

كتيب ملخصات الأبحاث التطبيقية لقسم الإدارة

## **The Effect of Head Nurses' Empowerment Educational Program on Staff Nurses' Burnout**

- Aziza Zakaria Farmawy Ali1,\*, Shaimaa Mohamed Nageeb2, Farida Mahmoud Hassona3
  - 2020
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### **Abstract:**

Background: Empowerment is necessary for the era of competition and service because every organization needs employees who are fast, responsive and independent so they can be competitive through human resources and strengthen the capability and commitment of employees. The lack of empowerment of nurses in hospitals is one of the main causes of nurses' burnout. Aim of the study: The aim of this study was to examine the effect of head nurses' empowerment educational program on staff nurses' burnout. Research Design: A quasi-experimental design utilized to achieve the aim of the current study. Study Setting: The study conducted in medical, surgical and critical care units at Benha University Hospital, Egypt .Study sample: were all available head nurses who met the inclusion criteria (65) distributed as the following; 24 of head nurses working at medical units, 19 of head nurses working at surgical units and 22 head nurses working at critical care units. Convenience sample of staff nurses (342) who meet the inclusion criteria from the total number (716) nurses. Tools of data collection: Four tools utilized; namely, empowerment knowledge questionnaire, Conditions of Work Effectiveness Questionnaire, Psychological Empowerment Scale and Maslach-Burnout-Inventory-General Survey. Results: There was statistically significant improvement in head nurses' knowledge and level of empowerment after implementation of the program. In addition, there was a statistically significant improvement of staff nurses' level of burnout after implementation of the program. Also, there was a highly statistically significant negative correlation between head nurses' empowerment level and studied staff nurses' level of burnout post-program (P

## **Effect of Problem-Solving Educational Program on Decision-Making Skills among Nurses in critical care units**

- Aziza Zakaria Farmawy Ali (1), Shaimaa Mohamed Nageeb (2)
  - 2020
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### **Abstract:**

Problem-solving is at the center of nursing practices, hence, effective problem-solving educational program and decision making skills based on a powerful basis of knowledge are behaviors expected from nurses. Therefore, nurses need to improve their problem-solving to increase their decision-making skills. Aim of the study: This study aimed to examine the effect of problem-solving educational program decision-making skills among nurses in critical care units. Research Design: A Quasi-experimental (pre/post-test) design was utilized to achieve the aim of the current study. Study Setting: The study conducted in the critical care units at Benha University Hospital, Egypt. Study Sample: Convenience sample of staff nurses (158) from the total number (229) nurses. Tools of data collection: Three tools utilized; namely, problem solving knowledge assessment Questionnaire, the problem solving Inventory (PSI) Questionnaire, and nurse's decision-making scale. Results: There was a highly statistically significant improvement in the level of problem-solving among staff nurses where (75%) of them had a high level of problem-solving post-program compared to preprogram scores (7%). While that there was a highly statistically significant improvement in the level of decision-making skills among nurses where (79%) of them had a high level(intuitive) of decision making skill post-program compared to preprogram scores (10%).and there was a highly statistical positive correlation between the total score of problem-solving and total score nurses' decisionmaking skill throughout the program phases Conclusion: The study concluded that there a highly statistical positive correlation between the total score of problem-solving and total score staff nurses' decision-making skill throughout the program phases. Recommendations: Problem-solving skills should be addressed in the nursing curriculum philosophy and objectives and should be integrated into the application of the nursing process in clinical experiences.

## **Head Nurses' Attitude and Preparedness Regarding Delegation and its Relation to their Performance at Benha University Hospital**

- Karima A. Elsayed , Ehsan Saad Soliman Saad, Marwa A. Ramzy
  - 2020
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### **Abstract:**

Delegation is the assignment of authority to another person to carry out specific activities and to make decisions and complete specific tasks. Delegation is a vital skill to help head nurses spend their time in the most productive ways, save time and perform their duties better. The Aim of the study was to assess head nurses' attitude and preparedness regarding delegation and its relation to their performance at Benha University Hospital. Design: descriptive design was utilized in carrying out this study. Setting: the study was conducted in all units at Benha University Hospital in Qaliobia Governorate, Egypt. Study Sample: all available (110) head nurses were included. Two instruments were used for data collection of this study; self-administered questionnaire for head nurses' attitudes and preparedness regarding delegation and observational checklist of head nurses' performance regarding delegation. Results: indicated that about half of head nurses (51.8%) had a positive attitude, the majority (90.9%) of head nurses had high preparedness regarding delegation, the majority (86.4%) of head nurses' performance regarding delegation was satisfactory and there was a highly statistically positive correlation between head nurses' attitude, preparedness, and performance regarding delegation. Recommendations: Workshops should be held to raise head nurses' awareness about delegation and performance regarding delegation.

- **Health Policy Involvement and Perceived Benefits and Barriers among Egyptian nurses**

- Manal Mohamed Bakr<sup>1</sup>, Fawzia Farouk Kamel<sup>2</sup>
  - 2022
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**Abstract:**

