

Traits or Training? The Effects of Traits and Training on Managerial Competency and Effectiveness of Medical Directors

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ABSTRACT In light of the lack of studies on the related field to the medical directors in Taiwan, this research tended to explore the effects of personality traits and managerial training on managerial competency and managerial effectiveness of medical directors. The data were collected from 604 valid respondents covering 16 hospitals in the Great Kaohsiung Area. Among these respondents, 69 were medical directors and 535 were their immediate subordinates. The data were statistically analyzed via factor analysis, reliability test, Pearson correlation, and hierarchical regression analysis. The results indicated (1) significant and positive correlations between internal locus of control and managerial competency, (2) positive correlations between internal locus of control and managerial training of medical directors, and (3) positive correlations between managerial competency and managerial effectiveness. Although managerial competency was found to have no significant effects on either resistance or compliance of the subordinates' attitudes, managerial competency was, however, significantly and positively related with the commitment of the subordinates. Such findings might imply that managerial competency strengthened the more active subordinate's attitudes, such as commitment.