

Personality Traits and Entrepreneurship Culture Awareness and its Relation with Career Adaptability among Nursing Interns

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ABSTRACT

Background: Good career adaptability is extremely important for nursing students' future job choice and development, especially for interns at the crucial phase of career development. The propensity of nursing interns to change careers is influenced by a variety of elements, including personality traits and entrepreneurship tendencies. **Aim:** Explore the relation between personality traits and entrepreneurship tendencies with career adaptability among nursing interns. **Subjects and Method: Design:** Correlational descriptive design. **Setting: Faculty** of Nursing, Port-Said University. **Subjects** consisted of all nurse interns 120. **Tools:** Three used for data collection involved of; Personality traits scale, entrepreneurial culture awareness scale and career adapt-abilities scale. **Results:**49.2% of nurse interns had poor availability of overall personality traits. Whereas, 73.3% of them had high entrepreneurship knowledge, 59.8% had high entrepreneurial attitudes, and 62.5% perceived high level obstacles to entrepreneurship. While, 81.7% of them had high level of overall career adaptability. **Conclusion:** positive correlation was found between personality traits and entrepreneurial culture awareness and career adaptability. Also, there is a positive correlation between entrepreneurial culture awareness and career adaptability. **Recommendations:** Faculty administration should create professional career counseling unit to help students improve entrepreneurship tendencies and career adaptability.

Key words: Entrepreneurship, Career adaptability, Nursing interns, Personalitytraits.

INTRODUCTION

When entering the workforce, nursing students, particularly interns, confront a number of difficulties, including adjusting to new jobs and work settings. For them to succeed professionally, they must have the ability to adjust to these changes. In this regard, figuring out nursing students' career adaptability and variables that mark it will be helpful when they transition to careers as professional nurses (Zhang et al., 2023). Academics have recently given close attention to the improvement of career adaptability and factors that drive it, but the majority of studies have concentrated on how career adaptability affects outcomes in advance (Liu, Ji, Zhang, & Gao, 2023).

Individual skills relevant to professional shifts, such as focus, assurance, curiosity, and self-control, are referred to as career adaptability. Such skills can assist in reducing turnover, enhancing core capabilities, and swiftly adapting to the organizational context. These recently minted nurses' capacity to balance new jobs and adjust to future challenges is referred to as career adaptability. According to studies, freshly graduating nurses lack the ability to adapt their careers, which weakens their sense of occupational identity and affects career decisions like the urge to quit (Labrague & De Los Santos, 2020).

Several characteristics, including personality traits, entrepreneurial tendencies, social support, professional decision-making self-efficacy, career-related learning, resilience, and demographic considerations, have an impact on how well nursing interns may change their careers (Ma, Bennett & Chen, 2023). In this circumstance, it is crucial for nurses to build entrepreneurial skills together with professional nursing practices, attitudes, and behaviors during their university years (Sarikose, & Goktepe, 2023). This can be done by following specially established entrepreneurship education models.

In addition to producing care technologies for the healthcare system, designing goods to enhance the quality of nursing care, obtaining patents, and creating creative initiatives, entrepreneurial nursing students can also subscribe to the nursing career as proficient members (Lim, Kim, & Kim, 2021). However, personality traits played a significant role in predicting entrepreneurial tendency. As a result, a person's ambition to launch a new business might be influenced by specific personality features. According to Bleidorn et al. (2019), personality traits are a key indicator of entrepreneurial tendency.

Significance of the study

The change from student to professional for newly minted nurses is significant. The relationship between personality traits, entrepreneurial tendency, and career adaptability among nursing interns must be understood (Zhang et al., 2023). For people to succeed in their careers, professional flexibility is a fundamental skill. Having good career flexibility is crucial for future job choice and improvement, particularly for academy students who are in the key stage of career development (Liu, Ji, Zhang, & Gao, 2023). Nursing educators, employers, and policymakers can better understand how to prepare nursing students for the challenges of the industry by examining how personality traits and entrepreneurial tendencies shape career adaptability among nursing interns (Spir, Elibol, & Sönmez 2019). To ascertain how the personality traits, entrepreneurship tendencies, and career adaptability of nursing interns interacted, this study set out to identify these relationships.

AIM OF THE STUDY

Explore the relation between personality traits and entrepreneurship tendencies with career adaptability among nursing Interns.

Research questions

The following research questions will be considered:

1. What is the levels personality trait among nursing interns?
2. What are the levels of entrepreneurship culture awareness among nursing interns?
3. What are levels of career adaptability among nursing interns?
4. Is there a correlation between the personality traits, entrepreneurship trends, and career adaptability of nursing interns?

