



# Hemşirelik Bilimi Dergisi

Journal of Nursing Science

<http://dergipark.gov.tr/hbd>

e-ISSN:2636-8439

DOI: <https://doi.org/10.54189/hbd.1101124>

## Orijinal Araştırma

# Evaluation of Sense of Calling and Creative Personality Traits of Pediatric Nurses Pediatri Hemşirelerinin Meslek Aşkı ve Yaratıcı Kişilik Özelliklerinin Değerlendirilmesi

Bahar ÇOLAK <sup>a,\*</sup>, İlknur KAHRİMAN <sup>b</sup>

<sup>a</sup> Research Assistant, Karadeniz Technical University, Faculty of Health Sciences, Pediatric Nursing, TRABZON, TÜRKİYE

<sup>b</sup> Associate Professor, Karadeniz Technical University, Faculty of Health Sciences, Pediatric Nursing, TRABZON, TÜRKİYE

### ABSTRACT

**Background:** Pediatric nurses must have a sense of calling as they provide services to pediatric patients, a very sensitive population. Pediatric nurses are often required to use their creative personality traits when giving care and treatment to children, explaining any procedure, trying to divert attention, etc. The research was conducted in order to evaluate the sense of calling and creative personality traits of pediatric nurses.

**Methods:** This cross-sectional study conducted between January and May 2021. The sample of the study consisted of 96 pediatric nurses working in two separate training and research hospitals and a state hospital. "Information Form", "Calling and Vocation Questionnaire" and "Creative Personality Trait Scale" were used to collect data. Pearson correlation analysis and linear multiple regression analysis were performed in the study. "Independent Samples T-Test" was used for comparisons of two independent groups and "ANOVA" test was used for comparisons of three independent groups.

**Results:** A statistically significant, positive and strong relationship was determined between the presence of calling and the total creative personality trait ( $r=0.655$ ;  $p<0.001$ ), internal motivation ( $r=0.761$ ;  $p<0.001$ ), self-confidence sub-dimensions ( $r=0.679$ ;  $p<0.001$ ) and risk taking sub-dimension ( $r=0.595$ ;  $p<0.001$ ). The presence of calling and the search for calling of nurses explain 47% of their creative personality traits.

**Conclusion:** It was determined that the presence of calling is an important predictor of creative personality traits.

**Key words:** Child, Creative Personality, Nurse, Pediatrics, Sense of Calling

### ÖZET

**Giriş:** Pediatri hemşireleri, çok hassas bir popülasyon olan çocuk hastalara hizmet sundukları için meslek aşkı duygusuna sahip olmalıdırlar. Pediatri hemşirelerinin çocuklara bakım ve tedavi verirken, herhangi bir işlemi anlatırken, dikkati başka yöne çekmeye çalışırken vb. durumlarda yaratıcı kişilik özelliklerini kullanmaları gerekir. Bu doğrultuda araştırma, pediatri hemşirelerinin meslek aşkı ve yaratıcı kişilik özelliklerini değerlendirmek amacıyla yürütüldü.

**Yöntem:** Araştırma kesitsel tipte Ocak-Mayıs 2021 tarihleri arasında yapıldı. Araştırmanın örneklemini iki ayrı eğitim ve araştırma hastanesi ile bir devlet hastanesinde çalışan 96 pediatri hemşiresi oluşturdu. Veri toplamak için "Bilgi Formu", "Meslek Aşkı Ölçeği" ve "Yaratıcı Kişilik Özellikleri Ölçeği" kullanıldı. Araştırmada Pearson korelasyon analizi ve lineer çoklu regresyon analizi yapıldı. İki bağımsız grubun karşılaştırmalarında "Bağımsız Örneklem T-Testi" ve üç bağımsız grubun karşılaştırmalarında "ANOVA" testi kullanıldı.

**Bulgular:** Meslek aşkı varlığı ile toplam yaratıcı kişilik özelliği ( $r=0.655$ ;  $p<0.001$ ), içsel motivasyon ( $r=0.761$ ;  $p<0.001$ ), kendine güven ( $r=0.679$ ;  $p<0.001$ ) ve risk alma ( $r=0.595$ ;  $p<0.001$ ) alt boyutları arasında istatistiksel olarak anlamlı pozitif yönlü ve kuvvetli bir ilişki belirlendi. Hemşirelerin meslek aşkı varlığı ve meslek aşkı arayışı yaratıcı kişilik özelliklerinin %47'sini açıkladığı tespit edildi.

**Sonuç:** Çalışmamızda pediatri hemşirelerinin meslek aşkı varlığı ve yaratıcı kişilik özelliklerinin iyi durumda olduğu tespit edildi. Meslek aşkı varlığının yaratıcı kişilik özelliklerinin önemli bir yordayıcısı olduğu belirlendi.

