

Factors Influencing the Professional Self-Image of Nurses at Her Royal Highness Princess Maha Chakri Sirindhorn Medical Center

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Background

In several countries have shown a significant shortage in the number of active registered nurses

High turnover of nurses compromises patient care adds to the cost of health care .

When nurses leave a quality nurses care may decline due to lose of the expertise .

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Background

Reasons registered nurses leave or change
Employment status

- job satisfaction
- supervision
- work environment
- personal reasons
- professional self-image

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Background

The concept of the professional self-image
of nurses

“ The way in which nurses perceive themselves
with environment of work ”

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Background

In 2006, 2007 MSMC has turnover rate of registered nurses about 22% and 17%

Hospitals faced with both high staff turnover and limited applicants.

Hospitals attempt to increasing their efforts recruitment and offer incentive, but this answer dose not solve the problem.

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Background

The decision of policy makers ,retention of staff is better than "Quick fixes"

Designs of survey research of factor influencing professional nurses self- image was performed to examine the self-image of nurses

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Purpose of Study

1. To study the personal factors of nurses
2. To examine the professional self-image level of nurses
3. To study the influences of personal factors to the professional self-image of nurses

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Conceptual Frame Work

Personal Factor

- Age
- Educational Level
- Experience of work
- Staffing Level
- Health status perception



Professional nurses Self-Image (Strasen, 1992)

1. Knowledge based
2. Professional practice
3. Physical and personal appearance
4. Compensation
5. Professional contribution
6. Professional communication
7. Self control

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Method & procedure

The subjects were 209 registered nurses who worked at the Nursing Department (MSMC).

Questionnaires were used as the research instruments and consisted of three parts: (1) personal data (2) assessment of health status and (3) professional self-image of nurses.

The content validity of the questionnaires was verified and approved by four nursing education experts. The Cronbach Alpha reliability coefficient of the third part was 0.94.

Statistical devices used for data analysis were frequency, percentage, mean, standard deviation, and multiple regressions.

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Results

Table no.1

Personal factor	Percentage
1. Age (26-30 years)	43.9
2. Bachelor degree	59.0
3. 1-5 years experience of work	65.4
4. Operational nurse level	90.7
5. excellence level of health status perception	70.4

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Results

Table no.2

Nurses self-image	mean	S.D.	level
1. Knowledge based	3.88	0.52	good
2. Professional practice	3.97	0.52	good
3. Physical and personal	3.98	0.55	good
4. Compensation	3.49	0.67	fair
5. Professional contribution	3.71	0.60	good
6. Professional communication	3.96	0.55	good
7. Self control	4.26	0.62	good
Total	3.89	0.46	good

Results

Table no.3

Personal factor	<i>B</i>	<i>Beta</i>	<i>T</i>	<i>sig T</i>
Health status perception	0.008	0.169	2.462	0.15
Nursing staff level	0.259	0.163	2.363	0.19

$p < 0.05$

Instant = 2.864, R = 0.229, R² = 0.053,
 adjust R² = 0.043, F = 5.585, sig F = 0.19

Discussion

Interesting finding about the self-perceive understanding

1. Nursing self-image overall is good level

Nurses reported having a positive self-image, most were be proud to be a nurse and considered themselves competent health professionals having great responsibility.

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Discussion

2. Nurses undertake research in practice setting

3. The nurse unhappy with their waged and welfare. The satisfaction level are decreased in 2006 = 28.8%

4. The contribution for support good nursing care

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Discussion

4. Health status perception and Staffing level can predicted self-image

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Conclusion

The Medical Center should support the health situations ,professional career path development and enhance incentive in order to enhance their self-image lead to improved job satisfaction and professional performance in nursing care.

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Question & Answers

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