Background: Nurses contribution in health policies making ensures that the health care is effective, reachable, and reasonable. Since nurses are the first users of health policies, they should have an active role in its formulation. Since there are no studies in Egypt to shed light on nurses' involvement in health policy making, benefits and barriers related to their participation. We have selected this study to examine health policy involvement and perceived benefits and barriers among Egyptian nurses. Materials and Methods A quantitative, descriptive research design was used. . The study was conducted in three health care sectors (one private hospital, one governmental hospital, and one university-affiliated hospital) of health system in the Delta region of Egypt. A convenience sample of 270 nurses was participated in this study. Involvement in health policy instrument was used. Results: The majority of nurses (90.4 %, 77.8 %) had a low level of involvement in health policy making as a profession and as a citizens. The most frequently health policy activities reported by nurses were related to nurse voted for a candidate or health policy proposal and provided health policy-related information to consumers or other professionals. The most perceived benefits of involvement in health policy activities were related to improve a situation or issue, improving the health of the public and being able to get involved/participate (75.2%, 73.7% and 73.7%) respectively. The most perceived barriers of involvement in health policy were related to lack of support from others, do not know how to access information, then policy makers' attitudes/values (81.9%, 71.5% and 61.9%) respectively. Conclusion: Nurses had a low involvement level in health policy making as a profession and as citizens. Implications for nursing: Enhance nurses' involvement in health policy making through Egyptian nurse leaders; working on the barriers that impede nurses' participation in health policy making; encourage nurses to provide insightful health policy-making suggestions; education institutions should providing information regarding health-care policies and laws; fostering a favorable attitude about nursing profession, increase awareness of the importance of health-care policy making and hold workshops about health policy process.

- **Online Education: Learning Process, Assessment, and Satisfaction among Nursing Students**

- Manal Mohamed Bakr<sup>1</sup>, Mervat Abd Elmonem Aref<sup>2</sup> & Fawzia Farouk Kamel<sup>3</sup>
- 2020

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**Abstract:**

Background: Learning satisfaction represents learners' feelings and attitudes toward the learning process, assessment or the perceived level of fulfilment attached to one's want to learn, introduced through the education involvements. Aim: to assess online education: learning process, assessment, and satisfaction among nursing students. Setting: The study was carried out in the nursing administration department of Faculty of nursing in both Menoufia and Benha universities. Research design: A quantitative, descriptive, design was used. Sample: A purposive sample of (600) Fourth year students enrolled to nursing administration during academic year 2021/2022 in two universities in the delta of Egypt. Results: the highest percentage of fourth year nursing students (95.3%. 94.3% and 93.3 %) had an email address, had Android mobile and used web for instructional purposes. More than (90%) of students never had previous training on TOEFL. Approximately two thirds of students had grade B in ICDL. Most of students had competency to Web browser and most of them (87.5%) had satisfactory level of online education. Conclusion: There was a highly statistically correlation between learning process and online assessment regard e learning and student satisfaction. Recommendations: online education should be assessed in different settings through other core courses of nursing such as medical surgical, critical care, obstetric and pediatric which requires direct patients' live practice. Further studies are essential to investigate the faculty members' responses, adaptation, greeting, and availability to connect with web based learning. The potential threats accompanied with online education management systems from instructors and learners viewpoints should be explored as well.

## **DCA Cycle: A mean for Improving Nurses' Performance regarding Medication Administration**

- Yomna El-Metwali Bader<sup>1</sup>, Rabab Mahmud Hassan<sup>2</sup> and Fawzia Farouk Kamel<sup>3</sup>
- 2022

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### **Abstract:**

Background: PDCA cycle provides effective approach for solving problems. It enables to improve nurses' medication administration knowledge and performance. Aim of study: Was to improve nurses' performance regarding medication administration by using PDCA Cycle. Design: A quasi experimental design one group pre, posttest was utilized in the study. Setting: This study was conducted at inpatient units in Alhelal Hospital. Sample: All nurses 60 nurses divided into 48 staff nurses and 12 head nurses, who were working in previous setting. Tool: Two tools to collect data, namely medication administration knowledge questionnaire and medication administration observational checklist. Results: Less than one fifth (18%) of nurses had satisfactory knowledge regarding medication administration before the implementation of PDCA cycle. While at post and follow up implementation PDCA cycle nurses' knowledge was highly improved related medication administration (98.2% & 97.3%) respectively. There was a highly statistically significant difference in nurses' medication administration knowledge among nurses throughout PDCA cycle. Slightly more than one fifth (21.7%) of nurses had satisfactory performance related medication administration before the implementation of PDCA cycle. While at post and follow up nurses' performance was highly improved related medication administration (96.7%). Conclusion: After the implementation of PDCA cycle nurses' knowledge and performance regarding medication administration were improved and medication errors were minimized. Recommendations: Implementation of PDCA cycle to improve different patient care procedures is highly needed and improve medical staff practice through complementing training program.

## Effect of Education Program about Negotiation Skills for Head Nurses on Their Time Management

- Fawzia Farouk Kamel, Howida Hassan EL-Sayed Mahfouz
- 2020

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### Abstract:

Properly run effective negotiation can save time, increase productivity and produce new ideas. Aim: The study aimed to assess effect of education program about negotiation skills for head nurses on their time management. Research Design: Quasi experimental design was utilized. Study Setting: The study was conducted in medical, surgical and critical care units at Benha University Hospital. The study sample: composed of all head nurses (80) who are working in the above mentioned setting; 17 of head nurses working at medical units, 13 of head nurses working at surgical units and 50 head nurses working at critical care units. Tools of data collection: Three tools were used: negotiation knowledge questionnaire, negotiation process style scale and time management questionnaire. Result: 48.8% & 30% of head nurses had good negotiation knowledge at post and follow up program respectively. The total mean scores of head nurses' negotiation skill at post program and follow up were improved ( $69.30 \pm 5.07$  and  $70.36 \pm 4.81$ ) than at pre program ( $59.93 \pm 4.81$ ). The most of head nurses' time management skill had improved at post and follow up program (73.8% and 87.5%) than at pre program (56.2 %). Conclusion: there was a positive correlation between head nurses' negotiation knowledge, skill and time management skills. Recommendation: Conducting continuous inservice training and educational programs for refreshing and increasing head nurses' knowledge and skills about the negotiation as well as to emphasize time planning skills during negotiation process



## Enhancing Creativity and Change of Nursing Management Staff and Its Influencing on Their Performance at Benha University Hospital