**Anahtar sözcük:** Çocuk, Yaratıcı Kişilik, Hemşire, Pediatri, Meslek Aşkı

\* Corresponding Author: Bahar ÇOLAK

Addresses: Karadeniz Technical University, Faculty of Health Sciences, Pediatric Nursing, Trabzon, TÜRKİYE

E-mail: [b.colak9367@gmail.com](mailto:b.colak9367@gmail.com)

Received Date: 11.04.2022

Accepted Date: 19.09.2022

## GİRİŞ

A significant majority of people's lives consist of the "jobs" they have. Each person considers their job from a different perspective. While some people do their work only for the purpose of earning money, others identify the work they do with their lives and themselves, see it as the reason for their existence and seek a search for a meaning in their work (Steger et al., 2012). Extrinsic motivators such as economic prospects and tangible rewards may be sufficient for some people. However, some people are committed to their work with a more profound perspective and bear a "job love" feeling towards their work. This concept is denominated "calling" or "sense of calling" in the literature (Erhan et al. 2019; Hagmaier & Abele, 2012). The concept of "sense of calling" has been frequently emphasized in the last decade and has taken part in the literature as a new concept. This concept brings a different perspective on how people perceive their work (Uzunbacak et al. 2019).

The concept of sense of calling is a phenomenon that has a positive influence on people's success in their profession, their professional identity and their adaptation to their profession. Sense of calling is a power that occurs internally in individuals, nourished with spirituality, supports people and engendered outside the person. Individuals bearing a sense of calling are people who want to realize themselves, get spiritual satisfaction from their work and wish to be beneficial to the society (Erhan et al. 2019; Uzunbacak et al. 2019; Dik & Duffy, 2009). In summary, sense of calling is the love that people bear for their work, aiming to serve humanity with all their self-sacrifice among their primary goals, as well as thinking about their financial gains in the work they are engaged with (Erhan et al. 2019).

It is stated that when individuals have a sense of calling, their job satisfaction increases (Kasap & Büyüksalvarcı, 2021; Duffy et al., 2017), their motivation and individual performance increase, their job attitudes are positively affected, they feel powerful, they do useful things for both the individual(s) and the society. It is also emphasized that they experience situations such as burnout and unhappiness less frequently. As in every profession, the

concept of sense of calling is of great importance for nursing, which is quite a difficult and demanding profession. Having a sense of calling especially on part of pediatric nurses working with a sensitive population such as children, will increase their commitment to their profession, enable them to cope better with adverse conditions and increase their professional quality. The fact that nursing is a profession based on spirituality shows how an important role the sense of feeling plays in this profession.

The concept of creativity, on the other hand, is defined as the tendency to create something and the ability "to think rationally", which is recognized as an inherent part of each person. Creativity is the new thoughts and skills that a person reveals as a result of discovery, apart from traditional thoughts and practices (Denat & Memiş, 2006). Creativity is inherent in the nursing profession. Nursing is an important profession in which appropriate interventions are made by integrating science and art, services are provided to people, problems are experienced frequently, numerous threats are available and innovations are needed. Creativity ensures that the knowledge obtained with science in the nursing profession can be combined with art. It is necessary for nurses to make rational decisions regarding the problems encountered and new situations that arise, to act flexibly, to think critically, to cope with problems by finding fast and appropriate solutions and to adapt. Therefore, there is a need for creative people grounded on love for humanity in this profession. It is of utmost importance to have creative traits due to the nature of professionalism in nursing (Tiryaki-Şen et al., 2013). As a matter of fact, the Classification of Nursing Interventions (NIC) includes creative initiatives such as art and music therapies and animal-assisted therapies (Çam et al., 2014).

As creativity is important in all nursing branches, it is especially important for pediatric nurses working with a sensitive population. Because children have different developmental characteristics than adults and it is absolutely necessary to use the artistic aspect of nursing. Therefore, it is essential for nurses to have creative personality traits in order to achieve these artistic initiatives. The use of creativity and art in pediatric nursing contributes to child health in a positive

manner (Teksöz & Ocakçı, 2014). In a study which is previously conducted, creative initiatives such as using the colors when designing pediatric outpatient clinics according to the children's choices and drawing animal and cartoon characters on the walls are suggested (Yıldırım & Muslu, 2006). In this direction, it is necessary to include creative and artistic practices in order for the nurses working in this field to meet the needs of the child, while having fun at the same time, and the use of creativity should be widespread. It is also stated that individuals who use creativity in their work get more satisfaction from their work and cope with problems more easily (Çam et al. 2014).

In light of all this information, the aim of this study is to evaluate the sense of calling and creative personality traits of pediatric nurses. Moreover, it examines the impact of nurses' sense of calling on their creative personality traits and the relationship between sense of calling and creative personality traits. When we review the literature, the fact that there are no studies available that have evaluated the concept of sense of calling and creative personality traits, the impacts of these concepts on each other and the relationship between them constitutes the genuineness of the research. The evaluation of sense of calling and creative personality traits, which are essential concepts for pediatric nursing, reveals the importance of the research.

## METHOD

### Research Type

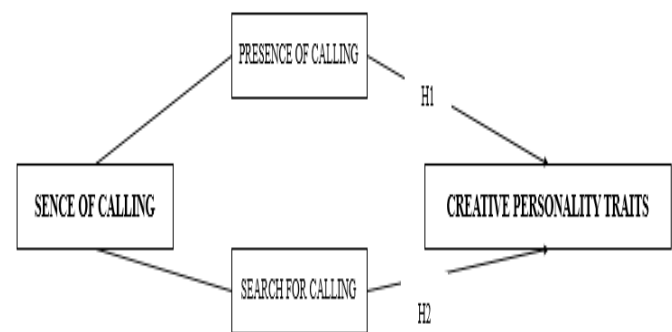
The research was conducted cross-sectional type between January and May 2021 in order to evaluate the sense of calling and creative personality traits of pediatric nurses.

