

# Review of: "Temperament, Character and Organisational Well-being among Obstetrics and Gynaecology Personnel"

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**Potential competing interests:** No potential competing interests to declare.

The article titled "Temperament, Character and Organisational Well-being among Obstetrics and Gynaecology Personnel" provides a comprehensive overview of the complex relationships among temperament, character, and organizational well-being, particularly in the context of healthcare personnel. It attempts to probe the correlation between temperament dimensions of healthcare professionals and the perceived dimensions of organisational well-being.

The introduction successfully lays down the foundations of the research, addressing crucial concepts like organisational well-being, temperament and character, and their relevance in a healthcare setting. The World Health Organisation's holistic definition of health and its association with organisational health is aptly mentioned (WHO, 1948). Furthermore, the detailed enumeration of aspects related to organizational well-being, such as satisfaction, commitment, and self-efficacy, is impressive and demonstrates a comprehensive understanding of the subject (De Simone, 2014; Wall et al., 2021).

However, there are a few areas that can be refined or expanded to improve the overall quality of the paper.

1. **Explanation of Terms:** There's a need to elaborate more on the explanation of the key terms. For instance, while you mentioned the biosocial theory of Robert C. Cloninger, more information on its applicability to your research would be helpful.
2. **Citations:** Some of the citations are a bit old, like the one from the WHO from 1948. Given that this is a rapidly evolving field, try to include more recent references wherever possible.
3. **Focus on the Obstetrics and Gynaecology Personnel** Despite the focus of the paper being on obstetrics and gynaecology personnel, you provided less specific details or context on this group. Try to integrate them more explicitly into your write-up early on, to maintain your reader's focus.
4. **Transitions:** Some of the transitions between topics and paragraphs are a bit abrupt. You might need to improve the flow of the paper to maintain cohesion.
5. **Objective of the Study:** You should consider moving the "Objective of the study" towards the beginning of the paper. The objective should ideally be one of the first things you communicate in your introduction.

Your methodology section is concise and straightforward, but there are a few areas that need addressing:

1. **Sample Size:** Your sample size is quite small at 38 subjects, which might not provide a representative view of the Obstetrics and Gynaecology Units. Given the small sample size, the statistical power of the study is likely low. You should consider increasing the sample size or address this as a limitation in your study.

2. **Gender Imbalance:** Your sample has a large gender imbalance with 89.5% of your participants being women. If your objective is to generalise your results across the whole field, it would be beneficial to ensure a more balanced gender representation. However, if the gender distribution accurately reflects the gender balance in your population of interest (Obstetrics and Gynaecology Units), then this point can be disregarded.
3. **More detail on Participants:** More specific information on the subjects would be beneficial. For example, what specific roles do these participants perform? Are they all doctors or does the sample include nurses, technicians, or other medical staff?
4. **Timing:** The timing of the questionnaires might have implications on your results. If they were taken during a particularly busy or stressful time, this could bias the responses. Providing more context about why this particular period was chosen would be beneficial.
5. **Instrument Clarification:** While you've mentioned that the Temperament and Character Inventory (TCI) comes in a comprehensive version and a reduced version, it's unclear which version you used in the study. You should clearly specify this.
6. **Ethical Approval:** You have mentioned obtaining participant consent, which is great. However, it would be worth mentioning if you sought and received ethical approval from a relevant committee or board for this study.
7. **Analysis Plan:** Your methods section lacks detail on how you analysed the collected data. Including your statistical plan, such as which tests were used to assess the data and how the relationships between variables were examined, would strengthen this section.
8. **The CIVIT Organisational Well-being Questionnaire:** You need to explain why you chose to use this questionnaire. Is it validated and reliable for measuring organisational well-being among healthcare professionals? Further, the questionnaire seems complex with many sections - summarising the core themes or items assessed in each section would make it clearer.

Your Descriptive Results section is generally well-written with clear details about the statistical analysis and the findings from both the Temperament and Character Inventory and the Organisational Well-being assessment. Here are some areas for improvement and clarification:

1. **Clarification of Limitations:** You acknowledged the limitations due to the small sample size and outlined the impact it had on your analysis. It might be beneficial to provide a bit more detail about why certain analyses could not be performed due to the small sample size. Additionally, how will these limitations be addressed in future studies?
2. **Clarify Descriptive Statistics:** In your descriptive statistics, it's unclear how you derived the percentages from the raw scores in the TCI assessment. Providing a brief description of how these scores were calculated would be helpful for the reader to interpret the results.
3. **Clearer Interpretation of Results:** It is important to guide the reader through your results rather than just presenting the data. For instance, while presenting the descriptive statistics for TCI, you mentioned there was greatest differentiation in the scales relating to Character, but you did not discuss what this means or how it is significant to your study.
4. **Conclusion:** A brief summary of key findings at the end of the Results section could help the reader understand the main outcomes of the study.

This inferential statistics write-up provides a thorough examination of the relationship between temperament, character, and organisational well-being among obstetrics and gynaecology personnel. It successfully applies quantitative methods (Pearson's correlation) and qualitatively interprets the findings, offering insightful interpretations. However, there are a few areas that could benefit from improvement.

1. **Clarification of Concepts:** This write-up seems to assume that the reader is familiar with Cloninger's bio-psycho-social model of personality and the associated concepts. The introduction should provide clear definitions of these concepts for the benefit of readers who may not be familiar with them. You might want to include brief definitions of key terms, such as temperament, character, and organisational well-being, at the start of the paper.
2. **Presentation of Data:** The presentation of statistical data could be improved. While the table provided was useful, the text could be more streamlined and explicit in pointing out key correlations. Try to explain the meaning behind the numbers in an easily digestible manner. The correlations given in the table need to be explained more in detail, highlighting the most significant positive or negative correlations.
3. **Small Sample Size:** While you did mention the limitation of the small sample size, you could discuss this more comprehensively. Address how this may have affected your results and discuss the measures that could be taken to mitigate such issues in future research.
4. **Gender Imbalance:** The gender imbalance in your sample population is an important issue. It would be beneficial to consider the gender dynamics more extensively in your analysis and conclusion. How might the heavily female-dominated sample have influenced your results? In future studies, you might also aim for a more balanced gender ratio.
5. **Implications for Practice:** While the paper does a good job of discussing the implications of the findings, it could delve deeper into how these findings can be practically applied in obstetrics and gynaecology settings. Practical recommendations could be helpful for healthcare professionals or administrators who might read this paper.
6. **Future Research:** The write-up does well to acknowledge the need for future studies. However, it could benefit from proposing more specific avenues for future research, including different methodologies, other variables to consider, or other contexts to apply this research.

Overall, the research appears to be well-executed and provides an interesting perspective on the influence of temperament and character on organisational well-being among obstetrics and gynaecology personnel. By addressing the above suggestions, this study could provide a more comprehensive understanding of the subject matter.