

Assessment of Nurses' Perception about the Nursing Profession in Al-Jamhory Teaching Hospital

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ABSTRACT

Background and objectives: Nursing is a health care profession, which is focused on the care of individuals, families, and communities; so that they can attain, maintain, or recover optimum health. Nurses care for individuals of all ages and cultural who are healthy or ill in a holistic manner based on the individual's needs. The aim of the study was to assess the nurses' perception about the nursing profession in Al-Jamhory Teaching Hospital.

Material and methods: A cross-sectional is design has been adapted at Al-Jamhory teaching hospital in Mosul city for period from 10th November 2012 till 25th March, 2013, a simple random sample selecting of (180) nurse. The questionnaire validity was determined by presenting the items to a panel of experts' tutors of nursing college. The test and re-test approach used to determine the reliability of the questionnaire ($r = 0.80$), the statistical analysis organized by (SPSS, Version 16).

Results: the analysis of data revealed that (40%) of nurses' haven't good perception towards their profession, and (54%) of nurses are intended to leave the profession because low salary their percentage was (72%). The personal factors represented the highest percentage (32%) among the factors affecting nurses' perception for their profession. The study founded the significant relationship between perception nursing professions and intends to leave profession.

Conclusion: The present study shows some of the nurses in Al-Jamhory teaching hospital have a poor perception towards nursing profession, and the nurses had an intention to leave their profession because low salary.

Key Words: Assessment, Nurses' perception, Nursing Profession.

INTRODUCTION

Florence Nightingale defined nursing nearly 150 years ago as "the act of utilizing the environment of the patient to assist him in his recovery". Nurses were no longer untrained housekeepers but people educated in the care of the sick. Virginia Henderson was one of the first modern nurses to define nursing. She wrote, "The unique function of the nurse is to assist the individual, sick or well, in the performance of those activities contributing to health or its recovery (or to peaceful death) that would perform unaided if had the necessary strength, will, or knowledge, and to do this in such a way as to help gain independence as rapidly as possible (Kozier *et al.*, 2008). Whatever notion or idea best describes nursing and whatever set of activities it is defined, it is clear that there are different perceptions of nursing. Perception by itself is merely defined as an idea, belief, or an image have as a result of how see or understand something (Hornbey, 2000). Personal and professional experiences have revealed that there

are different angles in which people perceive nursing. Some assume nursing as if "it is a vocation and doesn't have its code of ethics" others consider it as "it is only for females" and most assume nursing as "it is only concerned with bed making". The question is how people really perceive nursing particularly the actual perception among professional nurses (Watson *et al.*, 2010). Throughout time, there have been many different perceptions of what it means to be a nurse. Some negative perceptions have been related to gender stereotyping, low academic standards, poor pay, and poor working conditions. Additionally, the media often portrays nurses as sex objects that are subservient to the doctors. Yet on the positive side, nursing has also been perceived as a caring and nurturing profession that requires a great deal of physical and emotional strength, patience, and knowledge (Brodie, *et al.*, 2004). To facilitate the inquiry how professional nurses perceive nursing it is necessary to review briefly the global image of nursing within the public

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and Nurse Professionals, reports of low morale, job dissatisfaction, burnout and intent to leave their current employs (Janiszewski, 2003). The present study aims to assess the nurses' perception towards the nursing profession in Al-Jamhory teaching hospital, and to identify the relationship between the nurses' perception and demographic data (age, sex, marital status, educational level, work place, tenure years, monthly income, intend to leave profession, and factors influence nurses' perception).