- Shaimaa Mohamed Araby Ebraheem, Pro. Dr. Gehan Mohamed Ahmed, Dr. Howida Hassan El-sayd Mahfouz
  - 2020
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### **Abstract:**

Currently, organizations work in very competitive and uncertain dynamic environment, which requires organizations to be flexible, to acquire and adapt new knowledge, new technologies and new processes to introduce new products, services, cut costs, act faster than competitors and remain competitive. Purpose of the study: Enhance creativity and change of nursing management staff and its influencing on their performance at Benha University Hospital. Design: A quasi-experimental design was utilized. The subjects were 98 head nurses, their assistants. Instruments for data collection: four instruments were used: (1) Knowledge Questionnaire Sheet, (2) Nursing Management Staff Observation Checklist (3) Nursing Management Staff Attitude toward Creativity and Change at work Questionnaire. (4) Creativity Questionnaire. The result showed that, There was improvement in the level of knowledge, performance, attitude toward creativity, change and level of creativity throughout post and follow up from the preprogram, There was significant positive statistical correlation between total knowledge scores with total performance scores and attitude toward creativity of the studied nursing management staff at preprogram and follow up phase of the study, there was positive statistical significant correlation between attitude toward change with performance and attitude toward creativity of the studied nursing management staff at post program and follow up program. The study concluded that, Enhance creativity and change of nursing management staff and its influencing on their performance at Benha University Hospital. The study recommended the following: Hospital administration should provide program about enhancing creativity and change for nursing management staff, Replication of the study on a larger probability sample is highly recommended to achieve generalization of results.

## Head Nurses' Perception about Collaboration and its Relation to Staff Nurses' Quality of Work Life

- Nahed Mahmoud Mohamed Makram (1) , Nermin Mohamed Eid(2) and Mahdia Morsi El- Shahat (3)
  - 2020
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### Abstract:

Effective nursing collaboration behavior is essential for improving quality of services in health care system which has an effect on the nurses' quality of work life. The study aimed to assess head nurses' perception about collaboration and its relation to staff nurses' quality of work life. A descriptive correlational design was utilized to conduct this study. The study was conducted at inpatient Medical and Surgical departments. Two groups of subjects of this study: The first group; all head nurses (60). The second group; a convenient sample of (300) staff nurses and with at least two years of experience. Two tools were used for data collection: The first tool; Collaboration Behavior Scale, the second tool; Quality of Work Life Questionnaire. Results: Nearly half of head nurses had a high perception level about collaboration among staff nurses, while more than one third of them had a moderate perception level. Nearly half of staff nurses had a high level of perception of total quality of work life, while, more than one quarter of them had a moderate level of perception. Conclusion: There was a statistical significant positive correlation between head nurses' perception about collaboration and staff nurses' perception about quality of work life. The study recommended: Staff development program is need for nurses managers to integrate staff nurses in decision-making and to deal effectively with new ideas to promote satisfactory organizational climate. Hospital manager should paying attention to the financial aspect (salary) of staff nurses to meet life needs.

## Relation between Metacognition and Decision Making Abilities among Head Nurses

- Fatma Gh. Abd EL-Hamid<sup>1</sup>, Hoda A. El Guindy<sup>2</sup> and Nora Ahmed. Abd Allah<sup>3</sup>
  - 2020
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### **Abstract:**

Metacognition is one of the basic leadership capacities and significant factor in decision making for head nurses. It allows them to be aware of the decision making process, know what factors may influence their decisions, and monitor, regulate, adjust and revise their decisions, even before obtaining feedback. Aim: Assess relation between metacognition and decision making abilities among head nurses. Design: A descriptive correlational design was used. Setting: All medical and surgical units at Benha University Hospital. Subjects: Consisted of convenient sample of head nurses and their assistants (108) who working at the above mentioned setting at the time of the study and accepted to participate in the study. Tools of data collection: Two tools were utilized; I) Metacognitive Awareness Inventory. II) Decision Making Abilities Scale. Result: Clarified that (83.3%) of Head nurses and their` assistants had high level of metacognition, (84.3%) of them had high level of decision making abilities. Conclusion: There was statistically positive significant correlation between metacognition and decision making abilities among head nurses. Metacognition affect decision making abilities positively. The study recommended: Introduce metacognition into educational curriculum for nursing students and focus on its importance in different aspects of nursing profession. Encourage periodic staff meetings by head nurses to allow them to express their feelings, seeking opinions, exchange their experiences during different situations and getting feedback and support

## **The Perspective of Leader-Member Exchange and Its Relation with Workplace Empowerment and Organizational Citizenship Behavior among Nurses**

- Nora A. A. Mohamed<sup>1</sup>, Mahdia M. E. Morsi<sup>2</sup>, Salwa I. Mahmoud<sup>3</sup>
- 2020

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### **Abstract:**

Context: Leader-member exchange captures the impact of nurses' perceptions of support from their supervisors' high-quality relationships, which may promote extra-role behaviors, enabling increased job satisfaction and workplace empowerment and nurses' organizational citizenship behavior. Aim: Assess the perspective of leader-member exchange and its relation with workplace empowerment and organizational citizenship behavior among nurses. Methods: A descriptive correlational design was used to achieve the aim of the study. This study was conducted at Benha University Hospital in general medical and surgical units. A Convenient sample consisted of 190 nurses who were working in the study setting, as mentioned earlier. Three tools used to collect the data; Subordinate (LMX-MDM) survey portion, Condition of Work Effectiveness Questionnaire (CWEQ), and Organizational Citizenship Behavior Scale. Results: The findings of this study indicated that more than half of nurses (54.7%) reported that they had a high-quality relationship with their supervisors, and 71.1% of nurses had a moderate level of workplace empowerment. Also, more than half of nurses (51.1%) had a moderate level of organizational citizenship behavior. Conclusions: There was a highly statistically significant positive correlation between the total score of leader-member exchange and total workplace empowerment, total organizational citizenship behavior. Also was a highly statistically significant positive correlation between the total workplace empowerment, total organizational citizenship behavior. The study recommended that hospital management needs to focus on involving staff nurses in the political processes in an organization and keep them informed about significant changes in the organization and have a protective attitude toward it.

