

**PERSONALITY AND LEADERSHIP STYLE OF NURSE MANAGERS IN
SELECTED PRIVATE AND PUBLIC HOSPITALS IN ILOILO**

A Thesis

**Presented to
the faculty of the College of Nursing Graduate Programs
CENTRAL PHILIPPINE UNIVERSITY**

**In Partial Fulfillment
Of the Requirements for the Degree
MASTER OF ARTS IN NURSING**

**ZAIRA MELYSSA PAREDES VALDEZ
October 2013**

PERSONALITY AND LEADERSHIP STYLE OF NURSE MANAGERS IN SELECTED PRIVATE AND PUBLIC HOSPITALS IN ILOILO

By

ZAIRA MELYSSA P. VALDEZ

ABSTRACT

This study was conducted to determine the relationship between Personality and Leadership Style of Nurse Managers in Selected Private and Public Hospitals in Iloilo. Specifically, this study aimed to: determine the personal characteristics of nurse managers; the types of personality they have; their leadership style; if there is a significant relationship between their personal characteristics and their type of personality; their relationship between personal characteristics and their leadership style; and between type of personality and leadership style.

This is a descriptive-relational study which utilized a one-shot survey design using a standardized questionnaire. The data were collected from all 78 nurse managers in one private and one public hospitals in Iloilo City.

Scoring was based on the standard scoring instructions. Frequency distribution and means were used for descriptive analysis and Cramer's V was used to determine the association between variables.

Majority of the respondents were 45 years old or younger, female, and married. Most of them have worked in the hospital for more than 20 years.

The two dominant personality traits of the nurse managers were agreeableness and conscientiousness, while extraversion and openness were found to be their least

personality trait. Furthermore, democratic leadership style was the dominant leadership style of the nurse managers.

The 46 years old and above were more likely to be extrovert, conscientious and open than the younger ones, whereas the 45 years old and younger were more likely to be agreeable. The male managers were more extroverts, open and conscientious than their female counterparts. On the other hand, the females were more agreeable than the males.

There were more single respondents who were agreeable compared to married ones. On the other hand, the married respondents were more likely to be conscientious, extrovert and open than their single counterparts. Managers in special units were more likely to be conscientious than those assigned in general wards. On the other hand, managers in general wards were more likely to be agreeable than those in the special units. It was also found that the longer they have worked in the hospital, the more conscientious they become.

Irrespective of age, sex, civil status, area of assignment and length of service, the nurse managers were democratic. However, the four nurse managers who practice laissez-faire style of management were young, female, married, assigned in general ward and have not been in long service. Most of the autocratic managers were single and have been in service only for a short period of time.

There is an association between personality and leadership style as indicated by Cramer's V value of 0.234. Extravert and open managers were more likely to be autocratic. The majority of the respondents had democratic leadership style. Those whose personality were agreeable and conscientious were more likely to be democratic than the others.