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Evaluation of Academic Nurses Performance at Critical Care Unit in Hillah City/Iraq

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Abstract---Nurses performance is the basis of patient safety as nurses can prevent, protect and avoid harm to patients by providing good performance that prevents medical errors in critical care units. The role of nurses is also affected by many of the specific requirements of the work that they need to provide the best nursing performance. The study aimed to assess performance of academic nurses at the point of care. A cross-sectional quantitative study, with non-probability purposive sampling, was adopted and recruited (91) critical-care nurses at Hillah City/Iraq, the data was collected during a period of time that began on July 10, 2021, and finished on September 20, 2021. Data was collected through using the questionnaire format and top up by the researcher and analyzed data through using (SPSS - version 25). The majority of the study sample (56.0%) is within the second age group (25-29) years old, (61.5%) are female, single, have a Baccalaureate degree in nursing, within (1-5) years graduate from nursing, with (1-5 years) experience in nursing, and most of them are living in urban areas. The results indicated that the majority of participants had a good performance, overall mean (2.52).

Keywords---academic nurses, critical care, evaluation, patient safety, performance.

Introduction

Performance evaluation is one of the most important responsibilities of any health organization in order to ensure the quality of performance and services provided (Emamzadeh Ghasemi & Vanaky, 2007). The factors that impede the academic performance of first-year nursing students revealed that the academic

performance of student nurses is influenced by both internal and external factors. External factors include teaching and learning, insufficient resources, a lack of university housing, curriculum-related factors, and socioeconomic factors. The use of a single teaching methods, students' attitude, language barriers, students labeling by lecturers and inadequate support, and a lacking of self-discipline among some students were all factors in teaching and learning (Pinehas et al., 2017).

It has been stated that the skillfulness of nurses is one of the most essential aspects of nursing professional performance. Nurses' skillfulness refers to the abilities to use skills in a variety of situations (Gerdeman et al., 2013). In other aspects, nurses' clinical judgement capacity is reflected in their ability to utilize information, evidence, and experience, as well as abilities of critical thinking in everyday practice. Autonomy is another characteristic of professional nursing practice (Traynor et al., 2010). Professional autonomy refers to the ability of a nurse to establish connections, engage with people, and use knowledge and insight in everyday clinical practice (Gillet et al., 2013). According to a survey of five-hundred French nurses, procedural justice and supervisor autonomy support had a significant impact on nurses' satisfaction and perceived organizational support. Another feature of professional nursing practice is the implementation of educational programs to improve nurses' clinical judgment.

Despite the high demand for nursing graduates, there are concerns about nursing students' clinical performance qualifications. Various studies have concluded that current educational programs fail to prepare nursing students for real-world practical performance, and that most nurses begin as total beginners after graduation (Jervis & Tilki, 2011; Marshburn et al., 2009). According to the WHO health report, nurses are health care professionals who emphasize on the care for communities, people and families, and in order to maintain, attain, or regain optimum quality of life and health from configuration to death (World Health Organization, 2020).

Methods

A quantitative, cross-sectional design is intended to evaluate the academic nurse's performance at the point of care. Study Participants: the academic nurses are a target population those who are working in the selected hospitals in critical care unit. Data Collection Method: Through the used questionnaire of nurse's performance assessment, the data were collected individually based by the researchers. Each interview is takes between (20-30) minutes, is collected by researchers themselves.

Sample: by a non-probability purposive sample composed of 91 critical-care nurses from three public governmental hospitals (Imam Sadiq, Marjan Medical city, and Al-Hillah teaching hospitals) at Hillah City/Iraq, who willing to participate in this study and who met both inclusion and exclusion criteria, the data was collected during a period of time that began on July 10, 2021, and finished on September 20, 2021, through the used standard questionnaire checklist: the performance checklist consists of eight categories (38 items) about performance measure of clinical nurses (Kahya & Oral, 2018). The elements that

best describe successful nurse performance in a variety of clinical contexts, which includes:

- Contextual: which includes (11) items.
- Professional skill: which includes (4) items.
- Clinical skill: which includes (6) items.
- Interpersonal Communication: which includes (3) items.
- Problem solving: which includes (3) items.
- Professional ethic: which includes (3) items.
- Teamwork: which includes (4) items.
- Leadership: which includes (4) items.

