussed. This study is also important in terms of searching the impact of personality characteristics of individual, a current matter, on the entrepreneurship tendency.

II. CONCEPTUAL FRAMEWORK

It is encountered with many studies in which personal entrepreneurship tendency is discussed as dependent and independent variables in the literature (Davidson, 1995; Autio, Keeley, Klofsten, Ulfstedt, 1997; Chen, Greene, and Crick, 1998). In theoretical and practical studies, it is seen that entrepreneurship is related with psychological characteristics (Hansemark, 1998; Littunen, 2000) and personality characteristic of individual is discussed as a psychological dimension (Mueller and Thomas, 2000) and is also evaluated as a behavior for the organization (Covin and Slevin, 1989). Those who defended that personality characteristics of entrepreneur influence the entrepreneurship focused on psychological characteristics which entrepreneurs have. When studies are examined, it is seen that entrepreneurship is related with psychological characteristics (Johnson, 2001). Studies discussed different dimensions such as

achievement need, concentration, controlling, taking risk, strength in the face of uncertainties, innovativeness and self-confidence as personality characteristics depending on mostly psychological factors (Hansemark, 1998; Mueller and Thomas, 2000; Hannu, 2000). In the specialty study which was conducted by Hisrich and Peters by developing the scale of entrepreneur characteristics, they discussed the entrepreneur personality elements as auto control, being independent, taking risk, being tolerant of uncertainty, achievement need, self-confidence, innovativeness (Hisrich and Peters, 2001). In the study, entrepreneurship tendencies were discussed in terms of emotional, ideational and actual aspects.

Personality concept has started its scientific development when the personality psychology emerged as a separate scientific discipline from the other social scientific areas (Yelboga, 2006). Personality is a concept which contains all interests, attitudes, abilities, speech, appearance and adaptability to the environment of any person. All these characteristics form a specific and harmonized whole in individual. These characteristics which gather under the name of personality have a qualification separating the individual from other people (Yuksel, 2006). Personality is a distinguishing, coherent and structured relationship form which individual establishes with internal and external environment (Cuceloglu, 1997).

In approaches for explaining the personality; it is seen that characteristic approach which is presented by starting from observable behavior patterns which individuals displayed by focusing on individual differences is commonly used. This approach is presented by starting from the analysis of words which individuals used for defining themselves and other people and stands out because of its qualifications such as consistency which is shown by individuals' attitudes against situations and protecting the sustainability in the face of time (Caspi, Roberts and Shiner, 2005) by having genetic characteristics (McCrae, Jang, Livesley, Riemann and Angleitner, 2001). In line with this approach, factor analyses underlie the studies performed for what the characteristic representing the personality structure are (Eysenck, 1951) and it is seen in the studies that there is a five-factor structure that explains the personality in general sense (Goldberg, 1990). Although researchers experience disagreements in designation of this structure, many studies show that this structure is generally accepted in sense of revealing the interpersonal differences (Goldberg, 1990; McCrae and John, 1992; Costa and McCrae, 1995; Schmitt, Allik and Benet-Martinez, 2007). This personality structure contains heedfulness, compatibility, emotional balance, being open to new ideas and extraversion dimensions (Costa and McCrae, 1995). Compatibility reflects a characteristic having observation and support requirements besides emotional passivity and compatibility. Those whose compatibility score is low observe their own requirements rather than others' requirements. Extraversion is the comfort level of the person in relations. Those whose extraversion score is high spare much of their time for establishing relationship with other people and feel pleasure from this. Emotional balance is stated as neurotic personality. While those having high score are defined with calmness, being peaceful, serenity, willingness and reliability, those having low score are defined with nervous, angry, excited, dispirited, bad-tempered, anxious and lack of confidence characteristics. Attentive people are those who run after less and prominent targets, are stubborn, responsible and reliable. They aim at more than one objective, they are woolly-minded, irresponsible and sensual. Being open to new ideas is a characteristic which is related with degree of interests of people for a new invention, discovery, idea or opinion. Those who are open to new ideas are artistic and intelligent types whose imagination is high. Those who are closed to new ideas are traditional and self-indulgent types (Ibrahimoglu, 2008). In this research, personality was examined in terms of compatibility, neurotic, innovative and extraversion dimensions.

III. METHODOLOGY OF THE RESEARCH

Aim of the Research

The aim of the research is to determine the effect of personality characteristic of nurses working in state hospitals on entrepreneurship tendencies. It was aimed within the scope of the research to find out what the factors affecting the entrepreneurship tendencies of nurses working in state hospitals are, whether there is a significant relation between personality characteristics and entrepreneurship tendencies or not and whether there is a difference in terms of demographical characteristics. In line with the aim determined, the questions "is there a relation between personality characteristics and entrepreneurship tendencies of nurses working in state hospital?", "is there a difference between personality characteristics and entrepreneurship tendencies of nurses working in state hospital according to the demographical characteristics?" were determined as problem sentences of the research.

