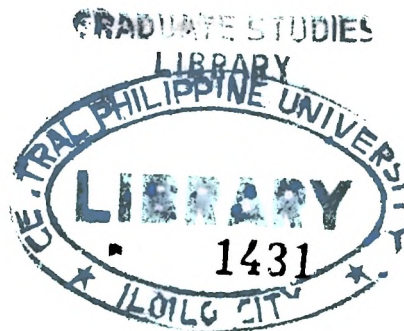


**PERSONALITY TYPE AND BEHAVIOR TOWARDS ORGANIZATIONAL CHANGE
AMONG NURSES IN A PRIVATE HOSPITAL IN ILOILO CITY**

A Thesis

**Presented to the
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**PEACH DALE D. ESLOYO
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ABSTRACT

This is a descriptive-relational study that was conducted to determine the relationship between characteristics, personality type and behavior towards organizational change among nurses in a private hospital in the city of Iloilo. The study was done using a one shot survey design. The respondents of the study were the 220 nurses, composed of casual to senior nurses. Survey questionnaires were given to be accomplished by the respondents and out of which, only 201 or 91 percent of the computed samples responded. Both standardized and researcher-made questionnaires were used in the conduct of the study. The statistical tools used were frequency distribution and mean for descriptive statistics. Chi-Square, Cramer's V and Gamma coefficient were used for relational analysis among the antecedent, independent and dependent variables.

Results indicated that most of the respondents were female, single, between 21 to 29 years old and in their early staff years. Agreeableness was found to be the prevailing personality type of nurses while Neuroticism was the least. Over-all, nurses were found to behave with reservation towards organizational change. No significant relationship

however was noted between the respondents' characteristics and personality type. With regards to characteristics and behavior towards organizational change, only civil status was found to have a significant relationship with organizational change. In addition, nurses who were already married were found to behave more receptively to organizational change compared to their single counterparts. It was found out that one's personality type does not affect how one behaves towards organizational change. Thus, the relationship between personality type and behavior towards organizational change was insignificant.