## Enhancing Managerial Skills for Intern-Nurses by Using Problem-Based Learning Strategy

- Asmaa Khaled Abd El-Aziz Zaki; Gehan Mohamed Ahmed Mostafa; Ebtessam Saeed Ahmed
  - 2020
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### Abstract:

Background: Problem-based learning (PBL) has been implemented throughout the world as an innovative learning method in nursing education and some Egyptian universities have adopted PBL as a learning method to enhance intern-nurses application of knowledge, promotes self-learning, and develops managerial skills. The study aimed to enhance managerial skills for intern-nurses by using problem-based learning strategy. Study Design: A quasi-experimental design was utilized. The study sample: A convenient sample of 124 intern-nurses divided into two groups; Traditional based learning (TBL) group (70 intern-nurses) and PBL group (54 intern-nurses). Study Setting: The study was conducted in the intern-nurses' clinical training areas at Benha University Hospital. Tools: Five tools were used for data collection; (1) Intern-nurses' opinionnaire sheet, (2) Managerial skills knowledge questionnaire, (3) Managerial skills' practice questionnaire, (4) Attitude toward PBL questionnaire and (5) Evaluation questionnaire. Results: The majority of intern-nurses (92.6% & 72.2%) preferred PBL at immediate post and follow up phases respectively than TBL as a strategy of learning. Also, the majority of intern-nurses (96.3% & 87.1%) had satisfactory level of managerial skills knowledge at PBL and TBL group respectively during immediate post program phase. The majority of intern-nurses (87.0%) had positive attitude toward PBL at follow up phase compared to pre-program. Conclusion: There was highly statistically significant difference improvement found in the immediate post program between both groups with higher total mean scores in PBL group than TBL group during immediate post program. Also, there was highly statistically significant positive correlation between total managerial skills' knowledge and total managerial skills' practice at both groups. Recommendations: The study recommended that PBL strategy should be adopted by Faculty of Nursing Benha University for better skills and learning outcome, to allow students' interactions and encourage higher thinking level.

## **Designing and Implementing Electronic Health Records Software for Intern-Nurses by Using Advanced Mobile Devices**

- N.M.H.Eid, H.H.E.Mahfouz and S.E.R.Soliman
  - 2021
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### **Abstract:**

Technology is increasing the complexity in the role of today's nurse. Healthcare organizations are integrating more health information technologies and relying on the electronic health record for data collection, communication, and decision making. Nursing faculty need to prepare graduates for this environment and incorporate an academic electronic health record into a nursing curriculum to meet student program outcomes. Although the need exists for student preparation, some nursing programs are struggling with implementation, whereas others have been successful. To better understand these complexities, designing and implementing electronic health records software for intern-nurses by using advanced mobile devices. A quasi-experimental design was utilized. this study was conducted at Benha University Hospital. intern-nurses were chosen randomly to be included in this study. data of the present study was collected by using three tools;( )Intern-Nurses' Knowledge Questionnaire, ( ) Intern-Nurses' Technological Skills (Observational checklist) and( )Intern-Nurses' Attitude Questionnaire. The highest percentage of intern-nurses had a good knowledge about AMEHRs, highly acceptable level of technological skills for using EHRs software, and positive attitude toward AMEHRs software throughout immediate post and follow up from the preprogram implementation phases. the study concluded that there was highly statistically significant positive correlation between their knowledge regarding AMEHRs software with their technological skills required for toward using AMEHRs software, with total performance scores and attitude toward AMEHRs software at preprogram, immediate post and follow up program implementation phases. the study recommended that; Academic nurse leaders should establish nursing informatics skills for nursing students and nurses by continuing education, training and classroom teaching with practical classes. Also need to integrate IT based NI into the nursing theory and practical session in order to improve nursing informatics skills and address unwarranted variations and enhance outcome.

## **Effect of Educational Program about Head Nurses' Agile Leadership on Staff Nurses' Workplace Spirituality and Job Reputation**

- Salwa Ahmed Mohamed Ibrahim (1), Shaimaa Mohammed Araby Ebraheem (2), Howida Hassan EL-Sayed Mahfouz (3)
  - 2022
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### **Abstract:**

Background: The success of health organizations depends on not only capacity to survive but even more so on its ability to continuously adapt and change. Agile nurse leaders require not to be afraid of change, but to renew their selves regularly to provide competitive advantage. Aim: The study aimed to determine the effect of educational program about head nurses' agile leadership on staff nurses' workplace spirituality and job reputation. Design: A quasi-experimental research design Setting: The study was conducted in all units at Benha University Hospital. Subjects: Two groups were included in this study; convenient sample (head nurses group; n=80) and purposive sample (staff nurses group; n=310). Tools: Four tools were used in this study; (1): Agile Leadership Knowledge Test, (2): Agile Leadership Practice Self-administered Questionnaire, (3): Workplace Spirituality Questionnaire and (4): Job Reputation Questionnaire. Results: The study findings revealed that there were statistical significant improvement in head nurses' agile leadership knowledge and practice, and staff nurses' perception level regarding workplace spirituality and job reputation after implementation of educational program. Conclusion: There were statistically significant positive correlation among head nurses' agile leadership knowledge and practice and staff nurses' workplace spirituality and job reputation scores. Recommendation: Supporting organizational culture that contribute to the growth of the concept and strategies of agile leadership and its effect on the workplace spirituality and job reputation.