### Research Population and Sample

The study population of the research consisted of 120 pediatric nurses working in two separate training and research hospitals and a state hospital in Trabzon. The sample of the study included 96 nurses who voluntarily agreed to participate in the study and worked as pediatric nurses for at least 1 year. In this direction, 80% of the study population has been reached. The power of the sample was calculated using the G-Power 3.1.9.4 program. Accordingly, as a result of post-hoc

correlation power analysis, the power of the sample was calculated as 0.86, with an  $\alpha=0.05$  and effect size= 0.28.

**Hypotheses of the Study:** In the study, two hypotheses were formed regarding the effects of the presence of calling and the sub-dimensions of search for calling on creative personality traits, and a research model was accordingly established (Figure 1).



**Figure 1. Research model**

**H<sub>1</sub>:** The presence of calling of nurses has a positive impact on their creative personality traits.

**H<sub>2</sub>:** The nurses' search for calling has a positive impact on their creative personality traits.

**Data collection:** In the research, the online survey method created in google form was used as the data collection method. Surveys were distributed to two separate training and research hospitals and a state hospital and collected during a 3-month period (February through April) with the assistance of head nurse of on data collection. After obtaining permissions for the study, the head nurses of all three hospitals were interviewed. The head nurses shared the questionnaire with the whatsapp groups of pediatric nurses. In addition to this, they were asked to make a reminder for the questionnaire in the clinics they went to visit by interviewing the supervisor nurses. In addition, hospitals were visited once a week by a researcher to check whether the nurses received the questionnaire and were reminded to complete the questionnaire. Data were collected with "Information Form", "Calling and Vocation Questionnaire" and "Creative Personality Trait Scale". The average time to fill out the questionnaire was between 6-10 minutes.

*“Descriptive Information Form”*: The descriptive information form created by the researchers consisted of nine questions regarding age, gender, marital status, educational background, clinic worked in, working hours/work shift as a pediatric nurse, state of choosing the profession with pleasure, state of being satisfied with working conditions and enjoying to work with children.

*“Calling and Vocation Questionnaire (CVQ)”*: The "Calling and Vocation Questionnaire" (CVQ) was developed by Dik et al. (2012) and its Turkish validity and reliability study was completed by Erhan et al. (2019) Which was used to measure the sense of calling of pediatric nurses. The scale consists of 21 items and it is a 4-point Likert scale and is scored as 1: absolutely not true, 2: partially true, 3: mostly true, 4: absolutely true. Moreover, the scale has two sub-dimensions, namely “the presence of calling” and “the search for calling”. While the presence of calling indicates those who believe that they have chosen the right profession and those who are passionate about their profession; those who bear the search for calling are still on a quest and have not yet determined the sense of calling. The mean score of the scale ranges from 1 to 4, and the increase in the mean score obtained from each dimension of the scale indicates that the level of sense of calling also increases. According to the original scale, the Cronbach's alpha coefficient for the presence of calling is 0.89, and the Cronbach's alpha coefficient for the search for calling is 0.87 (Dik et al., 2019). In our study, Cronbach's Alpha coefficient was found to be 0.87 for both sub-dimensions of the scale.

*“Creative Personality Traits Scale” (CPTS)*: The scale was developed by Şahin and Danişman (2017). The scale is divided into 4 sub-dimensions as task orientation (5 items), internal motivation (5 items), self-confidence (3 items) and risk taking (4 items) and consists of a total of 17 items. The scale is a 5-point Likert type and is scored as 1: Strongly Disagree, 2- Disagree, 3- Undecided, 4- Agree, and 5- Strongly Agree. As the score obtained from the scale increases, it means that the creative personality trait increases. The Cronbach's alpha value of the original scale was 0.67 (Şahin & Danişman, 2017). In our study, Cronbach's Alpha of the scale was found to be 0.76.

**Ethical approval:** In order to carry out the research, from Karadeniz Technical University Faculty of Medicine Scientific Research Ethics Committee approval dated 10.02.2021 and protocol number 2020/215 was obtained from the relevant ethics committee. Institutional permissions dated 25.12.2020 and numbered E-55568733-604.01.02, 63582098,-299-E70, E-23618724-771 were obtained from the institutions where the research was conducted. Voluntary consent of the participants was added to the beginning of the online questionnaire created for the data collection tool. First of all, an explanation text about the study was added to the beginning of the questionnaire and the participants were asked to mark whether they participated in the study voluntarily or not.

**Data analysis:** In our study, where skewness/kurtosis values between +1/-1 were accepted as normal distribution in the evaluation of the data, the data demonstrated normal distribution. Pearson correlation analysis and linear multiple regression analysis were performed in the study. “Independent Samples T-Test” was used for comparisons of two independent groups and “ANOVA” test was used for comparisons of three independent groups. Bonferroni test was performed for pairwise group comparisons after Anova. The criterion of  $p < 0.05$  was taken into account to determine the significant difference. The effect size were calculated by Partial Eta Squared on SPSS and they were defined as small ( $\eta^2 < 0.06$ ), medium ( $\eta^2 = 0.06-0.14$ ) and large ( $\eta^2 > 0.14$ ) (Pallant, 2017). Furthermore, descriptive statistics such as percentage, frequency, mean and standard deviation were also included.