The score was given according to the performance of the critical-care nurse. If nurses adhered to an item that is generally accepted in the recommended clinical nurse performance guideline, they were given three scores, while the score of two was given if the performance was partially performed, and the score of one was given to nurses who were not performing the performance. Statistical Analysis: The information of the study is analyzed during the used of the "Statistical Package for the Social Sciences it is called (SPSS -version 25)". Descriptive statistical data analysis approach used to describe the study variables: frequencies and percentages, mean of score, the degree of standard deviation.

The study's protocol was accepted by the ethics committee of Babylon University's college of nursing, and each hospital's nursing administration gave their approval. The study's goal and procedures were explained to them. Nurses were guaranteed of confidentiality and anonymity, and consent to participate was granted by completing a questionnaire.

Results

Table 1
Demographic characteristics of the study participants

Items	categories	frequent	percent
Age / Years	20-24	16	17.6
	25-29	51	56.0
	30-34	21	23.1
	35-39	2	2.2
	40 and more	1	1.1
	Total	91	100%
Gender	Male	35	38.5
	Female	56	61.5
	Total	91	100%
Marital Status	Single	52	57.1
	Married	39	42.9
	Total	91	100%
Nursing program enrolling	Baccalaureate (BSN)	90	98.9
	Master degree (MSN)	1	1.1

	Total	91	100%
Number of year(s) graduate from nursing	1-5 years	86	94.5
	6-10 years	5	5.5
	Total	91	100%
Years of experience in nursing	1-5 years	80	87.9
	6-10 years	10	11.0
	11 and above	1	1.1
	Total	91	100%
Residency	Urban	60	65.9
	Rural	31	34.1
	Total	91	100%

Table (1) reveals that (56.0%) of the sample are within the second age group (25-29) years old registered, which considered as a high value among participants. Regarding their genders, results indicate that (61.5%) is female and the remaining is male. For the marital status, it is obvious results are single and constituted (57.1%) out of the total number of the study participants. Concerning with nursing program enrolling, findings indicate that the most of the participants (98.9%) are within Baccalaureate degree. It also displays that the Number of year(s) graduate from nursing and years of experience in nursing was within first categories (1-5 years), constituted (94.5% and 87.9%) respectively. Concerning residence, most of them are living in urban areas, it constituted (65.9%).

Table 2
Overall distribution of study sample related to their performance

	Scale	F	%	M.S	S.d.	Assessment
Overall Performance	Never	1	1.1	2.52	0.18	Good
	Sometime	17	18.7			
	Always	73	80.2			
	Total	91	100			

F= Frequency, %= Percentage, M.S.= Mean of score " Cut off point (0.66), Poor (mean of score 1-1.66), Average (mean of score 1.67-2.33), Good (mean of score 2.34 and more), S.d= Stander deviation. "

The results in table (2) show that overall nursing performance based on the statistical cut off point, the majority of participants had a good performance. Based on the differences in the frequency and percentage of all aspects of clinical nurse's performance, overall mean (2.52) of the study results indicate that there is a good performance of study participants, as portrayed in figure (1).