## Effect of Educational Program About COVID-19 on Intern-Nurses' Performance and Work Engagement

- Howida Hassan El-Sayed Mahfouz<sup>1</sup>, Nema Fathy Saad<sup>2</sup>, Shaimaa Mohamed Araby Ebraheem<sup>3</sup>, Sabah Said Mohamed<sup>4</sup>, Samah Said Sabry<sup>5</sup>, Amina Abdelrazek Mahmoud<sup>6</sup>
  - 2022
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### Abstract:

Background: Corona virus disease (COVID-19) is the latest global pandemic which impose an occupational risk to health care personnel, that can lead to deficit in performance and work engagement which as a key tool for patients' safety. Aim: The study aimed to assess the effect of educational program about COVID-19 on intern-nurses' performance and work engagement. Design: A quasi-experimental research design with pre- post test was used to conduct this study. Setting: The study was carried out in the different departments where intern-nurses were trained on their clinical training areas at Benha University Hospital, Qaluobia Governate, Egypt. Sample: Simple random sample of the intern-nurses. Tools of data collection: four tools were used as the following: (1) Intern-nurses' COVID-19 knowledge questionnaire, (2) Intern-nurses' observational checklist, (3) Intern-nurses' attitude questionnaire, and (4) Intern-nurses' work engagement questionnaire. Result: About 34.4% of intern-nurses' had adequate knowledge in pre-program while after implementation of the program it was increased to 94.4% & in follow-up as 92.2%. Regarding to compliance of performance 40% of them had satisfactory level of performance in pre-program while in the immediate post and follow-up it was increased to 90% & 87.8% respectively. Regarding to the attitude 37.8% of inter-nurses had positive attitude in pre-program which changed to 86.7% & 82.2% at both post and follow-up phases. Concerning work engagement 18.9% of them had high work engagement in pre-program while increased to 85.6% & 80% at both immediate post and follow up the program respectively. Conclusion: The implementation of the educational program leads to improve in the intern-nurses' knowledge, performance and attitude about COVID-19 and also had a positive effect on their work engagement, moreover there were statistically significant positive correlation between study subject' COVID-19 knowledge, performance and attitude scores with their work engagement scores. Recommendation: Working continuously to expand the intern-nurses' performance set to provide safe patients' care and motivate them to be more engaged.



## **Effect of Educational Program about Talent Management for Nursing Managers on Their Job Affiliation and Organizational Excellence**

- Hemat Abdel Azem Mostafa 1, Howida Hassan EL-Sayed. Mahfouz2 & Shaimaa Mohammed Araby Ebraheem3
  - 2021
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### **Abstract:**

Background: Talent management has been on the agenda of many health care organizations because of the belief in its importance in achieving organizational excellence and make their personnel more affiliated to achieve organizational objectives. Aim: The study aims to evaluate the effect of educational program about talent management for nursing managers on their job affiliation and organizational excellence. Research Design: A quasi-experimental research design was utilized to carry out the current study. Setting: The study was conducted in all (48) units at Benha University Hospital Qaluobia Governate, Egypt. Subjects: all (52) nursing managers that include (1) Nursing Director, (3) Supervisors, and (48) head nurses. Tools: Four tools were used in this study; First: Talent Management Knowledge Questionnaire, Second: Talent Management activities Questionnaire, Third: Job Affiliation Questionnaire and the fourth tool: Organizational Excellence Questionnaire. Results: The study findings revealed that there were highly statistical significant improvement in the nursing managers' levels of talent management knowledge and activities, job affiliation and organizational excellence after intervention both immediately post and follow up the program. Conclusion: The study concluded that there were statistically significant positive correlation among nurse managers' talent management knowledge and activities scores with their job affiliation and organizational excellence scores. Recommendation: Establishing bases for recruitment and selection in hospital that rely on the criteria of talents acquisition.

## Organizational Justice, Work Alienation and Deviant Behaviors among Staff Nurses

- 1Ebtessam Saeed Ahmed Abd-Elrhman, 2Waffaa ElSayed Hassan Helal and 3Shaimaa Mohamed Araby Ebraheem
  - 2020
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### Abstract:

Organizational justice is a vital indicator of successful organizations. Nurses working in health care institutions that are fair to their employees regarding top procedures, policies, and distribution systems, are characterized by better reactions and positive behaviors toward their organizations. Also, gaining knowledge about the level of organizational justice, deviant behaviors and alienation in the workplace can help determine the factors that must be changed and that can make a difference in enhancing nurses' loyalty to their organizations. Aim: The present study aimed to assess the relationship among organizational justice, work alienation and deviant behaviors among staff nurses. Research Design: A descriptive correlational design was utilized. Study Setting: The study was conducted in all inpatient's units of Medical and Surgical departments at Benha University Hospital. The Study Sample was: A convenience sample of staff nurses (220) who are working in the above stated study setting. Tools of Data Collection: Four tools were used: (1) the personal and work characteristics of nurses, (2) Organizational Justice Questionnaire, (3) Work Alienation Questionnaire, and (4) Workplace Deviance Questionnaire. The Result: The findings of this study indicated that, about two thirds (65.9%) of staff nurses perceived organizational justice as moderate. Also, nearly three fifth (60.5%) of them were alienated level and the majority (82.7 %) of staff nurses had negative work deviance behaviors. Conclusion: The study concluded that, there was a negative statistical significant correlation was found between perceived organizational justice, work alienation, and deviance behaviors among staff nurses. Recommendations: It recommended that, hospital administration should establish rules that contribute to the development of organizational justice in order to achieve greater job satisfaction. Also, consider a clear transparent grievance procedure to allow nurses to make notes where they feel mistreated, should be considered to allow nurses to give feedback where they feel mistreated, if nurses can vent their anger through a transparent procedure, this reduces cases of deviance, as no one will feel powerless to voice the stolen happiness.

