
Factors Affecting Performance of Professional Nurses in 48 Model Hospital in Sana'a city 2014

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Objectives of study:

- General objectives:

- To determine the factors that affect performance of professional nurses in 48 Model Hospital in Sana'a city 2014.

- Specific objectives:

- 1- To determine the factors that affect performance of professional nurses.
- 2- To identify the association between nurses' performance and qualification.
- 3- To identify the relationship between nurses' performance and management skills.
- 4- To provide suggestions that could improve performance of professional nurses.

Hypothesis of the study:

- There is an association between nurses' performance and qualification.
- There is relationship between nurses' performance and management skills.

Methodology

- **Study Design:** Cross sectional study.

- **Study Location:** This study has been conducted in the 48 Model Hospital in Sana'a city.

- **Study Population:** The study population consisted of professional nurses in 48 Model Hospital from all departments and wards at the time of the study.

- **Sample Size:** The total number of nurses in the hospital was 150; The response rate of the study was 93 %, (n= 140).

- **Sampling Method:** Convenient sampling method.

-Used instrument in data collection: The study concentrated on self-administered questionnaire from 15 July until 15 August 2014.

-Inclusion Criteria: All Professional nurses staff work in wards, Supervisor of nursing ward, Nurses manager.

-Exclusion Criteria: Staff nurses working in physiotherapy, sterilization, technician staff and helping nurses.

-Reliability of the study: Pretested questionnaire was done to check for reliability with 20 samples and the result of Cronbach's Alpha Coefficient was 0.914.

- Variables of the study:

- Dependent Variables: Professional nurses' performance.

- Independent Variables: - Demographic factors: (Age, Gender and Level of education)- Knowledge and skills. - Environment- Remuneration and motivations - Management skills.

- Definitions of Variables:

- Dependent Variables:

- Professional nurses' performance: Professional nursing staff working in wards under the supervisor of nurses. The score performance: $5 \times 7Q = 35$ for strongly agree (Maximum score); $1 \times 7Q = 7$ for strongly disagree (Minimum score). Divided performance score into 2 groups by 50% $[(35-7)/2] = 14$ as cut of point. Disagree (<14) and Agree (≥ 14).

- Independent Variables:

- Demographic factors: **Age:** The age groups divided in to three categories as (20-24, 25-29, 30-35). **Gender:** Male or Female. **Educational level:** Education level of the nurses are diploma, bachelor, master, doctorate and other categories. **Knowledge and skills:** Mean nursing care plane, implementation, health education, competencies of staff, self-assessment, training and quality of care. The score of knowledge: $5 \times 11Q = 55$ for excellent (Maximum score); $1 \times 11Q = 11$ for very poor (Minimum score). Divided knowledge score into 2 groups by 50% $[(55-11)/2] = 22$ as cut of point. Poor (<22) and Good (≥ 22).

Environment: Means safe and free from hazards, necessary instrument, sufficient materials and supplies, protection of staff by antiseptic hand solution, and strategy of infection control. The score of environment divided into 2 groups by 50% $[(40 - 8)/2] = 16$ as cut of point. Disagree (<16) and Agree (≥ 16).

Remuneration and motivations: Depend on experience and job responsibility. The score of remuneration divided into 2 groups by 50% $[(35-7)/2] = 14$ as cut of point. Disagree (<14) and Agree (≥ 14). **Management skills:** Mean the skills of manager as planning, directing, managing, implementing, monitoring of services and caring. The score of management skills divided into 2 groups by 50% $[(150-30)/2] = 60$ as cut of point. Disagree (<60) and Agree (≥ 60).

Data Analysis:

- Data collected by questionnaire had been analyzed by using SPSS version 20.

- The initial analysis was conducted by calculating descriptive statistics including frequencies, mean scores and standard deviations.

- Pearson's Correlation analysis was used to determine the correlation of each of the independent variables with performance at 0.05 level of significance.

Result & discussions

The following figures & tables show the data analysis of the present study.

Figure (1): Demographic factors that affect nurses' performance in 48 Model Hospital in Sana'a city 2014 are age group:

- **Age of nurses** are similar to the studies in other countries as Saudi Arabia and Indonesia. This is because nurses finished their study at the age of 23 years.

- **Gender of nurses** are not similar to the studies in other countries as Africa, Indonesia and Saudi Arabia. This is due to the culture of Yemen.

- **Nurses qualification** are similar to the studies in other countries such as Africa, and not similar to other studies such as Saudi Arabia. This is because the percentage of registration is less than bachelor degree.

Gender

Qualification of Nursing

Age

Figure (2): Factors affecting nursing performance

- **Knowledge and skills** are similar to the studies in other countries such as Africa.

- **Remuneration and motivations** are similar to the studies in other countries as Indonesia and not similar to the studies such as Africa.

- **Work place and environments** are similar to the studies in other countries as Indonesia and not similar to the other studies such as Africa.

- **Management skills** are not similar to the studies in other countries as Indonesia.

Knowledge and skills

Remuneration and motivations

Work place and environments

Management skills Table (1): Correlation between nursing qualification and nursing performance

Qualification of Nurse		Performance	
-.142-	1	Pearson Correlation	Performance
.095		Sig. (2-tailed)	
1.66		22.61	Mean
.794		4.62	SD

Table (2): shows the Correlation between factors which affecting performance of professional nurses and performance. By calculation all the items of knowledge (11 items), environment (8 items), remuneration (7 items) and organization (30 items) to get the mean for each one then the correlation between performance mean and knowledge mean, environment mean, remuneration mean and organization mean to found if there were different between performance and factors. The simple correlation matrix results revealed that there were significant in P-value 0.05 positive correlation coefficients between performance and remuneration, environment, and organization except knowledge and skill was not significant. These indicate that there were different

between factors which affect nursing performance. On the other hand, this result reflects the validity of the instrument as well. Related to the Table (4) indicated that:

Knowledge: $r = .103$ and p value was not significant at .232; r value indicated that positive poor no association between nursing performance and knowledge.

Remuneration: $r = .430$ and p value was significant at .000; r value indicated that positive fair association between nursing performance and remuneration.

Environment: $r = .485$ and p value was significant at .000; r value indicated that positive fair association between nursing performance and environment.

Organization: $r = .780$ and p value was significant at .000; r value indicated that positive moderate strong association between nursing performance and organization. On the other hand, there was a relationship between organization (management skill), remuneration, and environment with performance.

Table (2): Correlation between factors affect professional nursing performance and performance

Organization	Environment		Remuneration		Knowledge
.780**	.485**	.430**	.103	Pearson Correlation	Performance
.000	.000	.000	.232		Sig. (2-tailed)
96.83 16.92	25.34 7.41	16.97 6.76	42.18 7.89		Mean Stander Deviation

**, Correlation is significant at the 0.01 level (2-tailed).

*, Correlation is significant at the 0.05 level (2-tailed).

العوامل التي تؤثر على أداء مهنة التمريض في مستشفى 48 النموذجي في العاصمة صنعاء 2014م

سماح مطلق الصوفي

الملخص العربي

اهتم هذا البحث بالعوامل التي تؤثر في أداء مهنة التمريض أهمها:

1. المهارة والمعرفة.
2. المكافأة والحوافز.
3. البيئة.
4. المهارات الإدارية.