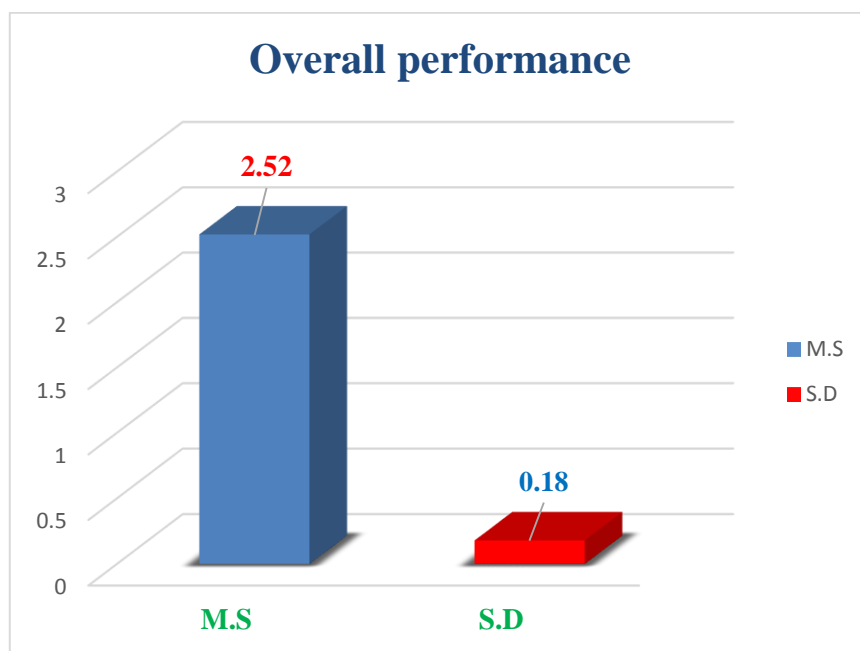


Figure 1. Distribution of the sample according to overall responses for performance

This figure illustrates that overall performance of academic nurses based on the statistical cut off point, overall mean (2.52) of the study results indicate that there is a good performance of study participants.

Discussion

Demographical characteristic: our study findings reveal that the greater percentage (56.0%) are within the second age group (25-29) years old. According to gender the majority of participants (61.5%) are female and remaining (38.5%) are male. In compare with another study of Canto and others, indicated that the mean age of participant was 22.4 years old (minimum of 18; maximum of 46), and most of participant was female 147(88%), and others was male 19 (11.4%) (Canto et al., 2021).

For the marital status, it is obvious results are single and constituted (57.1%) out of the study participants total number. As a consequence of these findings, a study has been assessed “factors affecting the academic performance of student nurses: A cross-sectional study”. After statistically analysis, results were indicated that majority of the respondents were single (84.6%) (Alshammari et al., 2017).

Concerning with nursing program enrolling, findings indicate that the most of the participants (98.9%) are within Baccalaureate degree. Results in parallel with the study of Jung and Kim, their findings were indicated that most of the nurses 65.3% had bachelor’s degrees (Jung et al., 2020). Results also displays that the Number of year(s) graduate from nursing was within first categories (1-5 years),

constituted (94.5%). Regarding the critical-care nurses' experience, our result showed that the majority of nurses (87.9%) had (1-5 years) experience in nursing, (11.0%) had (6-10 years) as a total experience in their current hospitals and (1.1%) had more than eleven and more years' experience as a nurse. In another study of Jacobs and others, their findings reveal that the time period of working of participants in the field of nursing varied from (5 - 42) years, and fifteen (52%) of them have experience range from (30 - 45) years (Jacobs et al., 2018).

Concerning residence, most of them are living in urban areas, it constituted (65.9%). This also is indicated in another study, which indicated that fifteen homes nursing participate in study, of which six of them living in urban area and nine in suburban setting (Vlaeyen et al., 2021).

Overall performance for the academic nurses

Findings reveals that overall nursing performance based on the statistical cut off point, the majority of participants had a good performance. Based on the differences in the frequency and percentage of all aspects of clinical nurse's performance, overall mean (2.52) of the study results indicate that there is a good performance of study participants.

This result supported by study of canto and others, which indicated that, 65.7% evaluated themselves as proficient in relation to the reported performance on clinical judgment (Canto et al., 2021). In addition, study of Jameel and others. indicated that the performance has the power to improve an organization's efficacy and efficiency. In today's competitive health environment, hospitals must have top-notch employees if they are to meet their goals and maintain a competitive advantage (Jameel & Ahmad, 2019). In contrast with another study. The result revealed that, in the critical care unit, the nurses' care performance was not good, so several improvements are suggested (SA & SAH, 2019).

Implication in practice

The finding of this study could be applied to identify and helps nurses to develop their abilities to comprehend and apply clinical performance abilities in nursing activity to provide effective care for patients as well as reduce medical errors and provide safety and security for those in critical care units. and this reflects the extent of awareness and commitment of academic nurses to clinical nursing performance. Also, support nurses to developed performance abilities through a periodic educational sessions and make it as a mandatory for job promotion.

Acknowledgment

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Conflict of interest clarification

There are no conflicts of interest declared by the authors.

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