#46 PAPER 61 -
STUDY ON THE RELATIONSHIP BETWEEN CONSCIENTIOUSNESS AND VOCATIONAL INTERESTS OF STUDENTS OF THE FACULTY OF DENTISTRY

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Abstract
The research is based on the theories developed by the Costa and McCrae on personality trait, and by the Holland on vocational interests. This study aimed to analyse the relationship between conscientiousness and vocational interests, of 56 students from the Faculty of Dental Medicine. Assessment tools used were from Platform of Psychological Evaluation CAS. Results reveal a high positive correlation between conscientiousness and investigative realistic, social interests; moderate positive correlation with the enterprising personality type. These results confirm that all the students meet the requirements relating to vocational interests described by the ideal profile of a dental practitioner.

Keywords: conscientiousness, occupational interests, dental practitioner profile

1. INTRODUCTION

If today psychologists studying the hereditary origin or role of environmental influences on personality, Sumerians believed that their popular hero, Gilgamesh, is endowed with great courage by Adad, the storm god (Costa, McCrae, 2006). Costa and McCrae (2006) define personality in terms of "individual differences that tend to present themselves as a consistent pattern of thoughts, emotions and actions".

Most psychologists, who study personality, concluded that differences between individuals can be described using the theory of five factors set forth theory from studies longitudinal studies on aging by Costa and McCrae's. These two authors emphasize that personality traits remain constant irrespective of the roles assumed in interpersonal relationships, health status and evolution of traumatic or positive life experiences (Costa, McCrae, 2006).

The five factors model originated in the so-called "lexical hypothesis" of Galton (1884), according to which personality traits are caught in the words used by people to describe one another, words that are included in the dictionary (Hough, Furnham, 2003).

Costa and McCrae have developed a model with five factors of personality based on a large volume of empirical studies, which is the foundation of personality assessment inventory NEOPI-R that is widespread in the international scientific community (Costa, McCrae, 1998), is considered a benchmark of universal human authors (McCrae, 1992), considered premature by theory Goldgerg and Saucier (2003).

We believe that the results of this study will be useful both for Centre of Counselling and Career Guidance within the Ovidius University of Constanta to establish a benchmark in terms of the relationship between personality and vocational interests of both current students and the future dentists, Faculty of Dentistry, as an indicator for the profile of its graduates.

2. PURPOSE OF STUDY

The aim of this study was to analyse the relationship between conscientiousness, as a personality trait, and vocational interests as measured by the Interests Assessment Questionnaire (CEI), and personality traits, as measured by the Five-Factor Personality Inventory (FFPI).

This paper study emphasizes the importance of knowing the implication of relationship between conscientiousness, as a personality trait (Costa, McCrae), and vocational interests (Holland) of students from the final year from the Faculty of Dental Medicine.
Ackerman (1997) proposed two reasons why the study of the relationships between interests and personality traits are important. In the first place it is a common scientific goal to investigate the relationships between different constructs. This strategy may lead to important new scientific discoveries. The second reason is that the study of the relationships between interests and personality traits will reveal what they have in common and what unique information they can provide. This information is potentially useful in the career counseling context.

The importance of their vocational interests and personality traits in the profession of dentist cannot be challenged because satisfaction the doctor's professional derived from performing a work that fits within vocational its staff (Savickas, 2012), and personality structure can facilitate or alter this performance.

The hypotheses proposed in the study, argue that there is a significant positive correlation between conscientiousness as a personality trait (the model of Costa and McCrae) and each of the vocational/occupational interests (Holland hexagonal model) and the conventional social, investigative, realistic, entrepreneurial and artistic interests.

3. METHODS

3.1. Participants

This study was conducted in July 2015 on a sample of 56 students in the final year from the Faculty of Dental Medicine, University "Ovidius" Constanta. Research data were collected by means of questionnaire. Assessments were made at Center of Counseling and Career Guidance within the Ovidius University of Constanta.

The sample was made up of people aged between 24 and 42 years, with a mean age of 26.5179, 35.7 % (20) were male and 64.3 % (36) female. The distribution of their counties of origin, reveals that 64.3 % (36) of them are from Constanța County, 5% (9) in Tulcea, 4% (7) of Ialomita county, 2% (4) of Galati and Cluj and the rest coming from other counties. This shows that the distribution of presents wide range of subjects areas of representativeness.

3.2. Instruments

Assessment tools used in the study are taken from the Platform of Psychological Evaluation Cognitrom Assessment System (CAS, Miclea et al., 2006): the personality traits as measured by the Five -Factor Personality Inventory (FFPI) and professional interests as measured by the Interests Assessment Questionnaire (CEI). This questionnaire evaluates the five super factors, extraversion, amability, conscientiousness, emotional stability and autonomy. These two instruments are adapted for the population of Romania. The present study is correlation.

3.3. Procedure

Questionnaire was individually applied to all selected students at Center of Counseling and Career Guidance within the Ovidius University of Constanta.

Student authorizations were previously requested and granted. Students were informed that responses would be anonymous, and they were not requested to write their names on the questionnaire. Once applied, the instrument was rated and data were entered in the computer.

Data were analysed with the help of SPSS v. 15 program, using Pearson correlation coefficient, that later conduct to results description and analysis.

Data from the students’ questionnaires were analysed using Statistical Package for Social Science (SPSS) software for MS Windows, version 15.0. The main analysis method used is descriptive statistics test which used to consider the mean level and standard deviation for the variables.

All students were assured that any information obtained through the study would remain confidential and that only overall data would be reported. Students were further assured that participation or nonparticipation in the study would have no impact on their grades and that nobody from the faculty stuff would not have access to any of the information they provided. Also students signed informed consent forms as part of their participation in the study.
4. FINDING AND DISCUSSION

After testing the study hypotheses using the Pearson correlation coefficient, there is a series of situations in which the null hypothesis is rejected. Correlations obtained after processing are shown in the following tables.

