Factors Influencing Professional Behavior of Staff Nurses

LCDR. Sopida Lorjai, BNS, RN
AFDC, BKK, Thailand
Areewan Oumtanee, RN, PhD
Faculty of Nursing, Chulalongkorn University, Pathumwan, BKK, Thailand
Duanphun Konlakit, MSN, RN
ENT, Siriraj hospital, BKK, Thailand

Introduction

Professional behavior expresses the characteristics of the nursing profession. This behavior is displayed and clearly visible to make people aware of values and benefits of having nurses in our society. Nurses need to develop behaviors that meet the nursing standards of care. These characteristics are consistent with the feature concept of individuals with achievement motives. Achievement motive is a force that makes people successful in life or career. In order to develop the excellence in service, nurses need to maintain their role in their work duty and coordination to enhance the quality of nursing care. Psychology empowerment is another key concept in creating motivation from their superiors such as the supervisor or director. Allowing nurses to perceive and believe in their own competence will create their achievement motive; moreover, realization of psychological empowerment will make nurses contribute power and authority to provide high-quality nursing skills, help in solving medical problems, as well as commitment to develop the nursing profession.

Study purposes

1) To examine professional behavior of staff nurses
2) To analyze selected factors affecting professional behavior.

Methodology

Research: Descriptive research

Sample

A sample of 386 staff nurses at working in government university hospitals, Thailand with 1 year working experience were selected by using multi-stage sampling.

Study instruments


Relevance of questionnaires of Professional Behavior Questionnaire, Achievement Motive Questionnaire and Psychological Empowerment

Table 1

| Questionnaire                  | RA | F  
|-------------------------------|----|----
| Professional Behavior Questionnaire | .96 | .97
| Achievement Motive Questionnaire | .92 | .96
| Psychological Empowerment Questionnaire | .96 | .96

Analysis

Mean, Standard, division and percentage, Pearson's product moment correlation. Path analysis by regression (Beta, R²)

Results

1. Mean score of Professional behavior was at a high level (mean = 4.25, SD = .41)
2. Model 1: The variables that explain professional behavior of staff nurses at p = .05 was achievement motive, psychological empowerment and age. These predictors are accounted for 57.7 percent of the variance
3. Model 2: The variable that explain achievement motive is psychological empowerment. It is accounted for 28.8% of the variance.
4. Model 3: The variables that explain psychological empowerment are education of Master degree and age. It is accounted for 9.2% of the variance.

Prediction equation in Professional behavior of staff nurses

PB = 764 + 487 achievement motive + 307 PEM + .004 Age

Conclusion

The findings show that psychological empowerment, achievement motive and age have direct effects on professional behavior but education of Master's degree has indirect effect on professional behavior.

Discussion

In the present, the situation changed the social, cultural, economic, and political environment affecting the performance of nurses. To be accepted into the profession, the nurses need more knowledge and higher education level. Nurses must always have more enthusiasm to adapt to changing circumstances. Using cognitive science in nursing, which is dedication, expression of professional behavior, and exposure to new ideas will help to improve the quality and efficiency of patient care. Encouragement of nurses to have higher professional behavior that requires higher degree of motivation, and encouragement coming from the health care family such as co-worker, other members of health team, and especially their supervisor and leader. It is also important to strengthen confidence, develop pride for the sake of duty, and the application of efficient approach to the future of nursing.

Keywords

Professional Behavior / Achievement Motive / Psychological Empowerment / Staff Nurse

Table 2

| Predictor                     | b    | B  | R² | F    | Sig. F Change |
|-------------------------------|------|----|----|------|---------------
| Achievement Motive            | .491 | .38 | .34 | 634  | .000          |
| Psychological Empowerment     | .377 | .29 | .30 | 177  | .000          |
| Education of Master Degree    | .001 | .02 | .01 | 2    | .915          |

Table 3

| Predictor                     | b    | B  | R² | F    | Sig. F Change |
|-------------------------------|------|----|----|------|---------------
| Psychological Empowerment     | .441 | .33 | .27 | 159  | .000          |
| Achievement Motive            | .557 | .41 | .35 | 159  | .000          |
| Education of Master Degree    | .078 | .06 | .05 | 7    | .393          |
| Education of Master Degree + Age | .080 | .07 | .06 | 8.684 | .003          |

Table 4

| Predictor                     | b    | B  | R² | F    | Sig. F Change |
|-------------------------------|------|----|----|------|---------------
| Psychological Empowerment     | .441 | .33 | .27 | 159  | .000          |
| Achievement Motive            | .557 | .41 | .35 | 159  | .000          |
| Education of Master Degree    | .078 | .06 | .05 | 7    | .393          |
| Education of Master Degree + Age | .080 | .07 | .06 | 8.684 | .003          |