Analysis of Personality Types on Decision Making Style Head of the Inpatient Room at the Hospital

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Abstract:
Background*:Decision making is the process of choosing several alternatives that are influenced by one's personality. Decision making is the process of choosing some alternatives that are influenced by one's personality. Different personalities make a person also different in leading and making decisions to solve problems. This study aims to analyze the relationship between personality types and the decision-making style of the head of the inpatient ward at the hospital*
Materials and Methods*:The design of this research was analytic observational design with a cross-sectional approach. The independent variable is the personality type and the dependent variable is the decision-making style. Samples were taken by simple random sampling technique and found 30 people head of the inpatient room at Rumkital Dr. Ramelan Surabaya. Data collection using questionnaires and data analysis using the Chi-Square test with a significance level of $p \leq 0.05$.*
Results*:The results of the study of the head of the room with extrovert personalities mostly use the A1 decision-making style of 12 people (75%). The head of the room with introverted personality uses a uniform decision style, namely Autocratic I as much as 2 people (40%), consultative 2 as much as 2 people (40%) and group participation as much as 1 person (20%). The head of the ambitious personality mostly uses the group participation decision-making style of 7 people (77.8%). Statistical test results using the Lambda correlation test p-value = 0.003 ≤ 0.05 which means that there is a significant relationship between personality types and decision-making style of the head of the nursing room.*
Conclusion:*.The research implies that as the head of the space, it should be possible to use Extrovert's personality that is open and friendly to be able to lead effectively, as well as in making decisions using Autocratic decision-making style 1 to reach quick and precise decisions.*
Key Word*: Personality Type, Decision Making Style, Head of Room.*

I. Introduction

Personality is a dynamic organization in a person's psychophysiological system that determines a unique model of adaptation to their environment. Personality aspects include attitude, which is the reception of objects that are positive, negative or ambivalent and responsibility (responsibility).Jung (1998) in Nasir, et al (2009: 72), divides human personality types into introverts, extroverts, and ambulances.Each lender has their own way of responding to problems and making decisions. Decision making is a selection process, where the leader determines a conclusion about what should be done / not done in a particular situation and the quality of a decision is a reflection of the way of thinking.

Marquis Huston (2010), suggested to hospital organizations, there are several levels of managers one of which is the first level manager. The first level manager is the head of the room in charge of solving problems and the needs of employees and the health service team. The health service team in the room is the primary nurse, team nurse, special manager, and nurse in charge.Some of the results of research on the personality and decision-making style of the head of the room, among others, research Diana (2013), explains that employee perceptions of the decision-making style by the leadership are very important for organizational progress. Research by Irman (2006), found that the perception of implementing nurses about the personality type of the head of the room with job satisfaction was significant.

The head of the inpatient ward at the hospital with different personalities makes it possible in terms of decision-making styles that are also different. There are decisions with high, medium, low, or even no participation levels of subordinates. The personality type and decision-making style of the head of the room in the hospital can determine strategies to keep thinking about the problem while making decisions quickly and

precisely when changes in personality come to him. The head of the room must be able to turn the room into a model that is exemplary by not ignoring subordinates as members.

Furthermore, referring to the description above, it is very important to form a building framework in the form of a relationship between personality types and decision-making styles that can improve the effectiveness of nurses' work in hospitals.

II. Material And Methods

Personality

According to Jung in Suharso (2013), that there are three types of human personality, namely introverted, extroverted, and ambiverts. Some factors that can influence development and personality include biological, social and cultural factors. Biological factors, namely factors related to physical state, or physiological factors. Social factors are factors of society, that is, other humans around individuals that affect the individual concerned. Cultural factors, namely the ways of life, customs, language, beliefs, and so on of a particular region/society.
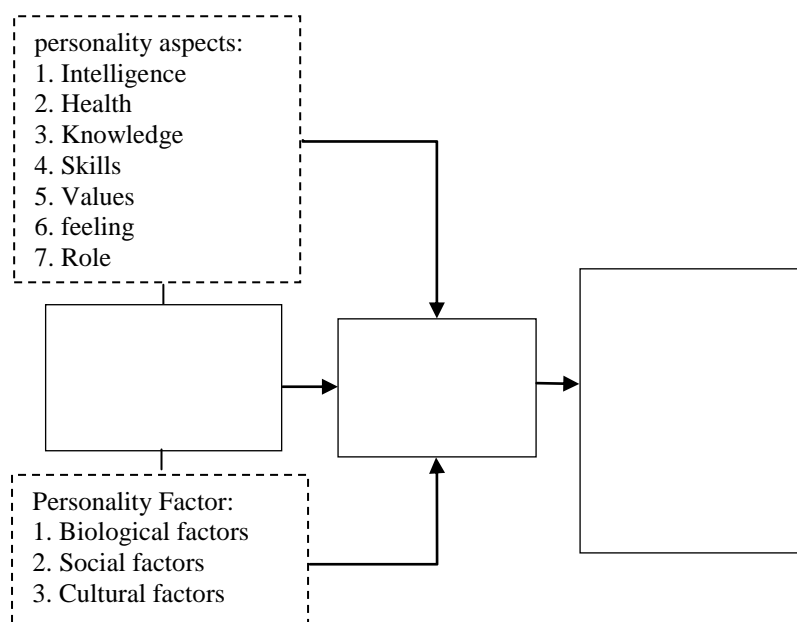
Decision-making

In this global and fast-paced era, steps for decision making must be done quickly and precisely. The main task of the leadership, in general, is to make decisions, in a fast, precise, practical, rational and responsible manner. Robbin (2011), explains that the decision-making process consists of three stages, namely intelligence activities, design activities, and election activities.