SUBJECTS AND METHOD

A. Technical design

Research design

A correlational descriptive design was utilized to achieve the aim of this study.

Setting

The study was conducted in the faculty of nursing, Port Said University. Nursing interns were distributed to Port Said, Dakahlia, Damietta, Sinai, and Cairo hospitals to spend the internship year, then data was collected from them at the faculty of nursing, Port Said University during the monthly meeting with responsible of internship.

Research subjects

The subjects comprised all nurse interns; who were willing to participate in the study throughout the period of data collection. Data obtained from nurse interns' affairs office revealed that the total number of nurse's interns in 2021/2022 was 120. All nurse interns involved in the study.

Data collection tools

Three tools were used as follow:

Tool 1: Personality traits scale

This scale was developed by Ghannam (2005) in an Arabic language. It aims to identify the personality traits levels. This scale contains 39 items categorized into 4 personality traits dimensions namely: Responsibility trait 10 items, emotional balance traits 9 items, control trait 10 items and social trait 10 items.

Scoring system: Personality traits items were measured alongside five -point Likert scale ranging from one (strongly disagree) to five (strongly agree) respectively, strongly agree was merged with agree and disagree with strongly disagree, scores were inverted for negative items. The score of items was summed-up and total divided by number of the items, and gave a mean score of the part. These scores were changed into percent score, personality traits levels were considered great compatibility availability if the percent score was $\geq 70\%$, average availability if the percent score was 60- 69.9% and poor availability if the percent score was less than $< 59.9\%$ (Ghannam 2005).

Tool 2: Entrepreneurial culture awareness scale

It was developed by Al-Otaibi and Moussa (2015) in an Arabic language. It aims to measure the levels of entrepreneurial culture awareness among nursing interns. It included 72 phrases, distributed under three dimensions, namely: Students' knowledge of entrepreneurship, students' attitudes towards entrepreneurship and obstacles to entrepreneurship from the point of view of nursing interns, the first and the second dimensions include 25 items, while the third dimension includes 22 items, where the statements of the first and third dimensions were all positive phrase, while the second dimension included seven negative phrases (27, 28, 29, 39, 42, 47, 49).

Scoring system: Entrepreneurial culture awareness scale was measured along three-tiered scale ranging as (Agree - Neutral - Disagree). So that the responses to the statements are given the values (one, two, three respectively) for the positive statements, and the values (three, two, one) for the negative statements. The items score was summed-up and gave a mean score of the part. These scores were converted into percent score, entrepreneurial culture awareness scale was considered high if the percent score was $>66.67\%$, moderate if the mean score was $33\% - > 66.67\%$ and poor if the mean score was less than $>33\%$ (Al-Otaibi & Moussa, 2015).

Tool 3: The Career Adaptabilities Scale (CAAS)

This scale developed by Savika and Porfeli (2012), in an English language and was translated into an Arabic language by the researcher. It is aim to assess the career adaptability levels for nursing interns. This scale consists of 24 items classified into four career adaptability dimensions (concern, control, curiosity, and confidentiality) are measured with six items for each.

Scoring system: Career Adaptabilities Scale items were measured along five - point Likert scale ranging from one (not strong) to five (strongest) respectively. Strongest was combined with very strong and not strong with somewhat strong. The score of items was summed-up and gave a mean score of the part which were changed into percent score, career adaptability scale was considered high if the percentage score was $\leq 72\%$, moderate if the mean score was $48\% - 72\%$ and low if the mean score was less than $>48\%$ (Savika & Porfeli, 2012).

In addition to **Personal data and data related nursing interns:** It was included nurse interns' personnel data including: Nurses' interns' name, age, gender, GPA (grade point average), marital status, residence. Data related nursing interns': Internship training location, entrepreneurship knowledge, and source of it.

B- Operational design

Preparatory phase

It includes revising relative and recent literature correlated to the research subject, different studies and theoretical information of various aspects of the problems using official websites such as Google Scholar, Medline database, CINAHL, EBSCO Cochrane Database, and Scopus, Articles ;Scientific books, and Magazines.

Tools validity

The career adaptabilities scale was translated into Arabic language, and then retranslated into English language once more. The validity was examined by a panel of seven experts in significant filed.

Tool reliability

The Cronbach's alpha coefficient test was used to evaluate the study tools' internal consistency and determine their reliability. The scale of career adaptabilities was 0.980.

Pilot study

A pilot study was carried out on 10% nursing interns (12) to test applicability, feasibility, objectivity and to approximate the time needed to fill the data collection sheets, and there was no conflict or modification with sample size and subjects of the pilot study were included in the sample.