## Career Plateau, Self-efficacy and Job Embeddedness as Perceived by Staff Nurses

- Ebtesam Saeed Ahmed Abd-Elrhaman<sup>1,\*</sup>, Shaimaa Mohamed Araby Ebraheem<sup>1</sup>, Waffaa El Sayed Hassan Helal<sup>2</sup>
  - 2020
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### Abstract:

In this era of globalization, career plateau is considered one of the contributing factors that affects both the organization's and nurse's self-efficacy and job embedded, particularly through hurriedly spreading of downsizing and layoffs which characterizes today's worldwide work, so it is important for the organizations and managers to be aware of career plateauing or leveling off in a career path to manage it effectively, in order to enhance the organizational competitiveness. Aim: The present study aimed to explore the relationship between career plateau, self-efficacy and job embeddedness as perceived by staff nurses. Research Design: A descriptive correlational design was utilized. Study Setting: The study was conducted in all critical care units and general medical and surgical units at Benha University Hospital. The study sample was: A convenience sample of Bachelor nursing graduates 164 who are working staff nurses in the above mentioned study setting. Tools of data collection: Four tools were used: (1) the personal and job characteristics of nurses, (2) Career Plateau Scale, (3) The General Self-Efficacy Scale (GSE), and (4) Job Embeddedness Scale. The result: The findings of this study showed that the majority (89.0%) of staff nurses high perceived career plateau. Also, about half (48.8%) of studied staff nurses' perceived their self- efficacy as moderate and the majority (89.6%) of staff nurses not embedded in their job. Conclusion: The study concluded that there was a negative highly statistical significant correlation between perceived career plateau, self-efficacy and job embeddedness. Otherwise, there was a positive highly statistical significant correlation between self-efficacy and job embeddedness among studied staff nurses. Recommendation: It recommended that, hospital administration should conduct induction courses for new nurses and introducing them to the nature and potential of temporary jobs to align their behavior, rights, and values with the hospital values, goals, and objectives. Also, it should make efforts to ensure that staff expectations are realistic throughout their career to avoid unfavorable job attitudes.

## **Work-Related Stressors, Coping Strategies: Its Relation to Job Performance and Perceived Organizational Support among Critical Care Nurses**

- Mahdia M. E. Morsi 1, Shaimaa M. A. Ebraheem2
  - 2020
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### **Abstract:**

Context: Work-related stressors are a world phenomenon. It results in a variety of diseases or disorders in terms of physical, psychological, and behavioral. It is commonly associated with jobs that require a lot of direct interactions with clients such as nurses that could affect nurses' job performance and cause high costs for the hospital. A problem needs a sense of support from the organization. Aim: The present study was aimed to assess work-related stressors, coping strategies, and its relation to job performance and perceived organizational support among critical care nurses. Methods: The study was conducted at Critical Care Units at Benha University Hospital. Subjects: All staff nurses (235) who working at Critical Care Units at Benha University Hospital. A descriptive correlational design was utilized. Four tools were employed in this study, Work-Related Stressors Assessment Questionnaire, The Coping and Adaptation Processing Scale (CAPS), Nurses' job Performance evaluation (observational checklist), and Perceived Organizational Support Questionnaire. Results: This study's findings indicated that nearly three-fifths (60.4%) of staff nurses had a moderate level of the work-related stressor. Also, about two-thirds (63.90%) of them had a high level of coping strategies and, about two-thirds (65.90%) of staff nurses had a moderate level of perception of organizational support and nearly half (49.80%) of nurses had a low level of performance. Conclusions: The present study concluded that nurses reported a moderate perception level regarding work-related stressors and organizational support. While nurses reported a high level of coping strategies and a low level of job performance, there was a statistically significant negative correlation between the total score of work-related stressors and nurses' job performance. There was a statistically significant positive correlation between coping strategies and nurses' job performance. A statistically significant positive correlation was revealed between total perceived organizational support and total level of nurses' job performance. The study recommended that hospital administration organize seminars and workshops for nurses targeted at specific sources of stress like conflict resolution, workload, and time management. Efforts to improve nurses' performance must be performed, aiming to increase nurses' ability to complete tasks assigned to them through education and training.

## Effect of Applying Blended Problem-Based Learning on Nursing Students' Creativity Levels

- Asmaa Mohamed Ahmed Maiz<sup>1</sup> and Zienab Ibrahim Ismail Ibrahim<sup>2</sup>
  - 2022
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### Abstract:

Nursing education is strongly affected by the global pandemic known as Covid-19. Coping with this pandemic and other 21st century challenges need graduates who have the ability to think creatively to solve problems. Blended Problem-Based learning is an innovative learning which allows active and flexible learning that improves students' creativity and problem-solving skills. Aim of the study: To explore the effect of applying blended problem-based learning on nursing students' creativity levels. Design: Quasi-experimental design. Setting: Faculty of Nursing, Benha University. Subject: Convenient sample of 3rd year nursing students enrolled in the academic year 2021/2022(n=240). Tools: Four tools were used for data collection; Knowledge Test about BPBL, Attitude toward BPBL Questionnaire, Perceived Effectiveness of BPBL Questionnaire and Creativity Measurement Questionnaire. Results: There was highly statistically significant improvement in mean-scores of nursing students' total creativity levels and also their total levels of knowledge, attitude, and perceived effectiveness regarding Blended Problem-Based Learning after its implementation. Additionally, there were highly statistically significant correlations among students' total levels of knowledge, attitude, perceived effectiveness and their creativity levels. Conclusion: Implementing Blended Problem-Based Learning was indicated to be an effective educational approach to improve nursing students' creativity levels. In-addition, it showed promising results in improving nursing students' total knowledge, attitude and perceived effectiveness regarding BPBL and it could be implemented for other nursing subjects in the future. Recommendations: Blended Problem-Based Learning should be adopted as a new learning strategy for nursing students. Nursing Educators should be prepared to develop appropriate strategies for coping and engaging students in Blended Problem-Based Learning courses.

