

Relationship Between Nurses' Performance and Their Demographic Characteristics

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Abstract Objective: The aim of this study is to investigate the effect of nurses' sociodemographic factors, such as age, gender, level of education, years of experience, time shift, and marital status on their performance.: A descriptive (correlational) research design was used. This study was conducted in Najaf city hospitals conducted between The study has been conducted between 8 August 2022 and 27 July 2023. A non-probability (convenience) technique was used to collect data. The study subjects included (350) staff nurses working in all units of selected hospitals. Results: results of the current study indicate that there is a non-significant relationship between the overall assessment of Performance and nurses' demographic data. Conclusion: The study shows there is not a statistically significant relationship between nurses' socio-demographic data and their performance.



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Keywords: Nurses' Performance, demographic data



1. INTRODUCTION

The role of a nurse is to facilitate an individual's performance of activities that promote health or aid in recovery or provide assistance for a peaceful death, which the individual would be able to carry out independently with adequate strength, willpower, or knowledge. Nursing performance is defined as the unique function of the nurse to assist patients in achieving independence as quickly as possible while providing supportive care 1. Furthermore, the provision of nursing care is considered a professional service and a fundamental aspect of healthcare that is grounded in scientific knowledge and nursing techniques. Nurses provide care to individuals, families, groups, and communities, whether they are ill or well. The nature of nursing care involves delivering nursing services using an approach that aims to enhance the overall quality of care for patients 2. The quality of nursing care service is dependent on the nurse's ability to provide patients with attention, empathy, and genuine concern. These qualities are highly desirable among patients who seek quality healthcare services 3. In addition, the essence of nursing revolves around safeguarding, advancing, and maximizing the health and capabilities of individuals, families, groups, communities, and populations. This is achieved through various means such as preventing illnesses and injuries, promoting healing, diagnosing and treating human responses, and advocating for quality care [4].

Socio-demographics refer to a set of characteristics that define individuals within a particular population or group. These characteristics can be social or demographic in nature and help identify commonalities among group members. The demographic profile of nurses has been shown to play a significant role in their ability to perform their duties effectively, establish positive interpersonal relationships, and contribute to the development of new healthcare goals and policies [5]. An individual's performance can be impacted by their socio-demographic factors, including gender, age, level of education, and work environment. Therefore, it is important to consider demographic data as it can have counterproductive effects, leading to poor job performance and negative outcomes [6].

2. METHODOLOGY

Design of the study: A descriptive correlational research design was used to determine the relationship between nurses' performance and their demographic characteristics. The study has been conducted between 8 August 2022 and 27 July 2023. The setting of the study: This study was conducted in Najaf City Teaching hospitals (Al-Sadder Medical City, Middle Euphrates Hospital, Al-Hakim General Hospital, Al-Zahraa Teaching Hospital, Al-Najaf Al-Ashraf Teaching Hospital, and National Cancer Teaching Hospital).

Sample of the Study: A non-probability sampling approach has been used (convenience sampling) of (350) nurses working in Najaf city hospitals .

Study instrument: In this study, demographic data were collected to evaluate the characteristics of the nurses being

studied. This data was comprised of six items, which consisted of age, gender, marital status, level of education, years of experience, and time shift.

3. RESULTS

Table (1) The Socio-demographic characteristic of staff nurses according to their demographic characteristics (n=350)

Demographic characteristics		Freq.	%
Age groups (Years)	<= 25	137	39.14
	26 - 31	146	41.71
	32 - 37	16	4.57
	38 - 43	27	7.71
	44 and more	24	6.86
	Mean \pm SD	28.82 \pm 7.1	
Gender	Males	114	32.57
	Females	236	67.43
Level of Education	Nursing prep.	61	17.43
	Diploma	149	42.57
	B.Sc.	140	40.00
	M.Sc. / Ph.D.		
Time Shift	Morning	297	84.86
	Evening	36	10.29
	Night	17	4.86
Years of Experience (Binned)	<= 5	234	66.86
	6 - 11	61	17.43
	12 - 17	23	6.57
	18 and more	32	9.14
	Mean \pm SD	6.14 \pm 6.3	
Marital Status	Single	162	46.29
	Married	184	52.57
	Separated	1	.29
	Divorced	1	.29
	Widow	2	.57
Total		350	100%

Table (1) shows the sociodemographic data of staff nurses, the present study revealed that (41.71%) of the nurses were in the age group (26 – 31) years. Also, most of the staff nurses (67.43%) were females. regarding Level of Education, it was clear that (42.57%) of the staff nurses had a Diploma level of

education and (66.86%) of them had <=5 years of nursing experience. For Time Shift, the majority of staff nurses (84.86%) were working in the morning. Finally, more than half of staff nurses (52.57%) were married.

Table (2): The Mean scores of Performance Evaluation according to the opinion of the head nurses (n=350):

Overall Items		F.	%	MS	SD	RS %	Assess.
Overall Items	Major Improvement Needed	35	10.00	2.85	0.70	57	Meets Expectations
	Some Improvement Needed	80	22.86				
	Meets Expectations	130	37.14				
	Often Exceeds Expectations	79	22.57				
	Consistently Exceeds Expectations	26	7.43				

MS: Mean of Scores; Major Improvement Needed: MS = <1.49; Some Improvement Needed: MS = 1.5-2.49; Meets Expectations: MS = 2.5-3.49; Often Exceeds Expectations: MS = 3.5-4.49; Consistently Exceeds Expectations: MS ≥ 4.5; RS: relative sufficiency percentage.