## RESULTS

According to Table 1, 94.8% of the pediatric nurses participating in the study were women, 65.6% were married, 83.3% had a bachelor's degree, 61.4% were within the age range 25-35 and 4.2% were 46 years old and above. 37.5% of the nurses work in neonatal intensive care unit, 13.5% of the nurses work in the pediatric service (general), 9.4% of the nurses work in infant service, 8.3% of the nurses work in pediatric infection service, 8.3% of the nurses work in the pediatric intensive care unit, 6.3% of the nurses work in hematology-oncology service, 6.3% of the nurses work in pediatric surgery service, 5.2% of the nurses work in

adolescent service and 5.2% work in pediatric emergency service. 40.6% of pediatric nurses have been working as pediatric nurses for 6-10 years, 52.1% chose the profession partly voluntarily, and 89.6% stated that they love children.

**Table 1. Distribution of the socio-demographic characteristics of pediatric nurses**

Characteristics	n	%
<b>Gender</b>		
Women	91	94.8
Men	5	5.2
<b>Marital status</b>		
Married	63	65.6
Single	33	34.4
<b>Educational Status</b>		
Bachelor's degree	80	83.3
Master's or doctorate	16	16.7
<b>Age Group</b>		
25-35	59	61.4
36-45	33	34.4
46 and over	4	4.2
<b>Pediatric service where nurses work</b>		
Neonatal intensive care unit	36	37.5
Pediatric service (general)	13	13.5
Infant service	9	9.4
Pediatric infection service	8	8.3
Pediatric intensive care unit	8	8.3
Hematology-oncology service	6	6.3
Pediatric surgery service	6	6.3
Adolescent service	5	5.2
Pediatric emergency service	5	5.2
<b>Working time as a pediatric nurse (year)</b>		
1-5	21	21.9
6-10	39	40.6
11-20	32	33.3
21-26	4	4.2
<b>Status of Willingly Selecting the Profession</b>		
Yes	35	36.5
Partially	50	52.1
<b>Satisfaction with working conditions</b>		
Yes	-	-
Partially	69	71.9
No	27	28.1
<b>The state of loving children</b>		
Yes	86	89.6
Partially	10	10.4
<b>Total</b>	<b>96</b>	<b>100.0</b>

According to Table 2, the mean score of the presence of calling of pediatric nurses is  $2.71 \pm 0.63$ , the mean score of search for calling is  $2.45 \pm 0.74$ , the mean score of creative personality trait is  $3.88 \pm 0.56$ , the mean score of task orientation sub-dimension  $4.03 \pm 0.70$ , the mean score of

internal motivation sub-dimension is  $3.79 \pm 1.05$ , the mean score of the self-confidence subscale is  $3.66 \pm 1.21$ , and the mean score of the risk-taking subscale was  $3.44 \pm 1.04$ .

**Table 2. Distribution of the mean and standard deviation values for the presence of calling, search for calling, CPTS and sub-dimensions of pediatric nurses.**

	Mean	Sd.
Presence of calling	2.71	0.63
Search for calling	2.45	0.74
CPTS	3.88	0.56
Task oriented	4.03	0.70
Internal motivation	3.79	1.05
Self-confidence	3.66	1.21
Risk-taking.	3.44	1.04

CPTS: Creative Personality Traits Scale

According to Table 3, a statistically significant, positive and strong relationship was determined between the presence of calling of pediatric nurses and their creative personality traits ( $r=0.655$ ;  $p<0.001$ ). There was no statistically significant relationship between nurses' presence of calling and task orientation sub-dimension ( $r=0.016$ ;  $p=0.874$ ). A statistically significant positive and strong correlation was determined between nurses' presence of calling and internal motivation sub-dimension ( $r=0.761$ ;  $p<0.001$ ).

A statistically significant positive and strong correlation was determined between nurses' presence of calling and self-confidence sub-dimension ( $r=0.679$ ;  $p<0.001$ ). A statistically significant positive and moderate correlation was determined between nurses' presence of calling and risk taking sub-dimension ( $r=0.595$ ;  $p<0.001$ ).

According to Table 3, a statistically significant positive and moderate correlation was determined between nurses' search for calling and creative personality traits ( $r=0.500$ ;  $p<0.001$ ). No statistically significant relationship was determined between nurses' search for calling and task orientation sub-dimension ( $r=-0.160$ ;  $p=0.120$ ). A statistically significant positive and moderate correlation was determined between nurses' search for calling and internal motivation sub-dimension ( $r=0.457$ ;  $p<0.001$ ). A statistically significant positive moderate correlation was determined between nurses' search for calling and self-confidence sub-dimension ( $r=0.361$ ;  $p<0.001$ ). A statistically significant positive and moderate correlation was determined between nurses' search



for calling and the risk-taking sub-dimension ( $r=0.363$ ;  $p<0.001$ ).