## **Organizational Climate in Relation to Head Nurses' Innovative Work Behaviors: Mediating Role of Organizational Innovativeness**

- Zienab Ibrahim Ismail (1) & Waffa Mostafa Mohamed (2)
  - 2022
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### **Abstract:**

Head nurses' Innovative work behaviors are seen as a strategic foundation since organizations must cope with increasing complexity and rapid change to have a place in ever challenging environments. In these contexts, organizations with climate conducive to innovate will be able to cope with challenges faster and get better opportunities. Aim of the study: To determine the relation between organizational climate, head nurses' innovative work behaviors and organizational innovativeness. And, to explore the role of organizational innovativeness as a mediating variable. Subjects and Methods: Research design: Descriptive correlational design. Setting: The study was executed in all inpatient medical, surgical, and intensive care units at Zagazig University Hospitals. Subject: convenient sample of head nurses who matched inclusion criteria n=288. Tools of data collection: Three tools were used for data collection as follows; Organizational Climate Questionnaire, Innovative Work Behavior Scale, and Organizational Innovativeness Questionnaire. Results: Total levels of organizational climate and head nurses' innovative work behaviors were high, while the total level of organizational innovativeness was moderate as reported by head nurses. There was positive statistically significant relation between the total level of organizational climate and the total level of head nurses' innovative work behaviors. Regarding organizational innovativeness, there were highly positive statistically significant relations with the total levels of organizational climate, and head nurses' innovative work behaviors. Conclusion: Organizational climate positively related to head-nurses' innovative work behaviors and organizational innovativeness partially mediated the relation between them. Recommendations: Maintaining hospital innovative and open to change environment to foster a positive working climate which enhances innovative work behaviors of head nurses

## **Educational Program about Organizational Preparedness for Crisis Management: It's Effect on Organizational Commitment and Occupational Stress in the Time of Covid19**

- Doha Abd-El baseer Mahmoud1 & Zienab Ibrahim Esmael2
  - 2021
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### **Abstract:**

The pandemic of the Coronavirus has already had a huge impact on practically every aspect of human life, particularly the health-care sector. As a result, organizations must be well-prepared for crisis management while preserving a healthy workforce's sincere commitment. Aim: To determine the effect of an educational program about organizational preparedness for crisis management on organizational commitment and occupational stress in the time of Covid19. Design: Quasi-experimental design with one group pre and post-test assessment was utilized. Setting: The study was carried out in all in-patient medical, surgical, and intensive care units at Benha Teaching Hospital Subjects: A convenient sample of all available head nurses from the above- mentioned study setting (60) head nurses within inclusion criteria Tools: Four tools were used to collect the data as follows; (I): Knowledge about Crisis Management Questionnaire, (II): Perceived organizational preparedness for Crisis Management Scale, (III): Organizational Commitment Questionnaire and (IV): Nurses' Occupational Stress Scale. Results: There was an improvement in Mean scores and St-deviations of head nurses' total level of knowledge and perception regarding hospital preparedness for crisis management, organizational commitment, and occupational stress immediately after program implementation. Conclusion: Providing an educational program about "organizational preparedness for crisis management" was effective in improving head nurses' knowledge and perception levels regarding hospital preparedness for crisis management which in turn improved head nurses' commitment and occupational stress. Recommendations: Hospital managers have to arrange awareness programs about "Preparedness for crises management" for all hospital staff, and make sure that all staff members know their roles, and responsibilities during facing crisis.

## **Knowledge Management as a predictor of Organizational Resilience and Agility**

- Zineb Ibrahim Ismael 1, Soha Mamdouh El-kholy2 , Ebtessam Saeed Ahmed Abd-Elrhaman3
  - 2021
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### **Abstract:**

Organizations have faced significant changes since the beginning of the twenty-first century; these unpredictable changes, as well as today's competitive world, require organizations to have different competitive features such as resilience and agility, which are closely interrelated concepts with knowledge management and help organizations adapt quickly to environmental shifts and affect their performance survival. Aim: The present study aimed to explore the possibility of knowledge management as a predictor of organizational resilience and agility as reported by studied nursing staff. Research Design: An exploratory descriptive design was utilized. Setting: In-patient medical, surgical, and intensive care units were all included in the study at Benha University Hospital. Subjects: A simple random sample of 366 nursing staff were composed of 3 supervisors, 43 head nurses, and 320 staff nurses who had at least a one-year experience in the study setting, approved their participation in the study in the previously mentioned units, and who are available at the time of data collection. Tools for data collection: Three tools were used: Knowledge Management Questionnaire, Organizational Resilience Questionnaire, and Organizational Agility Questionnaire. The results revealed a moderate level of knowledge management (65.8 percent ). In addition, nursing staff reported moderate levels of organizational resilience and agility (54.1 percent and 60.4 percent, respectively), and a highly positive statistically significant correlation between total knowledge management and total levels of organizational resilience and agility (p-value.01). Conclusion: The study concluded that knowledge management was a highly significant predictor of organizational resilience and agility. Recommendations: According to the findings of the current study, hospital administrators should support or adapt organizational culture in order to enable the successful implementation of knowledge management technologies and practices, as well as lead organizational efforts to change organizational culture in order to maintain organizational resilience and agility



## Head Nurses' Performance Regarding Nursing Round and its Relation to patients' satisfaction

- Eman sobhy Aboelyazid\*, Hanaa Mohamed Abd Rabo \*\* Ehsan Saad Soliman
  - 2020
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### Abstract:

nursing round is part of nursing care that plays major role in improving the performance of head nurses, increasing competence and confidence, improving patient safety and greater patient satisfaction. The purpose of the study was to assess head nurses' performance regarding nursing round and its relation patients satisfaction . Design: descriptive corrlational design was utilized in carrying out this study. Setting: the study was conducted in all inpatient units at Benha University Hospital. Study Sample: all available 34 head nurses and 308 patients were included. Two instruments were used for data collection of this study (Nursing Round observational check list and patient satisfaction scale)Results: indicated that more than half (58,8%) of the studied head nurses had satisfactory performance regarding nursing round ,less than half(48,7%) of the studied patients had high satisfactory level and there were statistical significant positive correlation between studied patients'satisfactions and performance of the studided head nurses. Recommendations: conduct training courses and evaluation related to nursing rounds, encourage patient participation in nursing care plan..