Field work

Data collected from nursing interns after attaining an official agreement from nursing interns. The researcher met the interns every last Thursday from May and June 2022. Nursing interns were divided into three groups which consist of 40 nursing interns for each group. The researcher met nursing interns through two period in May; the first

starting 9:00am to 10:00am and the second starting 10:30am to 11:30am, and met nursing interns once a time in June from 9:00am to 10:00am. The data collection sheets were filled in by nursing interns. The time spent to fill out the sheet was about 15 to 20 minutes.

C- Administrative design

An official permission was taken from the Dean of the Faculty of Nursing, Vice Dean for Environmental Affairs and Community Health and responsible for nursing interns to collect data from nursing interns during the training period holded in Faculty and written agreement was taken after explaining the study purpose.

Ethical considerations:

The research was accepted by Research Ethics Committee of the Faculty of Nursing Port Said University code number:NUR (8/5/2022)(13). A written consent was obtained from nursing interns to participate in the study. Each participant must also be made aware of the significance of participation. A brief overview of the study ensures the participant that the data will be kept private and used only for the objectives of the study. It also lets the participant know that they have the right to leave the study at any time.

D. Statistical design

SPSS for Windows version 20.0 (SPSS, Chicago, IL) was used to organize, tabulate, and statistically analyze the obtained data. Categorical data were presented as percentages and numbers. Variables and categorical data were compared using the chi-square test (or fisher's exact test, where appropriate). The study's questionnaires underwent an internal consistency (reliability) test. $>P 0.05$ was used to determine statistical significance.

RESULTS

Table (1) shows personal data and data related nursing interns, 71.7% of them were female, the Mean \pm SD age of the studied nursing interns 23.23 ± 0.74 years old, 60% of them were aged less than 24 years old. 63.3% of the studied nursing interns were single, and 82.5% of them were living at urban areas. Concerning the place to spend the internship year, 52.5% of them spent it at Port-Said hospitals and the Mean \pm SD of their

cumulative total was 1.16 ± 1.83 . Regarding to knowledge of the studied nursing interns about entrepreneurship, Only a small portion of them were aware that entrepreneurship was a creative work and obtain their source of information from books and clinical field.

Table (2) illustrates that, 49.2% of the studied nursing interns have poor availability regarding overall personality traits, while 68.3% of them have poor availability related to the trait of emotional balance dimension, and 54.2% of them have poor availability related to the social trait dimension. While, 50.8% of the studied nursing interns have great compatibility related to trait of responsibility dimension, and 39.2% of the studied nursing interns have great compatibility related to trait control dimension.

Table (3) clarifies that, 73.3% of the studied nursing interns have high level of entrepreneurship knowledge dimension. Also, 50.8% of them have high level related to entrepreneurial attitudes dimension. While, 62.5% of them perceived high level of obstacles related to entrepreneurship from the point of view of internship dimension.

Table (4) Represents level of the career adaptability among studied nursing interns, and clarifies that, the 81.7% of the studied nursing interns have high level related to overall career adaptability. While, most of them have high level of concern, curiosity and confidence dimensions (84.2%, 84.2% & 81.7% respectively). Also, 79.2% of them have high level related to control dimension.

Table (5) illustrates that, there is a positive correlation between personality traits and entrepreneurial culture awareness and career adaptability ($P < 0.05$). Also, there is a positive correlation between entrepreneurial culture awareness and career adaptability ($P < 0.05$).

Table (1): Distribution of personal data and data related nursing interns of the studied nursing interns (n= 120).

Personal data and data related nursing interns	No.	%
Gender		
Male	34	28.3
Female	86	71.7
Age (years)		
<24	72	60
=24	48	40
Min. – Max.	21.0 – 24.0	
Mean ± SD.	23.23 ± 0.74	
Median	23.0	
Marital status		
Single	76	63.3
Married	44	36.7
Residence		
Rural	21	17.5
Urban	99	82.5
Internship training location		
Port Said	63	52.5
Dakahlia	10	8.3
Damietta	16	13.3
Sinai	2	1.7
Cairo	29	24.2
GPA		
Min. – Max.	0.0 – 4.98	
Mean ± SD.	1.16 ± 1.83	
Median	0.0	
What do you know about entrepreneurship?		
Management and organization of work	3	2.5
Creativity and take risk	20	16.7
Research and self-development and the work of a new project	3	2.5
Its sources		
Books	8	6.7
field work	12	10

Table (2): Frequency and percentage distribution of personality traits dimensions levels and overall among studied nursing interns (n = 120).

