



THE DOCTORAL SCHOOL OF MEDICINE AND PHARMACY

PROFESSIONAL SKILLS OF MEDICAL GRADUATES AND DOCTORS – DIMENSIONAL PERSPECTIVE

Summary of PhD thesis

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Introduction

Choosing a profession is a complex process that contributes to the harmonious maturation of the person through determination, the acquisition of new skills and self-fulfillment. At the same time, with the help of the profession, daily financial and social needs are ensured through interpersonal interactions. Choosing the medical profession requires being dominated by attributes such as empathy, compassion, honesty, authenticity, curiosity, determination, perseverance, respect and courage in order to carry out the medical act with responsibility. The field represented by personality traits is involved in the medical professional option as well as in the quality of professional practice in the various specialties. The mismatch between the personal structure and the requirements of the specialty can cause difficulties in carrying out tasks, overburden, failures, frustrations and lack of satisfaction, which, if are present for a longer period of time, can cause the burnout syndrome. Considering the need for an optimal health system, I consider it opportune to investigate these factors to improve the quality of the medical act.

Objectives:

The main objective of the thesis is to highlight the relationships between personality dimensions and the medical professional option by outlining a personological profile according to the practiced medical specialty.

To achieve the main and secondary objectives, this thesis involved the study of three distinct groups, being structured in five studies as follows:

Study I - The assessment of the personality dimensions of the desired specialty in medical students - has as its main objective the shaping of the personological profile of 6th year students of the Faculty of Medicine according to the specialty they want to practice.

Study II - Personological and motivational milestones in the professional option - aimed to evaluate the implications of motivation, both through involvement and persistence in action, in relation to academic performance quantified by the result obtained at the National Residency Exam. It also assessed the relationships between personality dimensions and academic performance in order to draw benchmarks that improve academic performance.

Study III - Evaluation of the dimensions of the personality based on the specialty practiced in by doctors - has as main objective the shaping of the personological profile of the doctor in order to compare it with that of the student and structuring, in this way, of a personological profile based on the medical specialty.

Study IV - The dimensions of the doctor's personality and the level of stress corresponding to the specialty practiced - has as its main objective the investigation of the relationship between the personality and the stress felt by the doctor. The secondary objectives are represented by the identification of medical specialties that generate a higher level of stress but also those that are at



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the opposite pole. Also, the study compares the level of stress felt by doctors who carry out their medical activity in Romania and those who practice abroad.

Study V - Life satisfaction and subjective well-being based on personality dimensions in doctors - aims to investigate the relationship between the personality dimensions agreeableness and emotional stability and physical and mental well-being, self-esteem and life satisfaction. The secondary objectives are represented by the comparative evaluation of the previously mentioned variables between doctors in Romania and those practicing abroad.

Methodology

The groups included in the study are represented by: 1) the group formed by the students of the Faculty of Medicine of the "George Emil Palade" University of Medicine, Pharmacy, Sciences and Technology of Targu Mureș - 179 subjects; 2) the group formed by resident and specialists doctors who carry out their medical activity on the territory of Romania – 280 subjects and 3) the group formed by Romanian doctors at different stages of development who practice abroad – 81 subjects.

The questionnaires applied to the subjects enrolled in the study are: 1) DECAS Personality Inventory – for the dimensional assessment of personality; 2) The Stress Screening Tool (ASSET) – is a tool that assesses the level of stress in different areas of the workplace; 3) Motivational Involvement Questionnaire and 4) Motivational Persistence Scale - applied to evaluate the relationships between student motivations and academic performance quantified by the score obtained on the National Residency Exam; aspects that support the possibility of choosing the desired specialty. 5) The Life Satisfaction Scale to assess the cognitive component of subjective well-being and 6) The Self-Esteem Scale to assess the doctor's self-esteem level.

Results

In the case of study I and III, the following personological profiles were outlined. In the case of surgical specialties, both students and doctors have high values of the extroversion dimension and low values of the agreeableness dimension. Paraclinical specialties are highlighted by low extraversion in both groups. In the case of medical specialties, low openness is outlined. Regarding the pediatric specialties, increased extraversion and emotional stability were highlighted in the case of students and high agreeableness corresponding to doctors. The specialties of emergency medicine and A.T.I. it is characterized by high extraversion, respectively low emotional stability in the case of students and low openness and agreeableness in the case of doctors. Students who want to practice the specialty of psychiatry distinguish themselves by high openness dimension and low conscientiousness, while doctors also have a profile composition with high agreeableness and emotional stability.

Study II – confirms the hypothesis that personality dimensions are associated with academic performance and at the same time there is a correlation between motivational factors and personality dimensions but also between motivational factors and academic performance.

Study IV - reveals that the level of stress felt by the doctors included in the study is average, with the mention that surgeons feel the strongest stress, close to the upper limit, while psychiatrists are at the opposite pole. Associations were highlighted between agreeableness and emotional stability dimensions in all assessed stress areas. Resident doctors show a higher level of stress compared to specialist and primary care doctors, and doctors from Romania stand out with a higher level of stress than Romanian doctors abroad.



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Study V - found that agreeableness and emotional stability dimensions correlate with personality dimensions as well as with self-esteem and life satisfaction. The level of mental and physical well-being is higher in the case of psychiatrists compared to doctors in medical, emergency and A.T.I. specialties. In the case of doctors from abroad, it is visible that self-esteem is lower compared to doctors in the country, but life satisfaction is higher compared to doctors in Romania. The level of mental well-being is lower for doctors who practice in Romania compared to doctors from abroad.

Conclusions

The present research demonstrated that personality has an important role in the choice and dynamics of the medical profession. The motivational factors involved in the efficiency and academic performance of the students are in correlation relationship with the personality dimensions. Corresponding to occupational stress, the agreeableness and emotional stability dimensions are associated with a lower level of stress. The relationships between life satisfaction and self-esteem argue for the close connection between the stability and depth of interpersonal relationships and the professional environment.

The present research can be used in the development of an educational and social program through which the personality traits of medical graduates are evaluated for self-knowledge and then for information in the approach of the medical professional option.