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EVALUATION OF PROFESSIONALISM OF NURSES IN THE CITY CENTER OF ELAZIĞ, TURKEY

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ABSTRACT

Professionalism is a multi-dimensional concept that provides nurses with opportunities to grow personally and professionally This study was carried out with the aim of determining the professional attitudes of nurses in Elazığ, Turkey. This descriptive study was conducted in Elazığ Education and Research Hospital, Harput Public Hospital, Sarahatun Public Hospital, Mental Health Diseases Hospital, Family Practice Centers, Dermatological and Veneral Diseases Hospital, Firat University Education and Research Hospital and four private hospitals in October 2013 . Data was collected using a questionnaire, which included demographic characteristics of nurses and an Inventory to Measure Professional Attitudes in Nurses. According to results, 80.4% of participants were female and %19.6 of them were male. 40.6% of them were between 22-25 age, 38.3% 26-29 and 21.1% 30 and over. 53.4% of nurses were married, 46.6% of them were single. Only 33.1% had child and 66.9% had not a child. Of all participants 94.7% work in a hospital and others in family practice center. 39.8% of nurses work in internal clinics, 43.6% in surgical clinics, 11.3% emergency services and 5.3% in family practice centers. 10.5% of nurses are chief and 84.2% are clinical nurses. It can be reported that 63.2% of participants have a 0-5 year of work experience, 26.3% 6-10, and 10.5% 11 years and over. 21.1% of nurses don't have monthly clinical watches , 21.8% of them have 1-4 watches and 30.8% have 5-8 watches.

When the scores gained from Inventory to Measure Professional Attitudes in Nurses were analyzed, the highest score was 160 and the lowest was 74. The mean score was 137.1±13.9.

Key Words: Professionalism, nurse, inventory, attitude

1. Introduction

Job is a group of homogeneous tasks related by similarity of functions. When performed by an employee in an exchange for pay, a job consists of duties, responsibilities, and tasks (performance elements) that are defined and specific, and can be accomplished, quantified, measured, and rated. From a wider perspective, a job is synonymous with a role and includes the physical and social aspects of a work environment. Often, individuals identify themselves with their job or role (foreman, supervisor, engineer, etc.) and derive motivation from its uniqueness or usefulness [1].

The term 'professionalism' refers to the conduct, qualities, and goals that characterize a profession and usually describes behaviours that are expected of the members of the profession. Healthcare providers demonstrate professionalism by attitudes, knowledge, and behaviours that reflect a multi-faceted approach to the regulations, principles, and standards underlying successful clinical practices [2].

Professionalism is a multi-dimensional concept that provides nurses with opportunities to grow personally and professionally.

Professionalism in nursing results in enhanced patient care and greater job satisfaction among nurses, and nurse retention [3,4].

Professionalism in nursing has not been without its challenges from inception to today. These challenges include educational preparation, diversity in the nursing population, lack of leadership skills, and the nature of the job. It is only through identification and continued work to resolve these conflicts that nursing will proceed to gain the full recognition and respect of a profession [5-7].

In 1971 Ronald M. Pavalko offered eight dimensions to describe a profession. This scale allows professions to exhibit various degrees of these attributes and possess most, if not all, of these dimensions. These are theoretical framework as a basis for practice, relevance to social values, (educational) period, autonomy, commitment to lifelong work, a common identity and distinctive subculture, a code of ethics [8-12]. Nurses demonstrating the attributes of professionalism impact positively on patient satisfaction and health outcomes. The objective of this article is to explore and analyze the phenomenon of nursing professionalism.

2. Method

This study was carried out with the aim of determining the professional attitudes of nurses in Elazığ, Turkey. It is a descriptive study. The study was conducted in Elazığ Education and Research Hospital, Harput Public Hospital, Sarhatun Public Hospital, Mental Health Diseases Hospital, Family Practice Centers, Dermatological and Venereal Diseases Hospital, Firat University Education and Research Hospital and four private hospitals in October 2013. According to given information by Health Ministry of Turkey there were 150 nurses graduated from undergraduate health schools and working in Elazığ, city center. We didn't use any sampling method and tried to reach all population. Only 133 of nurses were reached because of the reasons of being on vacation, reassignment or withdrawal from work.

Data was collected using a questionnaire, which included demographic characteristics of nurses and an Inventory to Measure Professional Attitudes in Nurses developed by Erbil ve Bakır [13].

The inventory included 28 items contribution to socio-demographic data of nurses: age, gender, education, marital status, owing child, institution, working position, monthly clinic watch and perception of nurses about profession.

The inventory also included questions about , autonomy , cooperation, competence and continuous education of nurses. Answers were given on a 5-item Likert-type scale (1=I do not agree at all; 2=I do not agree; 3=I am not certain; 4=I partly agree and 5=I completely agree). Cronbach's alpha value for this study is 0.89.

The data were evaluated using the SPSS version 15.0 program . Continuous variables were expressed as weighted means and standard deviations or overall means and standard deviations whereas percentages and frequencies were used for categorical variables . For the continuous variables parametric test conditions were tested. Analysis of the difference between two groups was performed by Student's t test. Anova and Tukey tests were used in order to conduct post hoc analyzes. A p value less than 0.05 was considered as statistically significant.