Personality traits dimensions	Poor availability		Average availability		Great availability	
	No.	%	No.	%	No.	%
Responsibility trait	26	21.7	33	27.5	61	50.8
Emotional balance trait	82	68.3	17	14.2	21	17.5
Control trait	45	37.5	28	23.3	47	39.2
Social trait	65	54.2	18	15	37	30.8
Overall personality traits	59	49.2	24	20	37	30.8

Table (3): Frequency distribution of entrepreneurial culture awareness dimensions levels among studied nursing interns (n= 120).

Entrepreneurial culture awareness dimensions	Poor		Moderate		High	
	No.	%	No.	%	No.	%
Entrepreneurship Knowledge	2	1.7	30	25.0	88	73.3
Entrepreneurial Attitudes	2	1.7	57	47.5	61	50.8
Obstacles to entrepreneurship from the point of view of internship	6	5.0	39	32.5	75	62.5

Table (4): Frequency distribution of career adaptability dimensions levels and overall among studied nursing interns (n= 120).

Career Adaptability dimensions	Low		Moderate		High	
	No.	%	No.	%	No.	%
Concern	3	2.5	16	13.3	101	84.2
Control	4	3.3	21	17.5	95	79.2
Curiosity	4	3.3	15	12.5	101	84.2
Confidence	7	5.8	15	12.5	98	81.7
Overall	5	4.2	17	14.2	98	81.7

Table (5): Correlation matrix between total scores of personality traits, entrepreneurship tendencies and career adaptability among the studied nursing interns.

		Personality traits	Entrepreneurial culture awareness	Career Adaptability
Personality traits	R		0.602*	0.759*
	P		0.039*	0.004*
Entrepreneurial culture awareness	R	0.602*		0.748*
	P	0.039*		0.005*
Career Adaptability	R	0.759*	0.748*	
	P	0.004*	0.005*	

* P<0.05

DISCUSSION

The abilities of nursing students must be developed throughout their nursing education through the use of creative teaching methods and tactics, as well as the presence of university administration that can have an impact on how an entrepreneurial profile is formed (Trotte et al., 2021). Personality traits are another aspect that influences a person's ability to change their career (Mert-Karadas, Terzioglu, & Koc, 2023). In order to explore the relation between personality traits and entrepreneurship tendencies and career adaptability among nursing interns, the current study was done.

Related to personality traits among studied nursing interns, about half of them have poor availability regarding overall personality traits. It was noted about half of them have great availability related to responsibility trait. This indicated the tendency and readiness to the studied nurse students to assume their nursing responsibilities. This outcome supported with study by Jaber et al. (2022) who conducted study about "Does General and Specific Traits of Personality Predict Students' Academic Performance" and illustrated that about two thirds of the studied students have great compatibility related to trait of responsibility.

Also, results exposed that more than two thirds of them had poor availability of emotional balance trait. These findings may be due to excessive anxiety, hypersensitivity, nervousness, and a decrease in the ability to tolerate frustration resulting from the new transitional stage from studying to practicing the nursing profession, and indicated nurse students' need to learning strategies for coping with new pressures and deal with it. These findings align with results by Chen (2023) who studied the relationship between personality traits, emotional stability and mental health among college students in the United States of America, and illustrated that the highest percentage of the studied students had poor score of emotional balance trait which affect negatively on their performance. According to Wang et al., (2023) reported students with emotional balance trait can manage with stress, struggle their impulses, and adapt to change. Individuals with a higher score on emotional balance lean towards being calm and stress-resistant. They're also generally confident.

About two fifth of the studied nurse students had great availability of control trait. According to Azizi, Ramak, and Sangani, (2019) high scores of control personality traits

characterize individuals taking an energetic role in group discussions, tend to make independent decisions and have a self-assurance relationship with others. Also, results demonstrated that more than a half of the nurse interns had poor availability of social traits. This finding may be due to the highest percentage of them were female, according to Khawaja, Sokić, Javed, & Qureshi, (2022) the females personality trait tends to be quiet, reserved, and less involved in social activities. It was agreed with a study by Xu, et al, (2023) under title "The Relationship between Personality Traits and Clinical Decision-Making, Anxiety and Stress Among Intern Nursing Students During COVID-19" and illustrated that most of them had confidence in their abilities.

Regarding to level entrepreneurial culture awareness among studied nursing interns, the present study signified that, less than three quarters of the nursing interns have high level of entrepreneurship knowledge. Also, more than half of them have high level related to entrepreneurial attitudes. While, less than two third of them perceived high level to obstacles related to entrepreneurship from the point of view of internship. The result is owing to the nurse interns' previous study on entrepreneurship during their academic study.