According to the Bonferroni test results performed after ANOVA, it was determined that the significant differences in

**Table 3. Relationship between the presence of calling and search for calling of pediatric nurses and the creative personality traits scale and its sub-dimensions**

		Task oriented	Internal motivation	Self-confidence	Risk-taking	CPTS Total Score
Presence of Calling	r	0.016	0.761	0.679	0.595	0.655
	P	0.874	<0.001	<0.001	<0.001	<0.001
Search for Calling	r	-0.160	0.457	0.361	0.363	0.500
	P	0.120	<0.001	<0.001	<0.001	<0.001

According to Table 4, when the significance level corresponding to the F value is considered, it is seen that the model established is statistically significant ( $F=43.14$ ;  $p=0.000$ ). The presence of calling and the search for calling of nurses explain 47% of their creative personality traits.

both sub-dimensions resulted between the 6-10 years and 11-20 years groups. The score of the nurses working in pediatric clinics for between 6-10 years was determined higher than the nurses working for between 11-20 years (Table 5). While a significant difference was determined between the mean scores

**Table 4. The effect of the presence of calling and the search for calling of pediatric nurses incidental to their creative personality traits**

*Dependent Variable	**Independent variables	$\beta$	Standard error	Beta	t	p	VIF	F	Model (p)	R2	Durbin Watson
CPTS	Constant	2.09	0.19	-	10.61	0.000	-	43.14	0.000	0.47	1.73
	Presence of Calling	0.48	0.07	0.53	6.44	0.00	1.25				
	Search for calling	0.19	0.06	0.25	3.06	0.00	1.25				

\*Dependent variable: CPTS; \*\* Independent variables: Presence of Calling, Search for Calling

According to Table 5, a statistically significant difference with a large effect was determined between the mean scores of the presence of calling ( $t=-5.272$ ;  $p<0.001$ ;  $\eta^2=0.22$ ), internal motivation ( $t=-4.426$ ;  $p<0.001$ ;  $\eta^2=0.17$ ) and total creativity of pediatric nurses according to their educational status ( $t=-4.059$ ;  $p<0.001$ ;  $\eta^2=0.14$ ) however a statistically significant difference with medium effect was found between self-confidence ( $t=-3.101$ ;  $p=0.003$ ;  $\eta^2=0.09$ ) and risk taking mean scores ( $t=-2.834$ ;  $p=0.006$ ;  $\eta^2=0.07$ ). In all groups, the mean scores of the nurses with a Master's or doctorate were higher than those of the nurses with a Bachelor's degree (Table 5). A statistically significant difference was determined between the mean score of task orientation according to the state of loving children ( $t=6.088$ ;  $p=0.003$ ;  $\eta^2=0.28$ ); a significant difference with a small effect was determined between the mean self-confidence score ( $t=3.629$ ;  $p=0.030$ ;  $\eta^2=0.12$ ). It was determined that nurses who loving children have high scores in both sub-dimensions. There was a significant difference between the mean score of internal motivation ( $F=4.357$ ;  $p=0.006$ ;  $\eta^2=0.37$ ) according to working time as a pediatric nurse, with a large effect.

of the presence of calling ( $F=11.771$ ;  $p=0.002$ ;  $\eta^2=0.20$ ) and self-confidence ( $F=19.887$ ;  $p<0.001$ ;  $\eta^2=0.29$ ) according to the nurses' willingness to choose the profession, risk taking ( $F=5.215$ ;  $p=0.007$ ;  $\eta^2=0.10$ ) mean scores were found to be significantly different with a moderate effect. According to the results of the Bonferroni test performed after ANOVA, it was determined that the significant differences were caused by those who chose their profession fondly and nurses who did not choose their profession fondly. The scores of the nurses who chose their professions fondly were determined to be higher (Table 5). According to our study, no statistically significant difference was determined between the presence of calling, the search for calling, the creative personality trait scale and sub-dimensions of pediatric nurses according to gender, Marital status, age range, satisfaction with conditions and the clinic they worked in ( $p>0.05$ ).

**Table 5. Comparison of the presence of calling, the search for calling, the CPTS and sub-dimension scores of pediatric nurses according to their sociodemographic characteristics**