## Effect of Cooperative Learning Program on Intern-Nurses' Decision Making Skills

- Seham Marzouk Amer 1, Saher Hamdy El-Sayed 2, Salwa Ibrahim Mahmoud 3
  - 2021
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### Abstract:

Cooperative learning is a successful learner focused instructional approach where small groups of intern nurses work together to take full advantage of their individual and group learning that reflects on enhancing academic achievement, encouraging individual accountability, practicing social skills and improving decision making skills. The aim of this study was to determine the effect of cooperative learning program on intern nurses' decision making skills. Research design: A quasi experimental design was utilized in this study. Setting: This study was conducted at Benha University Hospital in the intern-nurses' clinical training areas. The sample: A systematic random sample was used in this study; the total sample included 55 intern nurses. Tools: four tools were used I): Cooperative learning knowledge questionnaire, II): Attitude toward cooperative learning scale, III): Cooperative learning practice observational checklist and IV): Decision making skills in nursing scale. Results: (%3.38) and (%5.58) of intern nurses had satisfactory knowledge level during immediately post program phase and follow up phase. (92.3%) and (%58) had highly positive attitude during immediately post program phase and follow up phase, respectively, (9..9%) of them had competent practice level at immediate post program phase and (32.38) of intern nurses had high level of decision making skills at post program. There was a highly positive statistical significant correlation between intern nurses' total cooperative learning knowledge, attitude and practice scores and their total decision making skills score at immediately post program. Conclusion: educational program was effective in improving intern nurses knowledge, attitude and practice about cooperative learning and also improved decision making skills levels. Recommendations: Apply cooperative learning with more participants highly recommended to achieve generalizable results and generate more evidence on the effects of cooperative learning

## **Ethical Leadership, Deviant Workplace Behaviors and it's Relation to Perceived Organizational Support among Nurses**

- Yasmin Hesham Sakr \*\* Assist. Prof. Dr. Salwa Ibrahim Mahmoud \*\*\* Assist. Prof. Dr. Mahdia Morsi EL-Shahat
  - 2021
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### **Abstract:**

Background: Ethical leadership has meaningful influence on the attitudes and ethical conduct of nurses and increased sense of perceived organizational support from hospital and decreased engagement in deviant workplace behaviors. The study aimed to assess ethical leadership, deviant workplace behaviors and it's relation to perceived organizational support among nurses. Design: A descriptive correlational research design was utilized. Setting the study was conducted in Critical Care Units at Benha University Hospitals. The study sample composed of (230) nurses Tools: Three tools were used for data collection; Ethical Leadership Scale, Deviant Workplace Behaviors Scale and Perceived Organizational Support Questionnaire. Results: more than half (52.6) of nurses had moderate ethical leadership perception level, the majority of nurses (89.6%) had negative prevalence of deviant workplace behaviors perception level and more than half (55.7%) of nurse were had moderate perceived organizational support level. Conclusion: There was a negative statistically significant correlation between ethical leadership perception level and deviant workplace behaviors perception level and between deviant workplace behaviors perception level and perceived organizational support level. Additionally, there was a positive statistically significant correlation between ethical leadership perception level and perceived organizational support level. The study recommended that: Hospital management put system for rewarding and supporting nurses who behave ethically and serving as ethical role models by providing different kinds of bonuses and incentives, Hospital management create strategies that promote supportive work environment and reduce workplace deviance behaviors such as rewards, flexible work schedules, fair pay and benefits, safe working conditions, and training. Hospital management provides promotion and fairness system through distributing resources for nurses equally.

## **Factors Affecting of Electronic Learning Platform Using as Perceived by Nursing Educators and Students and its Relation to Nursing Students' Satisfaction**

- Hasnaa Saleh Elsayed, Assist.Pro. Fawzia Farouk Kamel, Assist.Pro. Nora Ahmed AbdAllah
  - 2022
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### **Abstract:**

Background: E-learning platforms has received a great deal of attention from the educators and researchers. The use of E-learning in the field of education has become popular during COVID-19 outbreak. However, there are many challenges faced by educators and students which affect their intention to use and satisfaction. Aim: Assess factors affecting of electronic learning platform using as perceived by nursing educators and students and its relation to nursing students' satisfaction. Design: A descriptive correlational design was utilized. Setting: This study was conducted at the Faculty of Nursing, Benha University. Subjects: Sample of 93 nursing educators (Lecturers, Assistant professors and Professors) and stratified random sample of 1008 of nursing students from four academic years (2021/2022). Tools: Data of the present study was collected by using two tools namely; I) Factors Affecting of E-learning Platform Using Questionnaire, II) Nursing Students' Satisfaction Questionnaire. Results: The results showed that highest percent of nursing educators and nursing students had high perception regarding environmental factors and more than one third (37.1%) of nursing students had moderate satisfaction level toward e-learning platform using Conclusion: There was a highly statistically significant relation between factors affecting electronic learning platform using and nursing students' satisfaction. Recommendation: Designing training programs to raise awareness and the ability to use e-learning as an effective training tool.

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