This outcome agreed with study by Mohammed, Ahmed, and Ali, (2022) who conducted a study about "Entrepreneurial Awareness, Intention among Nurse Interns and its Relation to Their Self-Care Practice at selected Nursing Faculties "Comparative Study" and reported that, three quarters of the studied nursing interns have high level of entrepreneurship awareness and Entrepreneurial Intention and self-care practice. Also, in the study conducted by Bodur (2018) with senior nursing students in Turkey and reported that entrepreneurship scores were above average. On other hand, this finding disagreed with study by Trotte et al. (2021) who conducted study about " Entrepreneurial tendency of Nursing students: a comparison between graduating beginners and undergraduate students" and showed that most of nurses had poor level of entrepreneurship knowledge.

Correlated to level of the career adaptability among studied nursing interns, the result of present clarified that, most of the studied nursing interns have high level related to overall career adaptability. Most of them have high level of concern, curiosity and confidence. Also, more than three quarters of them have high level related to control. Similarly, Mert-Karadas et al. (2023) who studied effects of personality traits and leadership orientations of on career adaptability among Turkish nursing students, and

found that the students' career adaptability scores were quite high. Also, this finding in same line with Shalihah, Yudianto and Hidayati (2018) who conducted study about "The relationship between adversity quotient and career adaptability of internship nursing students" and reported that most of the students have high level of career adaptability.

Regarding correlation matrix between total scores of personality traits, entrepreneurship tendencies and career adaptability among the studied nursing interns, there is a positive correlation between personality traits and entrepreneurial culture awareness & career adapt-abilities. Also, there is a positive correlation between entrepreneurial culture awareness and career adaptability. This finding in line with İspir et al. (2019) who studied the relationship of personality traits and entrepreneurship tendencies with career adaptability of nursing students, and revealed that there was positive significant relationships between career adaptability and entrepreneurship tendencies and personality traits of the studied nurses.

CONCLUSION

Built on the findings of the current study, it can be concluded that:

Positive correlation between personality traits and entrepreneurial culture awareness and career adaptability. Also, there is a positive correlation between entrepreneurial culture awareness and career adaptability.

RECOMMENDATIONS

1. Faculty administration should create professional career counseling unit to help students improve entrepreneurship awareness and career adaptability
2. For further researches, study how career adaptability changes for nursing students who receive expert career counseling..
3. More variables affecting entrepreneurship among nursing interns should be investigated.

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السمات الشخصية والوعي بثقافة ريادة الأعمال وعلاقتها بالتكيف الوظيفي لدى ممرضى الامتياز

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الخلاصة

تعد القدرة على التكيف الوظيفي الجيد أمراً في غاية الأهمية لاختيار الوظيفة وتطويرها في المستقبل لطلاب
التمريض، وخاصة للمندربين في المرحلة الحاسمة من التطوير الوظيفي. يتأثر ميل المتدربين في مجال التمريض إلى
تغيير مهنتهم بمجموعة متنوعة من العناصر، بما في ذلك السمات الشخصية والميول إلى ريادة الأعمال ،
تهدف هذه الدراسة إلى استكشاف العلاقة بين سمات الشخصية واتجاهات ريادة الأعمال وعلاقتها بالتكيف الوظيفي
لدى ممرضى الامتياز. تم استخدام تصميم وصفي لإجراء الدراسة بكلية التمريض جامعة بورسعيد؛ شملت الدراسة
١٢٠ من ممرضى الامتياز. وقد أظهرت نتائج الدراسة أن ٤٩.٢% من ممرضى الامتياز لديهم درجة ضعيفة من
توافر السمات الشخصية الكلية، خاصة سمات الاتزان الانفعالي والسمات الاجتماعية. بينما ٧٣.٣% منهم كان لديهم
درجة معرفة عالية باتجاهات ريادة الأعمال. في حين أن ٨١,٧% منهم يتمتعون بمستوى عالي من القدرة على
التكيف الوظيفي. وقد خلصت الدراسة إلى وجود علاقة ترابطية ايجابية بين سمات الشخصية و اتجاهات ريادة
الاعمال والتكيف الوظيفي لدى ممرضى الامتياز. وأوصت الدراسة إدارة الكلية بإنشاء وحدة استشارات مهنية لمساعدة
الطلاب على تحسين ميولهم الريادية، كما أوصتهم بتنفيذ جلسات استشارية للطلاب عن سمات الشخصية الايجابية
وكيفية التكيف الوظيفي مع ضغوط العمل ومساعدتهم على إدراك خصائصهم الشخصية والتخطيط لمسيرتهم المهنية.

الكلمات المرشدة : سمات الشخصية، اتجاهات ريادة الأعمال، التكيف الوظيفي، ممرضى الامتياز.