Method of the Research

Data in the research were collected and adapted to the research by using questions related with personality scale and entrepreneurship tendencies developed. The prepared questionnaire form is composed of three parts. The first part is composed of 28 statements explaining the entrepreneurship tendencies. The second part is composed of 25 statements explaining the personality characteristics. The third part of the questionnaire aims at determining the demographical characteristics of healthcare professionals who

replied the questionnaire and is ranked as five-point likert scale. The population is composed of 161 nurses working in state hospital operating in Ankara. In the data collection stage of the research, it was resorted to do research on the sample representing this population instead of the whole population. Nurses who would constitute the sampling in the research were determined with a simple random sampling method. 161 of 200 questionnaire forms distributed to nurses were evaluated for reaching the sampling number. 39 questionnaires filled out imperfectly were excluded from the evaluation. Number of nurse working in the related state hospital as of December 2015 was found as 824. When population size is taken as 1000, 88 samplings are accepted adequate in alpha 0.05, ±7.08 margin of error and 143 samplings in alpha 0.01, ±10 margin of error (Yazicioglu and Erdogan, 2004; Altunisik et al., 2010). It is acceptable that sampling number in the research is adequate for representing the population. Analysis of research data was performed in IBM SPSS Statistics 22 program. Reliability analysis was applied on sub-dimensions of entrepreneurship tendency scale and personality characteristics scale and the study was started once it was found that sub-dimensions were reliable. Independent Sampling T-Test was used for finding whether there is a difference between two independent groups or not, One-Way Variance Analysis (ANOVA) was used for finding whether there is a difference among more than two independent groups. Pearson Correlation coefficient was used for determining the non-rational relations between two continuous variables. The reliability of research was determined with Cronbach Alpha coefficient. Cronbach Alpha value of entrepreneurship tendency scale of the research was found 0.835; Cronbach Alpha value of personality tendency scale was found 0.821. The values found show that the scale is highly reliable.

Hypotheses of the Research

Hypotheses were created for finding the difference and relation between variables in line with the aim of the research. Hypotheses of the research were determined in the following way. H_1: There is a significant relation between personality characteristics and entrepreneurship tendencies. H_2: There are differences between personality characteristics and entrepreneurship tendencies by the gender. H_3: There are differences between personality characteristics and entrepreneurship tendencies by the age. H_4: There are differences between personality characteristics and entrepreneurship tendencies by the marital status. H_5: There are differences personality characteristics and entrepreneurship tendencies by the educational status. H_6: There is a difference between personality characteristics and entrepreneurship tendencies by the working period.

IV. RESEARCH FINDINGS

While 66.7% of nurses who participated into the study are women, 33.3% of whom are men, 44.2% are married and 55.8% are single. 44.1% of participants are in the age range of 18-25, 26.1% in 26-33 age range, 20.5% in 34-41, 9.3% in 42 and above age range. When education status is examined; 36.9% of participants are high school graduate,30.0% are bachelor graduate, 26.3% are associate graduate and 6.8% are post-graduate. It is seen that 47.8% of nurses have 0-5 years of work experience, 25.2% have 6-10 years, 16.4% have 16 years and above, 10.6% have 11-15 years of work experience.

As a result of the analysis performed for the purpose of presenting the mean and standard deviations of sub-dimensions of the scale used in the study, the following means and standard deviations have been found; emotional tendencies ($\overline{x}$=2.29; S.S=0.517), ideational tendencies ($\overline{x}$=2.07; S.S=0.450), actual tendencies ($\overline{x}$=2.05; S.S=0.499) in sub-dimensions of entrepreneurship tendencies; compatible personality ($\overline{x}$=1.89; S.S=0.608), neurotic personality ($\overline{x}$=2.53; S.S=0.810), innovative personality ($\overline{x}$=2.12; S.S=0.534), extroverted personality ($\overline{x}$=2.71; S.S=0.812) in sub-dimensions of personality characteristics. It is understood that emotional tendencies of nurses in sub-dimensions of entrepreneurship tendency and extraverted personality in personality characteristics have high mean.

Pearson Correlation coefficients were examined in order to present the relation between entrepreneurship tendencies and personality characteristics in the research scale. There is a weak relation between emotional tendencies and compatible personality ($r=0.156$; $p<0.05$) and extraverted personality ($r=0.273$; $p<0.05$) of nurses working in state hospital; but positive moderate significant linear relation between innovative personality ($r=0.342$; $p<0.05$) and emotional tendencies. There is no significant relation between emotional tendencies and neurotic personalities ($r=0.151$; $p>0.05$). There is a weak relation between ideational tendencies and compatible personality ($r=0.250$; $p<0.05$), but moderate positive significant linear relation between innovative personality ($r=0.442$; $p<0.05$) and extraverted personality ($r=0.315$; $p<0.05$). There is no significant relation between ideational tendencies and neurotic tendencies ($r=0.126$; $p>0.05$). Moderate positive significant relation has been found between actual tendencies and compatible personality ($r=0.485$; $p<0.05$) and extraverted personality ($r=0.606$; $p<0.05$), but a weak positive significant relation between actual tendencies and innovative personality ($r=0.286$; $p<0.05$). It is understood that there is no significant relation between actual tendencies and neurotic tendencies ($r=0.148$; $p>0.05$). It is seen that neurotic tendencies of nurses have no effect on entrepreneurship and personality. H_1

hypothesis of the research has been accepted in terms of all variables apart from neurotic tendencies.

