

Accreditation Surveyors According to the 5-Factor Theory of Personality

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Z. CAYIRTEPE^{*1}, S. DEMIRCI¹, F. CIZMECI SENEL¹
¹ TÜSEB Türkiye Health Care Quality and Accreditation Institute, Ankara, Türkiye

INTRODUCTION	AIM	METHOD
Personality characteristics affect individuals' behavior within the organization. From the perspective of accreditation surveyors, the harmony, interaction, communication and cooperation of health accreditation surveyors (HAS) with each other affect the success of the survey. Therefore, it is important to identify personality traits and create compatible teams.	The aim of this research is to determine the personality characteristics of HAS, according to the Five Factor Theory of Personality and to reveal whether their personality characteristics differ according to some variables.	This study is descriptive and cross-sectional. While the population of the study consists of 134 HASs, the sample consists of 68 HASs who agreed to fill out the personality inventory scale. Data were collected through the The Big Five Inventory Scale. Descriptive statistical methods (frequency, percentage, median, interquartile range) and statistical analyzes were used when evaluating the study data. Mann-Whitney U and Kruskal-Wallis tests were used to compare groups of independent variables. The statistical significance level was determined as 0.05. Descriptive statistics and statistical analyzes were carried out using the Statistical Package for the Social Sciences (SPSS) 26.0 program..

A total of 68 HASs participated in the research. Of the participants in the study, 54.4% were women, 73.5% were married, 57.4% were 46 years old and over, and 42.6% had a doctorate degree. It was determined that 51.5% of the participants had 6 years or more of experience in the field of quality and 42.6% had 20 or more quality surveys..

The median and interquartile range values of the participants' responses to the statements in the sub-dimensions of "The Big Five Inventory Scale" are 30.0 (27.0-32.75) for the sub-dimensions "Extraversion" and 39.0 for "conscientiousness". (37.0-41.0), 37.0 (35.0-39.0) for "agreeableness", 39.0 (36.25-42.0) for "Openness" and 17 for "Neuroticism", It was found to be 0 (14.0-19.75). It can be said that the scores of the participants in the subscales of "The Big Five Inventory Scale" were high, except for the "Neuroticism" dimension. According to the results in question, it can be stated that HASs are extroverted, responsible, easy-going, open to experience and low levels of neuroticism.

Mann-Whitney U and Kruskal-Wallis analyzes were used to evaluate whether the scores obtained by HASs from "The Big Five Inventory Scale" sub-dimensions varied according to gender, marital status, age, educational status, length of experience in the quality field and the number of quality surveys performed. It was determined that women's scores on the "extraversion" and "neuroticism" subscales were higher according to gender and the results were statistically significant. According to marital status, it was determined that the score of single people in the "responsibility" subdimension was statistically significantly higher than that of married people. No statistically significant difference was found according to age, educational status, length of experience in the quality field and the number of quality surveys performed.

Table 2: Differences between The Big Five Inventory Scale by Gender				

Table 1: The descriptive statistics of Surveyors			
		Frequency	Percent
Gender	Male	31	45,59
	Female	37	54,41
Maritual Status	Single	18	26,47
	Married	50	73,53
Age	32-45	29	42,65
	>46	39	57,35
Education	Bachelor's Degree	9	13,24
	Master's Degree	30	44,12
	Doctorate	29	42,65
Working experience in quality (Years)	0-3	17	25,00
	4-5	16	23,53
	>6	35	51,47
number of Quality Survey	0	16	23,53
	1-9	14	20,59
	10-19	9	13,24
	20-49	12	17,65
	>50	17	25,00
	Total	68	100,0

CONCLUSIONS					
As a result of the research, it was determined that HASs are extroverted, responsible, easy-going individuals who are open to experience, that the "extraversion" and "neuroticism" aspects of women predominate, and that the responsibility feature comes to the fore in unmarried HASs. It is thought that forming survey teams by taking into account the personality and demographic characteristics of surveyors will increase team harmony and support survey success.					

Table 3: Differences between The Big Five Inventory Scale by Maritual Status					
	Extraversion	Conscientiousness	Agreeableness	Openness to experience	Neuroticism
Mann-Whitney U	336,000	308,500	385,000	358,000	390,000
Wilcoxon W	1611,000	1583,500	1660,000	1633,000	1665,000
Z	-1,590	-1,978	-0,909	-1,283	-0,837
Asymp. Sig. (2-tailed)	0,112	0,048	0,363	0,199	0,403