MATERIALS AND METHOD

A descriptive cross-sectional study was carried out during period from 10th November 2012 to 25th March, 2013 at Al-Jamhory teaching hospital in Mosul city. A simple random sample has been selected of (180) nurse participated from (360) nurse. Nurses' numbers taken according to statistic of hospital during year 2013 and the questionnaire constructed utilizing related literatures (Wondwossen, 2011). The questionnaire form has been designed in English and then translated into Arabic. It include three parts, part one : socio demographic data (age, sex, marital status, educational status,

working place, tenure years, and monthly income), part two: the reasons that compel nurses intend to leave nursing profession, and factors that influence nurses' perception of profession include the following factors (personal factors, occupational factors, external factors, and managerial factors), while part three: (20) questions about assessment of nurses' perception of nursing profession. The questionnaire validity was determined by presenting the items to a ten panel of experts of nursing college. The test and re-test approach used to determine reliability of the questionnaire and the interval between the two tests was a period of more than two weeks($r = 0.80$). Statistical Package for the Social Science (SPSS, Version 16) is used for data analysis. Each item has three options: not important= 1, little importance= 2, important= 3. The mean of items score was (≥ 2.50), and using the descriptive statistical data analysis that includes frequency, and percentage, and inferential statistical data analysis that include mean, standard deviation and Chi-Square.

RESULTS

Table (1): Frequency distribution of study subjects according to their Socio Demographic characteristics

Socio Demographic Characteristics		Frequency	Percentage
Age	≤ 21-30 years	86	48
	31-40 years	54	30
	41-50 years	22	12
	51& above years	18	10
Total		180	100
Sex	Male	110	61
	Female	70	39
Total		180	100
Marital Status	Single	72	40
	Married	108	60
Total		180	100
Educational level	Nursing School	32	18
	Vocational Preparatory Nursing School	94	52
	Nursing Diploma	22	12
	Nursing B.Sc	32	18
Total		180	100
Work place	Surgical Ward	67	37
	Emergency Department	16	9
	Surgical Theatre	18	10
	Ophthalmology and ENT Ward	29	16
	Chest Surgery	12	7
	Urinary Ward	18	10
	Orthopedic Ward	8	4
	Burns Unit	12	7
Total		180	100

Tenure years	0-5 years	100	56
	6-10 years	40	22
	11-15 years	15	8
	16-20 years	15	8
	21- years &above	10	6
Total		180	100
Monthly Income	250 _ less than 500	68	38
	500 _ less than 750	72	40
	750 _ less than million	21	12
	Million and more	19	11
Total		180	100

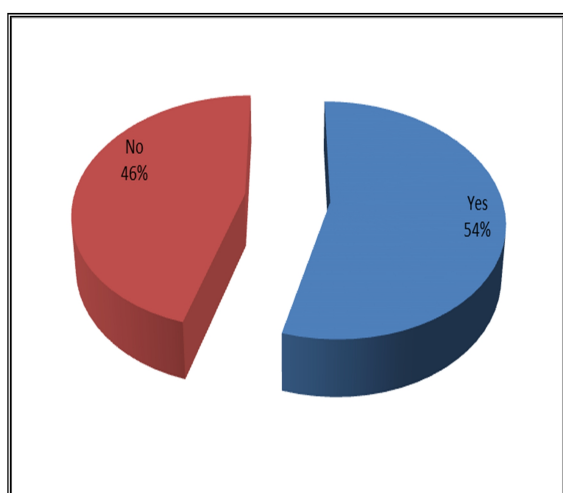


Figure (1) Distribution of nurses intended to leave nursing profession

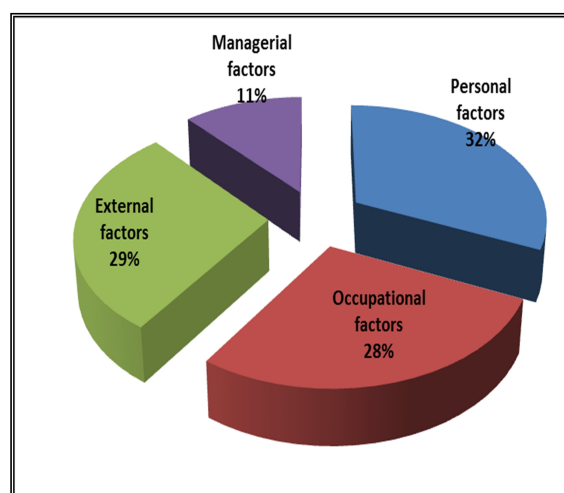


Figure (3) Classification of factors affecting nurses perception towards their profession