Characteristics	Presence of Calling Mean±Sd	Search for Calling Mean±Sd	Task oriented Mean±Sd	Internal motivation Mean±Sd	Self-confidence Mean±Sd	Risk- taking Mean±Sd	CPTS Mean±Sd
<b>Gender</b>							
Women	2.73±0.63	2.43±0.76	4.04±0.71	3.8±1.06	3.71±1.19	3.46±1.05	3.90±.56
Men	2.45±0.44	2.8±0.42	3.80±0.83	3.3±0.75	2.73±1.23	2.95±.75	3.5±.39
t; p	0.956; 0.241	-1.050; 0.121	0.765; 0.548	0.950; 0.251	1.784; 0.078	1.076; 0.208	1.462; 0.147
<b>Marital status</b>							
Married	2.77±0.60	2.53±0.74	3.99±0.73	3.93±1.05	3.78±1.18	3.53±1.03	3.91±0.55
Single	2.60±0.66	2.31±0.74	4.12±0.64	3.54±1.02	3.43±1.25	3.26±1.06	3.84±0.58
t; p	1.282; 0.203	1.379; 0.172	-0.861; 0.391	1.710; 0.088	1.384; 0.179	1.187; 0.244	0.574; 0.567
<b>Educational Status</b>							
Bachelor's degree	2.58±0.57	2.40±0.72	3.99±0.70	3.60±1.04	3.50±1.23	3.30±1.04	3.79±0.55
Master's or doctorate	3.38±0.43	2.73±0.81	4.26±0.67	4.77±0.31	4.48±0.67	4.09±0.83	4.37±0.30
t; p	-5.272; <0.001	-1.612; 0.102	-1.418; 0.156	-4.426; <0.001	-3.101; 0.003	-2.834; 0.006	-4.059; <0.001
η <sup>2</sup>	0.22	-	-	0.17	0.09	0.07	0.14
<b>Age Group</b>							
25-35	2.79±0.58	2.55±0.70	4.10±0.67	3.86±0.94	3.78±1.06	3.61±0.90	3.96±0.07
36-45	2.56±0.67	2.24±0.78	3.94±0.71	3.69±1.17	3.46±1.37	3.19±0.11	3.75±0.10
46 and over	2.79±0.78	2.70±0.87	3.80±1.09	3.65±1.76	3.50±1.91	1.20±0.21	3.88±0.32
F; p	1.425; 0.246	2.122; 0.126	0.747; 0.476	0.301; 0.740	0.782; 0.461	2.180; 0.119	1.532; 0.221
<b>Satisfaction with working conditions</b>							
Partially	2.77±0.64	2.48±0.76	4.04±0.64	3.82±1.05	3.77±1.14	3.46±1.08	3.86±0.57
No	2.56±0.56	2.37±0.72	4.00±0.85	3.73±1.08	3.40±1.36	3.37±0.96	3.95±0.53
t; p	2.291; 0.133	0.460; 0.499	0.059; 0.809	0.139; 0.710	1.804; 0.183	0.165; 0.685	0.484; 0.488
<b>The state of loving children</b>							
Yes	2.75±0.64	2.48±0.72	4.11±0.63	3.85±1.08	3.75±1.19	3.40±1.05	3.92±0.56
Partially	2.42±0.35	2.33±0.93	3.31±1.00	3.33±0.66	3.14±1.09	3.86±0.91	3.66±0.50
t; p	2.007; 0.140	1.607; 0.206	6.088; 0.003	1.467; 0.236	3.629; 0.030	0.995; 0.374	2.562; 0.083
η <sup>2</sup>	-	-	0.28	-	0.12	-	-

\*Bonferroni Test after ANOVA

**Table 5. Comparison of the presence of calling, the search for calling, the CPTS and sub-dimension scores of pediatric nurses according to their sociodemographic characteristics continue**

Characteristics	Presence of Calling Mean±Sd	Search for Calling Mean±Sd	Task oriented Mean±Sd	Internal motivation Mean±Sd	Self-confidence Mean±Sd	Risk-taking Mean±Sd	CPTS Mean±Sd
<b>Working time as a pediatric nurse (year)</b>							
1-5 <sup>1</sup>	2.87±0.68	2.67±0.58	3.93±0.73	3.86±0.88	3.84±1.10	3.54±1.08	3.86±0.48
6-10 <sup>2</sup>	2.83±0.62	2.55±0.72	4.11±0.60	4.16±0.88	3.97±0.91	3.71±0.88	4.08±0.54
11-20 <sup>3</sup>	2.47±0.55	2.23±0.75	4.03±0.81	3.30±1.21	3.19±1.49	2.96±1.11	3.69±0.57
21-26 <sup>4</sup>	2.70±0.51	2.12±1.33	3.75±0.68	3.75±0.86	3.50±1.00	3.93±0.65	3.66±0.63
F; p	2.645; 0.054	2.091; 0.101	0.535; 0.660	4.357; <b>0.006</b>	2.746; 0.057	3.749; 0.114	3.248; 0.125
η <sup>2</sup>	-	--	-	0.37	-	-	-
*				2>3 *p=0.003			
<b>Status of Willingly Selecting the Profession</b>							
Yes <sup>1</sup>	2.96±0.53	2.65±0.58	4.03±0.62	4.27±0.79	4.23±0.77	3.52±1.05	3.94±0.44
Partially <sup>2</sup>	2.70±0.62	2.43±0.81	4.03±0.74	3.76±0.96	3.63±1.10	3.58±0.97	3.89±0.59
No <sup>3</sup>	2.00±0.31	1.95±0.70	4.05±0.82	2.43±1.02	2.00±1.32	2.52±0.97	3.66±0.74
F; p	11.771; <b>0.002</b>	3.942; <b>0.123</b>	2.003; 0.991	16.95; 1.001	19.887; <b>&lt;0.001</b>	5.215; <b>0.007</b>	1.073; 0.346
η <sup>2</sup>	0.20	0.07	-	--	0.29	0.10	-
*	1>3 *p=0.002	1>3 *p=0.001			1>3 *p=0.001	1>3 *p=0.001	
<b>Pediatric service where nurses work</b>							
Infant service	2.77±1.01	2.45±0.75	3.60±0.55	3.42±1.43	3.11±1.76	3.50±1.34	3.94±0.90
Adolescent service	2.65±0.87	2.36±1.07	4.20±1.23	3.24±1.45	3.00±1.41	2.75±1.46	3.70±0.83
Pediatric surgery service	2.60±0.29	2.56±0.71	3.40±1.28	4.00±0.67	3.86±0.55	3.65±0.78	3.95±0.28
Hematology-oncology service	2.92±0.70	2.96±0.54	3.26±0.81	3.96±0.67	3.63±1.13	3.45±0.95	3.88±0.67
Pediatric infection service	2.93±0.69	2.20± 1.08	4.35±0.57	4.00±0.84	4.54±0.50	3.93±0.51	4.25±0.55
Pediatric surgery service	2.66±0.55	2.46±0.59	4.30±0.46	3.80±1.09	3.61±1.58	3.29±1.11	4.02±0.23
Neonatal intensive care unit	2.78±0.56	2.65±0.66	4.31±0.40	3.90±1.10	3.73±1.14	3.47±1.10	3.84±0.52
Pediatric intensive care unit	2.67±0.38	2.32±0.55	3.90±0.68	3.90±0.41	3.96±0.90	3.28±0.33	3.86±0.51
Pediatric service (general)	2.38±0.58	1.90±0.66	3.87±0.61	3.64±1.22	3.35±1.29	3.32±1.20	3.73±0.49
F; p	0.730; 0.661	1.865; 0.076	3.628; 0.101	0.457; 0.883	1.155; 0.335	0.568; 0.802	0.674; 0.713