Table (2) shows the assessment (mean of scores) of job performance Evaluation according to the opinion of the head nurses; it reveals the assessment of overall items (Meets Expectations). See Figure (1)

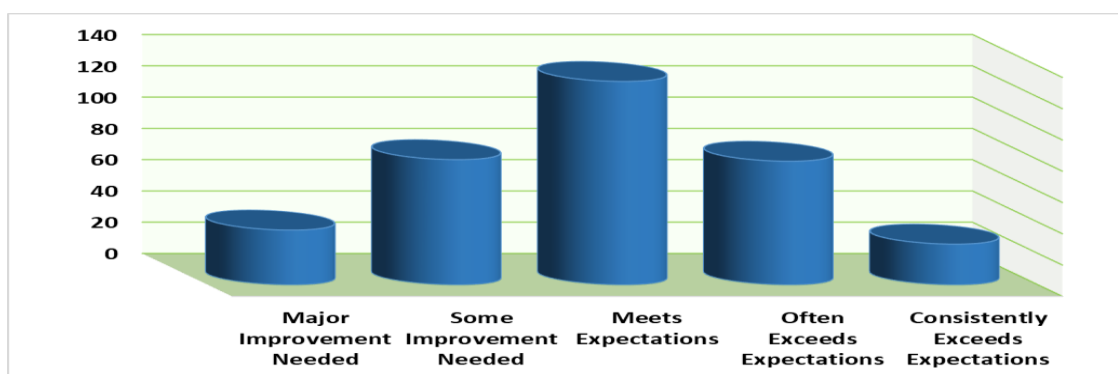


Figure (1): Descriptive statistics of Performance Evaluation according to the opinion of the head nurses (n=350).

Table (3): ANOVA table for the differences between overall evaluation scores of staff nurses' job performance and their demographic data.

Demographic characteristics		Mean	SD	Statistics (F)	P-value
Age groups (Years)	<= 25	2.76	.64	2.01	0.093 (NS)
	26 - 31	2.91	.70		
	32 - 37	3.06	.84		
	38 - 43	2.69	.97		
	44 and more	3.05	.61		
Gender	Males	2.83	.75	0.435	0.664 (NS)
	Females	2.86	.68		
Level of Education	Nursing prep.	2.80	.70	0.432	0.649 (NS)
	Diploma	2.83	.75		
	B.Sc.	2.89	.66		
	M.Sc / Ph.D				
Time Shift	Morning	2.86	.69	0.695	0.487 (NS)
	Evening	2.77	.91		
	Night	2.78	.45		
Years of Experience	<= 5	2.81	.67	1.315	0.269 (NS)
	6 - 11	2.96	.71		
	12 - 17	3.04	.78		
	18 and more	2.81	.84		
Marital Status	Single	2.85	.68	1.683	0.153 (NS)
	Married	2.86	.72		
	Separated	2.64			
	Divorced	2.14			
	Widow	1.68	.15		

Table (3) shows that there is a non significant relationship between the overall assessment of staff nurses' job performance evaluation and their demographic data.

4. DISCUSSION

The results of the demographic data of 350 nurses who participated in the study are reported. According to Table (1) The study result indicated that the majority of participants age group between (26 – 31) years old. regarding years of experience, the majority of the study sample had less or equal to 5 years of nursing experience. These results agreed with the findings of a study done by 7, their study outcomes revealed about (29.4%) of the samples with age group between (25-29) and (56.5%) of participants had less than 5 years of experience. Related to gender, the current study found that the highest percentage represented (67.43%) of nurses were female with only 32.57% of them being males. this result agreed with a study conducted by 8, results of this study revealed that females were (63.3%) of the staff nurses. Regarding the marital status of the nurses; the result of the present study reveals that more than half of staff nurses (52.57%) were married. That is consistent with a study done by 9, the results revealed that (85.5%) of the study participant were married. Regarding Level of Education, it was clear that the majority of the staff nurses had a Diploma level of education. This result agrees with a study conducted by 10, this study revealed that most nurses had Diploma in Nursing. The study also describes the shift times of the nurses. The findings indicate that (84.86%) of the nurses worked the morning shift, which is consistent with a previous study conducted by 11, The results show 85.8% of nurses work in morning shift.

Table (2) shows the assessment (mean of scores) of the overall Performance Evaluation according to the opinion of the head nurses. results indicate that the majority of head nurses (37.14%) answered "Meets Expectations", followed by (22.86%) of participants who answered " Some Improvement Needed", While (22.57%) answered "Often Exceeds Expectations " and (10%) of them were their answers "Major Improvement

Needed" and finally, just (7.43%) of the answers by "Consistently Exceeds Expectations". therefore, the mean score was (2.85) with (SD= 0.70) and this statistically means that the staff nurses meets expectations in their job performance. according to a study carried out by 12, the performance of nurses was deemed to be fair. This finding is somewhat similar to a previous study conducted by [13] which concluded that nurses' job performance was moderate. Furthermore, the results were also comparable to those of a study by [14], which also found that nurses had moderate levels of performance.

According to the relationship between Performance Evaluation overall scores and ages, gender, and the time shift of staff nurses shown in Table (4-9), results revealed that is no significant difference. The outcome was comparable to findings obtained by 15, who noted that ages, gender, and the time shift of staff nurses have no significant impact on their performance, which aligns with previous research on the topic. This suggests that age, gender, and time shift is not determining factor in nurses' ability to perform their job duties efficiently. Also regarding years of experience, level of education, and marital status, the current study had not found a significant correlation between these data and nurses' job performance. This may be because the effect of that demographic data is concentrated on the quality of work more than its impact on job performance in general. This finding contrasts with those noted by 15,16, who stated that years of experience, level of education, and marital status had a positive impact on nurses' job performance.

5. CONCLUSION

The results of the current study concluded there was not a statistically significant relation between staff nurses' job performance and their socio-demographic data.

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