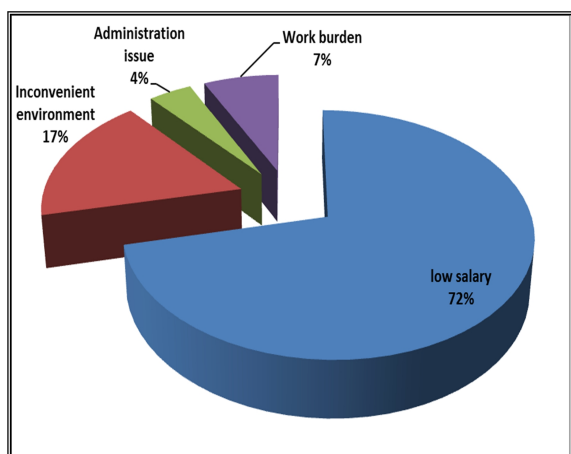


Figure (2) Distribution of nurses that have a reason to intend leaves nursing profession

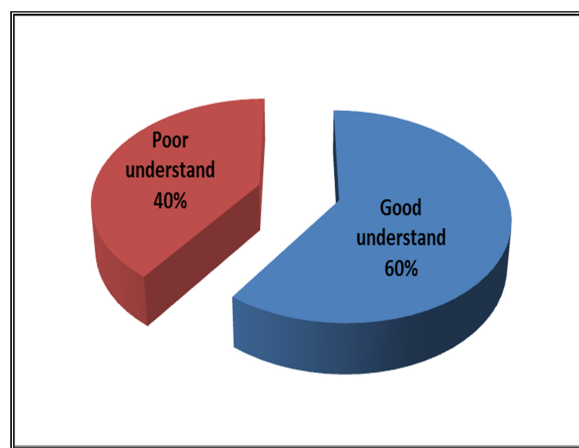


Figure (4) Classification of nurses' perception towards nursing profession

Table (2): distribution of the perception level about good and poor perception among nurses towards nursing profession

Statements	M	S.D	Perception level
1. Patient participation in nursing care.	2.72	0.53	Good
2. Give reassurance to the patient about the clinical procedures.	2.82	0.40	Good
3. Note the effects of drugs on the patient.	2.76	0.50	Good
4. Maintain contact and follow-up the patient after discharge from the hospital.	2.17	0.77	Poor
5. Stay in business after the end of working hours to complete the remaining duties.	2.28	0.72	Poor
6. Maintaining the confidentiality and privacy of patient information.	2.71	0.55	Good
7. Help the patient in daily activities (such as bathing)	2.34	0.69	Poor
8. Save the patient record and update the nursing care.	2.57	0.64	Good
9. Clarify any clinical procedure for the patient.	2.66	0.56	Good
10. Look is stylish while dealing with the patient.	2.68	0.55	Good
11. Trying to sit down with the patient and talk to him.	2.36	0.72	Poor
12. Presentation of the report on the status of the patient to the nurse's oldest.	2.46	0.71	Poor
13. Accompany the patient during laboratory procedures.	1.94	0.78	Poor
14. Be honest and frank with the patient.	2.63	0.62	Good
15. Listening to the patient.	2.64	0.62	Good
16. Discuss the case of a patient with a doctor.	2.62	0.64	Good
17. Involved in solving personal problems with patient.	2.15	0.77	Poor
18. Describe the health status of patient to family or relative.	2.64	0.62	Good
19. Measure the patient's vital signs.	2.63	0.63	Good
20. Give attention to the needs of the patient more than attention for personal needs.	2.44	0.63	Poor

Table (3): The association between various characteristics variables and frequency for nurses' level of good and poor perception towards nursing profession

