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MANAGER'S PERSONALITY TYPE: DOES IT MAKE DIFFERENCE IN THE APPLICATION OF EVIDENCE-BASED PRACTICE APPROACH

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Background and aims: Managers are responsible for their decisions and organizational performance. Evidence-based practice (EBP) can improve decision effectiveness and secure organization against potential risks. This study was conducted to investigate the relationship between managers personality type and using evidence-based practice approach.

Methods: This descriptive-analytical study was done in 2015 among managers of Tehran teaching hospitals. Census method was used to sampling and all hospital managers (44 managers) were selected. Standard DISC personality test and researcher-designed questionnaire (about using EBP approach) were used for data collection. Data analyzes were performed through SPSS-V20 software by using One-Way ANOVA and Tukey statistical tests.

Results: The response rate was 86.4 percent. The 81.6 percent of managers were men and mean age of all participates was 46.7 years. The 57.8 percent of managers had academic education in management. Findings showed that the portion of dominant, influential, steady and conscientious personality types were 36.4, 27.3, 13.6, and 22.7 percent, respectively. The mean of using EBP approach was 3.1 of five point scale. The results of One-Way ANOVA showed that the scores of EBP using were different based on personality types ($p < 0.05$). The Tukey's results determined that the mentioned difference was related to conscientious personality type.

Conclusion: Managers with conscientious personality type had used EBP approach more than others. Therefore, it can be suggested to conduct similar studies in larger samples and using the results of these studies in recruiting processes particularly for key jobs.