Head of Nursing Room in Hospital

To improve the quality of nursing services, it is necessary to support human resources who are capable of carrying out tasks and making changes. One resource that works very closely with patients is the head of the room. the head of the room has 2 roles, namely as manager and leader. As the first level manager, the head of the room will work according to the specific workflow of the room, solve problems that occur, meet organizational needs, and the needs of employees in his room. The head of the room also plays a role in decision-makers, communicators, evaluators, facilitators, risk-takers, advisers, enthusiasm, instructors, counselors, instructors. the effectiveness of a manager is directly related to the effectiveness of their decision making (Marquis and Huston: 2010).

The method used in this study is the descriptive correlative method, to study the relationship between variables. The study was conducted on ongoing events (ex post facto) that are evaluating the personality type of the decision-making style of the head of the room in the hospital.The population in this study was all heads of nursing rooms at Dr. Rumkital. Ramelan Surabaya totaling 32 heads of rooms with a sample of some of the heads of nursing rooms totaling 30 people. Data collection instruments using a personality questionnaire with a choice form and decision-making style questionnaire instrument using A-G Vroom Yetton questions.

personality aspects:
1. Intelligence
2. Health
3. Knowledge
4. Skills
5. Values
6. feeling
7. Role

Personality Factor:
1. Biological factors
2. Social factors
3. Cultural factors

III. Result
Personality type and decision-making style Head of the Room
Table 1: Cross Tabulation of Personality Types with Decision Making Style.

Personality type	Decision-Making Style								Total	
	A1		C1		C2		GP			
	f	%	f	%	f	%	f	%	f	%
Extrovert	12	75	0	0	0	0	4	25	16	100
Introvert	2	40	0	0	2	40	1	20	5	100
Ambivert	0	0	1	11,1	1	11,1	7	77,8	9	100
Total	14	46,7	1	3,3	3	10,0	12	40,0	30	100
Lambda p = 0,003										

The results of the cross-tabulation found that the head of the room with extrovert personality mostly used the autocratic decision-making style of 12 people (75%). The head of the room with introverted personality uses a uniform decision style that is autocratic I by 2 people (40%), consultative II by 2 people (40%) and group participation by 1 person (20%). The head of the ambitious personality mostly uses the group participation decision-making style of 7 people (77.8%). Statistical test results using the Lambda correlation test p-value = $0.003 \leq 0.05$ which means there is a significant relationship between personality types and decision-making style of the head of the nursing room at the Hospital dr. Ramelan Surabaya.

IV. Discussion
Then from this data, it can be explained that:
1. The head of the room with an Extrovert personality, will tend to use Autocratic decision-making style 1. The head of the room who is open and familiar with subordinates, easy to get along, and does not conduct much analysis and criticism will make it easier to solve problems that arise and also be able to make decisions that are quickly by involving others. The sociable nature of the leader will impress familiarity with subordinates so that it is easier to understand the characteristics of each subordinate. This condition will cause the effects of observation and identification as expected and carried out by subordinates.
2. Introverted room heads tend to use Autocratic I and consultative decision-making styles II. Introverted room heads tend to be quiet, closed, and their interests are more directed into their own thoughts and experiences. This situation will make it difficult to mingle and interact with other people so that they don't really know the outside world. This condition will influence the decision-making process and will need more help from others (subordinates) to input and share opinions. But it does not rule out the introvert personality will make his own decisions without consideration from the others because basically, the type of introvert feels that he can solve his own problems.
3. The head of the room, who has an Ambivert personality, will tend to use the decision-making style of group participation. The head of the room with the personality of Ambivert which is a combined type of Extrovert and Introvert is more neutral (impartial) so that in making decisions will be more open and will involve subordinates by giving opportunities to subordinates to discuss together in meetings. With a mutually agreed decision will make other subordinates/nurses will implement the decisions taken with full responsibility.

V. Conclusion
The head of the room has the role of manager and leader. Each role has the right to make decisions in running an organization. In decision making, some aspects affect, one of which is personality. Being the head of space also requires good intelligence to produce the right decisions to solve problems. The quality of a decision is a reflection of the way of thinking.The results of the study of the head of the room with extrovert personality mostly use Autocratic decision-making style 1 (75%). The head of the room with introverted personality uses a uniform decision style namely Autonomy I (40%), and Consultative 2 (40%) and participatory group (20%). The head of the room with an ambitious personality mostly uses a participatory group decision-making style (77.8%). Statistical test results using the Lambda correlation test p-value = $0.003 \leq 0.05$ which means that there is a significant relationship between personality types and decision-making style of the head of the nursing room.

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