**. Correlation is significant at the 0.01 level (2-tailed).

Interpretation: The two variables are correlated (significant positive correlation), \( r = 0.784 \), \( p < 0.001 < \alpha = 0.05 \); coefficient of determination \( R^2 = 0.615 \).

Table 1. Pearson rank correlation coefficients between conscientiousness and investigative interests

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<tr>
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<th>conscientiousness</th>
<th>investigative interests</th>
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<tbody>
<tr>
<td>Pearson Correlation (r)</td>
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<td>.784**</td>
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<tr>
<td>Sig. (2-tailed) (p)</td>
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<td>N</td>
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**. Correlation is significant at the 0.01 level (2-tailed).

Interpretation: The two variables are correlated (significant positive correlation), \( r = 0.721 \), \( p < 0.001 < \alpha = 0.05 \); coefficient of determination \( R^2 = 0.520 \).

Table 2. Pearson rank correlation coefficients between conscientiousness and social interests

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<td>N</td>
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**. Correlation is significant at the 0.01 level (2-tailed).

Interpretation: The two variables are correlated (moderate positive correlation), \( r = 0.665 \), \( p < 0.001 < \alpha = 0.05 \); the coefficient of determination \( R^2 = 0.442 \).

Table 3. Pearson rank correlation coefficients between conscientiousness and entrepreneurial interests

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<th>conscientiousness</th>
<th>entrepreneurial interests</th>
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<tr>
<td>Pearson Correlation (r)</td>
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<td>Sig. (2-tailed) (p)</td>
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**. Correlation is significant at the 0.01 level (2-tailed).

Interpretation: The two variables are correlated (significant positive correlation), \( r = 0.795 \), \( p < 0.001 < \alpha = 0.05 \); the coefficient of determination \( R^2 = 0.632 \).

Table 4. Pearson rank correlation coefficients between conscientiousness and realistic interests

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<th>realistic interests</th>
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<tbody>
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**. Correlation is significant at the 0.01 level (2-tailed).

Interpretation: The two variables are correlated (significant positive correlation), \( r = 0.795 \), \( p < 0.001 < \alpha = 0.05 \); the coefficient of determination \( R^2 = 0.632 \).

The results obtained from this study showed that super factor consciousness has significant positive correlation with the investigative (\( r = 0.784 \), \( p < 0.001 < \alpha = 0.05 \), the coefficient of determination \( R^2 = 0.615 \)) , social (\( r = 0.721 \), \( p < 0.001 < \alpha = 0.05 \); coefficient of determination \( R^2 = 0.520 \)), realistic (\( r = 0.795 \), \( p < 0.001 < \alpha = 0.05 \); coefficient of determination \( R^2 = 0.632 \)) interests and moderate positive correlation with entrepreneurial interests (\( r = 0.665 \), \( p < 0.001 < \alpha = 0.05 \); coefficient of determination \( R^2 = 0.442 \)).

The results also pointed out that there were found statistically significant correlations between conscientiousness and conventional (\( r = 0.127 \), \( p = 0.350 > \alpha = 0.05 \)) and artistic (\( r = 0.168 \), \( p = 0.215 > \alpha = 0.05 \)) interests. Data interpretation when there were correlations between variables, as shown in personality theory (Holland & Rayman, 1986), the characteristics for individuals whom conscientious is significant and moderate positive correlation with:
• investigative interests are task oriented, are thinking about problems trying to understand and organize the world, prefer ambiguous tasks and activities interceptive, geared towards abstract. Their preference is channeled towards activities involving creative investigation of physical, biological and cultural phenomena.

• social interests choose teaching and therapeutic roles; preferring safe things, with verbal and interpersonal skills; they are socially oriented. Their professional preferences turn to activities involving information, training, development, care for others.

• realistic interests prefer activities that involve a good motor organization, prefers to solve concrete problems and not the abstract one. Their preferences are moving towards those activities that require systematic and orderly handling of objects, instruments.

• entrepreneurial interests preferred to use verbal skills in situations that provide sales, domination, leadership opportunities. Their professional preferences turn to those activities requiring others to achieve its organizational or financial goals.

5. CONCLUSION

The results of our study demonstrate that noncognitive predictors, such as personality, have a role to play in the dental profession. Personality variables predicted both academic performance and professional behavior in the dental clinic. Dental students’ personality profile somewhat resembled with the ideal profile of a dental practitioner.

Conscientiousness predicts job performance in almost every occupation (Barrick et al., 1991) and is associated with organizational skills (Costa & McCrae, 1992) that have been linked to success in dental school (Mace & Tira, 1999). Smithers et al. anticipated that Conscientiousness would also predict dental school and professional performance. In our study, however, conscientiousness was very good predictors of both academic and clinical performance.

These results confirm that all the Dental Medicine graduates meet the requirements relating to vocational interests described by the ideal profile of a dental practitioner, as it is defined by the platform Cognitrom Psychological Assessment Assessment System (CAS; Miclea et al., 2006) adapted population of Romania.

These initial results suggest that this study will be useful both for Center of Counseling and Career guidance from the University to establish a benchmark in terms of the relationship between personality and vocational interests of both current students and the future dental practitioner, as an indicator of profile of its graduates.

6. REFERENCES


Costa PT, McCrae RR. (1992). Revised NEO Personality Inventory (NEO-PI-R) and NEO Five-Factor Inventory (NEOFFI) professional manual. Odessa, FL: Psychological Assessment Resources Inc.