In the other hypotheses determined in the research, it was aimed to determine that whether there is difference between entrepreneurship tendencies of nurses by demographical characteristics or not. Independent T-test was applied in order to find the difference between two independent groups and ANOVA Test was applied in order to find the difference among more than two groups.

When results of Independent Sampling T-Test performed for determining the difference between entrepreneurship tendencies and genders of nurses working in state hospital were analyzed, there is significant difference between men and women by emotional tendencies ($t=2.457$; $p<0.05$). Accordingly; emotional tendencies' mean of women (2.39) is significantly higher than the mean of men (2.15). Any significant difference was not found in ideational ($t=0.852$; $p>0.05$) and actual tendencies' ($t=1.381$; $p>0.05$) variables. H_2 hypothesis of the research was accepted in terms of emotional tendencies but was rejected in terms of ideational and actual tendencies.

One-Way Variance Analysis (ANOVA) was applied for finding whether there is a difference between entrepreneurship tendencies and age of nurses. According to the analysis results; there is significant difference by emotional tendency ($t=3.144$; $p<0.05$), ideational tendency ($t=3.622$; $p<0.05$) and actual tendency ($t=3.076$; $p<0.05$). Accordingly, emotional, ideational and actual tendency means of nurses who are in the age range of 18-25 are significant lower than the means of nurses who are 34 years old and above. H_3 hypothesis of the research was accepted in terms of all variables.

There is a significant difference between married and single nurses by ideational tendencies according to T-Test result performed for the purpose of determining the difference between entrepreneurship tendencies and marital status of nurses working in state hospital ($t=2.144$; $p<0.05$), there is no difference in terms of emotional ($t=1.831$; $p>0.05$) and actual tendencies ($t=1.280$; $p>0.05$). Ideational tendencies' mean of married nurses (2.17) is higher than single nurses (2.02). H_4 hypothesis of the research was accepted in terms of ideational tendencies, but rejected for the other variables.

One-Way Variance Analysis (ANOVA) was applied for finding whether there is a difference between entrepreneurship tendencies and educational status of nurses. Any significant difference was not found between all sub-dimensions of entrepreneurship tendencies and educational status at the end of the analysis ($p>0.05$). H_5 hypothesis of the research was rejected.

There is a significant difference in terms of emotional ($t=3.158$; $p<0.05$) and ideational tendencies ($t=4.357$; $p<0.05$) according to ANOVA analysis result performed for the purpose of testing whether there is difference between entrepreneurship tendencies and working periods of nurses or not, H_6 hypothesis of the research. On the other hand, there is no significant difference in terms of actual tendencies ($t=1.270$; $p>0.05$). This difference is resulted from this fact that emotional tendencies' mean of those working in the range of 0-5 years (2.18) is significantly higher than the mean of those working in the range of 16 years and above (2.05), ideational tendencies' mean of those (1.98) working in the range of 0-5 years is significantly lower than the mean of those working in the range of 11-15 years (2.37). According to this result, H6 hypothesis of the research is accepted in terms o emotional and ideational tendencies but rejected in terms of actual tendencies.

CONCLUSION AND RECOMMENDATIONS

The basic objective in hospitals is to give early diagnosis, fast and effective treatment in possible disease conditions and to return the patient to previous condition in short time despite any kind of protective measures. While realizing this objective, available resources should be used effectively and efficiently and patient and society satisfaction should be provided. Nurse is a person who provides some services for the purpose of recovering the deteriorated health and providing the rehabilitation for the recovery in case of disease. Nurses have a very important position since they provide the patient satisfaction in a hospital because they are in direct touch with patients and they complete the works in accordance with the process. Therefore, personality characteristics of nurses are the most important characteristics affecting the works they will perform.

According to the results of the study, it was concluded that other variables apart from neurotic tendencies of nurses working in state hospital have impact on entrepreneurship and personality. As a result of analyses performed for presenting the difference between entrepreneurship tendencies and demographical characteristics of nurses in the study, it was found that emotional, ideational and actual tendencies of nurses are significantly high in the age group of 34 and above. It was determined that ideational tendencies of married nurses are higher than single nurses. It was concluded that there is no significant difference between entrepreneurship tendencies and educational status of nurses. It was found that emotional tendencies of nurses working in range of 0-5 years are different from the tendencies of nurses working in rage of 16 years and above and ideational tendencies of nurses working in range of 0-5 years are different from the tendencies of nurses working in range of 11-15 years by the working period of nurses.

In assessments performed by the study results, it was concluded that some rehabilitations are required in working conditions and environments of nurses. According to this study; requests of nurses whose age and working years are lower should be paid attention,

these requests should be evaluated by taking the expectations into account and working environments should be improved for the purpose of improving the entrepreneurship tendencies of nurses in a positive way.

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