\*Bonferroni Test after ANOVA



## DISCUSSION

In this study, the nurses' presence of calling and search for calling scores were at a good level. Moreover, the mean score for the presence of calling of nurses was higher than the mean corresponding to search for calling. These findings show that pediatric nurses provide service holding a significant sense of calling. According to the study conducted by Uzunbacak et al. (2019) with nurses, it was determined that the presence of calling has a positive and significant relationship with happiness and the meaning of work.

According to our study, it was determined that the creative personality traits of pediatric nurses were at a good level. The aim of pediatric nursing is to provide a holistic health service to the child and her/his family within the scope of family-centered care. While providing care to children, the pediatric nurse should know that the child has different physical, physiological and psychological characteristics compared with the adults, that the perception process is not yet fully developed, and that the perception of the disease and the reaction to the disease show individual differences according to age and developmental characteristics. As a response to all these factors, the nurse should include creative activities (such as play, painting, music, song, dance) while creating the care plan. When explaining an action to children, providing care, etc. in such cases, it is important for the nurse to use her/his creative personality to act considering the level that the child can understand. Meeting the child's need for play, performing the operations with play or post-procedure play activities allow the child's trauma to be resolved. Therefore, pediatric nurses are expected to make initiatives with a creative personality trait.

In our study, a statistically significant positive and strong relationship was determined between the presence of calling of pediatric nurses and the total creative personality trait, internal motivation, self-confidence and risk taking sub-dimension, while there was a statistically significant positive relationship and a moderate correlation was determined between the presence of calling and the creative personality trait risk-taking sub-dimension. There was no statistically significant relationship between nurses' presence of calling and

task orientation sub-dimension. A statistically significant positive and moderate correlation was determined between nurses' search for calling and creative personality traits, internal motivation, self-confidence and risk taking sub-dimensions. No statistically significant relationship was determined between nurses' search for calling and task orientation sub-dimension. In line with these findings, it is seen that the presence of calling of pediatric nurses is in a stronger relationship with creative personality traits than the search for calling. A nurse who has the presence of calling uses creative personality traits more intensely in her/his profession. Creative personality traits include a higher level of internal motivation, more profound self-confidence, and bolder risk-taking. Therefore, it is thought that a pediatric nurse, who acts with a sense of calling will act equipped with more creative personality traits while providing health services to children, since she/he is deeply committed to her/his profession.

According to the findings of our research, The presence of calling and the search for calling positively and significantly affect the creative personality trait. Of these two variables, the presence of calling has a greater effect. In line with these findings, it is seen that nurses' sense of calling is an important predictor of creative personality traits. It is seen that about half of the creative personality traits are influenced by the sense of calling. Pediatric nurses have a sense of calling, and their creative personality traits are positively affected. This situation suggests that individuals with a sense of calling have more creative personality traits because they care more about their profession, serve artistically and spiritually without expecting any reward and they are endowed with profound feelings.

In our study, according to the educational status of pediatric nurses; a statistically significant difference was found between the presence of calling, internal motivation, total creativity, self-confidence and risk taking scores. In all groups, the scores of the nurses with a Master's or doctorate were higher than those of the nurses with a Bachelor's degree. This situation reveals the importance of education level in terms of both the presence of calling and creative personality traits.

According to our study, in which a statistically significant difference was determined in terms of internal

motivation between pediatric nurses who served for between 6-10 years and 11-20 years, according to the working hours/work shift as a pediatric nurse, the score of the nurses working in pediatric clinics for between 6-10 years was found to be higher than the nurses working for between 11-20 years. This finding suggests that as the duration of work in the profession increases, intrernal motivation, which is a sub-dimension of individual creativity, decreases. Our findings show that nurses who choose the profession fondly have a higher sense of calling, and that self-confidence and risk-taking, which are part of creative personality traits, increase. Therefore, it is thought that choosing the profession willingly is effective on the formation of the sense of calling and the development of creative personality in pediatric nurses.

### **Limitations**

The limitations of the study were that the study could only be carried out with voluntary participants and generalized only to the determined population.