Variables		Good perception	Poor perception	p. value
Age	21-30 years	50	36	*N.S 0.966
	31-40 years	30	24	
	41-50 years	12	10	
	51 & above years	11	7	
*D.F= 3 *Obs.=0.266 *Critical X²=7.82				
Sex	Male	60	43	N.S 0.747
	Female	43	34	
D.F= 1 Obs.=0.104 Critical X²=3.84				
Marital Status	Single	43	29	N.S 0.580
	Married	60	48	
D.F= 1 Obs.=0.306 Critical X²=3.84				
Educational level	Nursing School	17	15	N.S 0.369
	Vocational Preparatory Nursing School	55	39	
	Nursing Diploma	18	8	
	Nursing B.Sc	13	15	
D.F= 3 Obs.=3.148 Critical X²=7.82				
Work place	Surgical Ward	40	27	N.S 0.675
	Emergency Unit	9	7	
	Surgical Theatre	8	10	
	Ophthalmology and ENT Ward	16	13	
	Chest Surgery	5	7	
	Urinary Ward	13	5	
	Orthopedic Ward	4	4	
	Burns Unit	8	4	
D.F= 7 Obs.=4.873 Critical X²=14.07				

Tenure years	0-5 years	55	45	N.S 0.118
	6-10 years	23	17	
	11-15 years	13	2	
	16-20 years	6	9	
	21- years &above	6	4	
D.F= 4		Obs.=7.365	Critical X ² =9.49	
Monthly Income	250 _ less than 500	34	34	N.S 0.375
	500 _ less than 750	46	26	
	750 _ less than million	13	8	
	Million and more	10	9	
D.F= 3		Obs.=3.108	Critical X ² =7.82	
Intend to leave profession	Yes	47	56	*S 0.006
	No	51	26	
D.F=1		Obs.=7.541	Critical X ² =3.84	
Factors influence nurses' perception	Personal factors	33	24	N.S 0.817
	External factors	31	21	
	Occupational factors	29	21	
	Managerial factors	10	11	
D.F= 3		Obs.=0.936	Critical X ² =7.82	

D.F (Degrees of freedom), Obs. (Observable), X²(Chi-Squire), S (Significant), N.S (No significant)

DISCUSSION

In our study table (1) shows the highest percentage (48%) of the sample was from the age group (21-30) years, but low percentage (10%) in age group (51-above years). With regard to sex the highest percentage (61%) was male. As marital status, (60%) of the participant were married. The highest percentage of the educational level was (52%) who were the vocational preparatory nursing school graduates. The highest percentage of the participants (37%) was working in surgical ward, but the lowest percentage (4%) was working in orthopedic ward, also highest percentage (56%) of service tenure years between (0-5 years). In addition to this, the highest percentage of nurses' monthly income (40%) was between (500_ less than 750 thousand dinars). Wondwossen (2011) found in study that higher proportion of the nurses were in the age group which is (25%, n=64,) (7.4%, n=19,) and (3.5%, n=9) were in the age group (31-40), (41-50) and above 51 years of age, respectively. In respect to sex composition, majority of the nurses (67.6%, n=173) were females and the others (32.4%, n=83) were males. The marital status depicted that (56.7%, n=145,) were single and the remaining were married (43.4%, n=111). The educational level of the nurses revealed that 59% (n=151) were diploma holders and the others were Bachelor of Science degree holders (40.6%, n=104). In terms of professional work experience, about one third, (25.4%, n=65) of the participants had more than six years but less than eight years of work experience. The larger proportion of participants,

(24.2%, n=62) had less than one year of experience. Table (2) This table shows good perception of the nurses for all statements except poor perception about follow-up the patient after discharge from the hospital, stay in business after the end of working hours to complete the remaining duties, help the patient in daily activities, trying to sit down with the patient and talk with patient, Presentation of the report on the status of the patient to the nurse's oldest, accompany the patient during laboratory procedures, involved in solving personal problems with patient, and give attention to the needs of the patient more than attention for personal needs. Wang (2010, 96) in other study indicate the perceptions of nursing profession and learning experiences of male students in baccalaureate nursing program in Changsha, in China showed that the male nurse students mainly demonstrate negative experiences in nursing study, which arouses great concern to nursing educators for retaining them in nursing after graduation and also affects further recruitment of male students. It is important to have gender balance in the nursing team. Enrolling more male nurses will also partially resolve the nurse shortage. Greater efforts should be made to encourage more male students to enter nursing programs and to retain those males in nursing. Figures (1) in this study revealed that highest percentage were (54%, n= 98) for nurses intended to leave the nursing profession, but the lowest percentage was (46 %, n= 82) of the nurses' have intended to stay in nursing work. Figure (2) indicates that the (46%) percent haven't any reasons to leave profession. While (72 %) of the