Before the data were collected ethics committee approval from Fırat University Ethics Committee and institutional permissions from Health Ministry were obtained. The students were asked to read the explanations related to the study on the front page of the questionnaire and to complete the questionnaire if they wished to participate in the study.

3. Results

Data of socio-demographic characteristics of nurses participated in the study were analyzed. The results can be seen from Table 1.

As can be seen from Table 1, 80.4% of participants were female and 19.6% of them were male. 40.6% were between 22-25 age, 38.3% 26-29 and 21.1% were 30 and over. 53.4% of nurses were married, 46.6% of them were single. Only 33.1% of participants had child and 66.9% had not a child. Of all participants 94.7% work in a hospital and others in family practice center. 39.8% of nurses work in internal clinics, 43.6% in surgical clinics, 11.3% emergency services and 5.3% in family practice centers. 10.5% of nurses are chief, 84.2% are clinical nurses. It can be reported that 63.2% of participants have a 0-5 year of work experience, 26.3% 6-10, and 10.5% 11 years and over. 21.1% of nurses don't have monthly clinical watches , 21.8% 1-4 watches and 30.8% have 5-8 watches.

Table 1. Socio-demographic Characteristics of Nurses (N=133)

		N	%
Gender	Female	107	80.4
	Male	26	19.6
Age	22-25	54	40.6
	26-29	51	38.3
	30+	28	21.1
Marital Status	Married	71	53.4
	Single	62	46.6
Education	Undergraduate	126	94.7
	Postgraduate	7	5.3
Child owning	Yes	44	33.1
	No	89	66.9
Number of children	Any	89	66.9
	1-4	44	34.1
Working Place	Hospital	126	94.7
	Family Practice center	7	5.3
Working Clinic	Internal Clinics	53	39.8
	Surgical Clinics	58	43.6
	Emergency	15	11.3
	Family Practice Center	7	5.3
Working position	Chief nurse	14	10.5
	Nurse in clinics	112	84.2
	Nurse in Fam. Prac.	7	5.3
Work experience	0-5 years	84	63.2
	6-10 years	35	26.3
	11+	14	10.5
Monthly clinic watch	No	28	21.1
	1-4	29	21.8
	5-8	41	30.8
	9 +	35	26.3

When the scores obtained from Inventory to Measure Professional Attitudes in Nurses were analyzed, it was seen that the highest score was 160 and the lowest was 74. The mean score was 137.1 ± 13.9 .

Table 2. Relation Between Professional Attitudes in Nurses , Work Experience and Age

Correlation with Professional Attitudes		
	r	P
Age	0.242	0.005
Work experience	0.255	0.003

When the relationship between Professional Attitudes in Nurses and age is regarded, it was seen that there was a significant positive correlation ($r=0,242$, $p<0,05$). Also there was a positive correlation between Professional Attitudes in Nurses and their work experience ($r=0,255$, $p<0,05$).

Table 3. Effect of IMPAN Scores on Some Attitudes of Nurses

Attitude	IMPAN scores		
	n	X \pm SS	t
Not gaining professional qualification prevents professionalisation			
Yes	121	138.28 \pm 11.87	(t=3.201,p<00,1)
No	12	125.25 \pm 24.89	
Caring is basic occupation of nurses			
Yes	47	141.55 \pm 9.86	(t=2,795, p<0,005)
No	86	134.67 \pm 15.20	

As can be seen from Table 3, mean of IMPAN who think that not gaining professional qualification prevents professionalisation in nursing is higher and differ from others ($t=3.201$, $p<00,1$). On the other hand, mean of IMPAN who think “ basic occupation of nurses is caring” is higher and different from nurses thinking the opposite ($t=2,795$, $p<0,05$).

4. 4.Discussion

In this study, mean score of IMPAN was found 137.1 ± 13.9 . When the highest score of IMPAN is 160 is taken into account, it can be said that mean of IMPAN scores is high for our study.

The highest score of IMPAN was about the question “I do scientific research in my working field”, and the lowest was about the question “ I am always in connection with my colleuges and patients” and “I try to gain confidence of patients”. Kavaklı and friends reported that nurses gained highest results from research, qualification and continous education. These findings are compatible with our results [14]. We didn't find a relationship between educational status of nurses and their mean score of IMPAN. Similar results were seen in the study of Karamanoğlu and friends [4]. There wasn't a significant relationship between child owning and mean IMPAN scores. Also Karamanoğlu and friends found similar results [4]. We found that there is a positive relationship between work experience and IMPAN scores. We can say that proffesional attitude increase during years. İleri and friends stated that new graduated nurses experience fatigue and exhaustion when struggling for adaptation to working conditions [15]. These findings are compatible with ours.

We can recommend some suggestions in order to increase Professional attitudes of nurses. For example, nurses can participate in scientific activities especially congresses. Membership of professional organisations for nurses can be facilitated. Nures can plan and carry projects regarding improving patients health.

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