### **CONCLUSION**

In our study, it was determined that the mean score of the presence of calling and the search for calling of pediatric nurses were at a good level. However, the mean score for the presence of calling of the nurses was found to be higher than the mean for search for calling. It was determined that the total score average of the creative personality traits, the task orientation, internal motivation, self-confidence and risk taking sub-dimension score averages were also at a good level.

It was determined that there was a strong positive relationship between the mean score of the presence of calling of pediatric nurses and total creative personality trait, task orientation, internal motivation and self-confidence, and there was a moderately positive relationship between the mean score of risk taking. It was determined that there was a positive moderate relationship between the mean scores of search for calling and the mean scores of total creative personality traits, task orientation, internal motivation, self-confidence and risk taking. However, no relationship was found between the presence of calling and the search for calling sub-dimensions and the mean score of the goal orientation sub-dimension. It was determined that the presence of calling and the search for

calling were important predictors of creative personality traits. In particular, it was determined that the presence of calling effects the creative personality traits more.

According to our research, which shows that working with a sense of calling increases the creative personality, it is necessary to increase the level of sense of calling on part of nurses by taking the necessary initiatives by taking into account the variables that affect the sense of calling. In this respect, first of all, when determining the clinic where nurses will work, their interests, skills and knowledge in pediatric nursing should be taken into consideration. Nurses who want to work in the pediatric population should be given priority to work in pediatric clinics. It should be ensured that nurses who improve themselves after undergraduate studies and who have master's or doctorate degrees in pediatric nursing are assigned to pediatric clinics. Furthermore, encouraging a nurse working in the pediatric nursing clinic to do a master's degree or doctorate may contribute to the increase in the sense of calling of pediatric nurses. For future research, it may be recommended to carry out comprehensive interventional studies to increase the sense of calling of pediatric nurses.

### **REFERENCES**

1. Çam, O. & Öztürk-Turgut, E. Büyükbayram A. (2014). Resiliency and creativity in psychiatric and mental health nursing. *Journal of Psychiatric Nursing*, 5(3), 160-163.
2. Denat-Tulum, Y. & Memiş, S. (2006). Developing creativity in nursing education. *Ege Üniversitesi Hemşirelik Fakültesi Dergisi*, 22(1), 245-252.
3. Dik, B. J. & Duffy, R. D. (2009). Calling and vocation at work: definitions and prospects for research and practice. *The Counseling Psychologist*, 37(3), 424-450.
4. Dik, B. J., Eldridge, B. M., Steger, M. F., & Duffy, R. D. (2012). Development and validation of the Calling and Vocation Questionnaire (CVQ) and Brief Calling Scale (BCS) [Special Issue]. *Journal of Career Assessment*, 20(3), 242-263.
5. Duffy, R. D., England, J. W., Douglass, R. P., Autin, K. L., & Allan, B. A. (2017). Perceiving a calling and well-being: motivation and access to opportunity as moderators. *Journal of Vocational Behavior* 98 (February), 127-137.
6. Erhan, T., Akcakanat, T., Uzunbacak, H. H. & Yıldırım, A. (2019). The study of validity and reliability of calling scale in Turkish. *International Journal Of Economics And Administrative Sciences*, 5(1), 171- 188.
7. Hagmaier, T., & Abele, A. E. (2012). The multidimensionality of calling: conceptualization, measurement and a bicultural Perspective. *Journal of Vocational Behavior*, 81(1), 39-51.
8. Kasap, M. & Büyükaşalvarcı, A. (2021). Evaluation of calling and job satisfaction of hotel employees. *International Social Sciences Studies Journal* 7(77), 459-468.

9. Lee, A., Chen, I. & Chang, P. (2018). Sense of calling in the workplace: The moderating effect of supportive organizational climate in Taiwanese organizations. *Journal of Management & Organization*, 24(1), 129-144.
10. Pallant, J. (2017). *SPSS User manual Step by step data analysis with SPSS*. (translate: Sibel Balcı and Berat Ahi). Anı publishing, 2nd Edition, Ankara.
11. Steger, M. F., Dık, B. J. & Duffy, R. D. (2012). Measuring meaningful work: the work and meaning inventory. *Journal of Career Assessment*, 20(3): 322- 337.
12. Şahin, F. & Danışman, Ş. (2017). Yaratıcı kişilik özellikleri ölçeği: güvenilirlik ve geçerlik çalışması. *Karabük Üniversitesi Sosyal Bilimler Enstitüsü Dergisi*, 7(2), 747-760.
13. Teksöz, E. & Ocağcı, AF. (2014). The Practice of art in pediatric nursing. *Dokuz Eylül Üniversitesi Hemşirelik Fakültesi Elektronik Dergisi*, 7(2), 119-123.
14. Tiryaki-Şen, H., Taşkın-Yılmaz, F. & Pashı-Gürdoğan, E. (2013). Creativity in nursing. *Akademik Bakış Dergisi*, 38, 1-8.
15. Uzunbacak, H. H., Akcakanat, T. & Erhan, T. (2019). The relationship between calling and happiness: the role of work meaning. *Eurasia International Research Journal*, 7(19), 294 – 317.
16. Yıldırım, K. & Muslu, M. (2006). Poliklinik bekleme alanlarında çevresel faktörlerin kullanıcıların fonksiyonel ve algı-davranışsal performansına etkisi: Gazi Hastanesi Çocuk Polikliniği. *Politeknik Dergisi*, 9(1), 39-52.