nurses' have intend to leave nursing profession due to low salary, than the inconvenient environment (17%), work burden (7%), and administration issue (4) respectively. Wondwossen (2011, 23) mentioned the main cause to have an intention to leave their profession was inconvenient working environment, (35.9%, n=92) and the second leading cause was (28.1%, n=72) low salary. Table (3) shows a significant relationship between nurses perceptions and intended to leave nursing profession, while indicate no significant relationship between nurses perception and (age, sex, marital status, educational level, work place, tenure years, monthly income, and factors that influence nurses' perception) by using chi-square test. Figure (3) refers to factors affecting of nurses perception the highest percentage were (32%, n= 57) about reasons of nurses perception towards profession, while lowest percentage for Managerial factors (12%, n= 21) respectively. Khowaja *et. al*, (2011, 340) study indicate to a comparison of Guatemalan and USA nurses' attitudes towards nursing concealed that the most common problem identified was the nursing shortage. In line with the previous study, work burden was found to be one of the causes that made nurses have an intention to leave their profession. Official Journal of International Council of Nurses (2004, 94, 103) similarly through a study conducted in USA found that nurses shortage is creating a tendency to leave their hospital jobs. Pelletier, *et. al* (2005, 37, 43). Patidar *et. al*, (2011, 183-184) in the study shows male (70.0%) were significantly more interested in bedside nursing as compared to their female counterparts (44.3%) ($P=0.04$). While Gazza (2009, 210) in his study revealed male and female participants in Saudi had equal belief that salaries and financial benefits are influential in the recruitment and retention of nurses. They attached more value to their position within the nursing hierarchy and the corresponding financial benefits. This might be attributed to a perceived link between financial gains allocated to a particular occupation and its professional status. In present study figure (4) illustrates that good perception towards nursing profession were (60%), while the lowest percentage was (40 %) among nurses' poor perception towards nursing profession. Karaoz (2011, 83, 85) in his study findings obtained Turkey evidenced that the introduction to nursing course has positively affected the perception of nursing. The nurses' awareness of professional features of nursing, qualifications a nurse should possess and the roles and functions of a nurse were increased. When the expressions regarding professionalism included in the nursing definitions of nurses were evaluated, it was seen that the

definitions before the course were insufficient regarding professionalism, however, at the end of the course, the expressions fulfilling the professional criteria increased significantly. Wondwossen (2011, 23) shows the perception of the nurses involved in other study showed that more than half of nurses, (56.6%, n=145) had good perception towards the profession and the remaining (43.4%, n=111) had poor perception towards nursing profession of the total number professional nurses who participated in this study, (71.5%, n=183) had an intention to leave or quit their profession and only (28.5%, n=73) had no intention to leave their profession.

CONCLUSIONS

The present study shows some of the nurses in Al-Jamhory teaching hospital have a poor perception about nursing profession, and the nurses had an intention to leave their profession because low salary, While perceptions of nursing profession effect by intended reasons to leave profession (low salary, work burden, inconvenient environment, and administration issue). Also the classification of factors affecting on nurses perceptions represented by personal factors, than the external factors, occupational factors, and Managerial factors related to nurse.

RECOMMENDATION

The educational strategies should be implemented by government to strengthen factors that positively affect nurses' perception towards the nursing profession. Also make utmost effort by college of nursing to improve the students' perception towards nursing profession. Encourage and support nursing profession through increase salary for nurses in hospitals, also should be recompense the obligated nurse. Finally almost the half of the nurses in present study had good perception towards nursing but had an intention to leave their profession, therefore; further research is highly recommended to identify factors that compel them to quit their jobs, and researches should be performed in another hospitals towards perception of nurses towards their profession

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