Effect of professional self-concept and professional autonomy on nursing performance

Hee Kyoung Lee, Hye Jin Yang

Doctoral Student, College of Nursing, Korea University, leesa972@hanmail.net
* Doctoral Candidate, College of Nursing, Korea University, Corresponding Author: kynrg97@naver.com

Abstract. This was a descriptive study about the effect of professional self-concept and autonomy on nursing performance. The study results indicate that, flexibility, medium autonomy, and position are factors that affect nursing performance. In conclusion, the improvement of nurses’ professional self-concept and autonomy will improve their nursing performance. Therefore, strategies that strengthen professional self-concept and autonomy should be developed in order to improve nursing performance.

Keywords: professional self-concept and professional autonomy, nursing performance

1 Introduction

Nurses account for the largest proportion of hospital staff, who directly interact with patients and caregivers while providing medical services. Therefore, they directly affect the productivity and image enhancement of the organization, as well as the quality of care and caregiver satisfaction of the patient [1].

Professional self-concept reflects the emotions and opinions of workers about their work performance and feeling toward one’s self. In particular, a nurse with high professional self-concept contributes to the nursing profession by improving the self-concept, self-esteem, and self-confidence of other nurses. By contrast, nurses with low professional self-concept reduce productivity [2].

Professional autonomy in making appropriate decisions for patient care is also an important virtue that requires nursing knowledge and skills, courage, responsibility, and conscience, as well as other factors that have a positive effect on substantial business performance, and personal efficacy and empowerment [3].

Employing experienced nurses is treated as an important strategy to ensure the productivity and quality of hospital care services. Nursing performance is evaluated in terms of how well nurses fulfill their roles [4] and their current contribution to the organization. By evaluating nursing performance, the job performance of nurses can be better understood, and the quality of care provided can be evaluated by assessing whether the patient received appropriate care [5].

As health care is focused on the quality of health care services, quality
improvement of nursing care and professional development of nurses have emerged as important key tasks. However, in nursing research, the correlation between professional self-concept and autonomy of nurses, and nursing performance is weak compared with other aspects nursing performance. Thus, the correlation of nursing performance and factors of professional self-concept and professional autonomy that affect nursing performance should be analyzed.

2 Method

2.1. Study Design

This was a descriptive study of the effect of professional self-concept and autonomy on nursing performance.

2.2. Sampling and Data Collection

Data were collected from a convenient sample of 149 nurses who were working at a university hospital in Seoul between September 15, and September 30, 2013. We explained the study purpose and methods and administered a structured questionnaire to nurses who agreed to participate in the study.

2.3 Ethical Consideration

The institutional review board of the university hospital allowed us to collect hospital data (SPIRB-13-054).

2.4. Data Analysis

Data were analyzed by using the t-test, analysis of variance, Pearson correlation coefficients, and multiple regression analysis.

3 Results

In this study, we found a significant flexibility underlying the factors of professional self-concept, medium autonomy, and nursing position. Flexibility and medium autonomy, and higher position were indicators of higher nursing performance. The regression analysis showed that flexibility, medium autonomy, and position explained 32.2% variance of nursing performance among nurses.
4 Discussion and Conclusion

The nurses showed that work should be done within the framework of flexibility to create a positive working situation and with coping skills to deal with each situation, rather than according to the same reaction as most patients have toward their conditions. Appropriate care should be given for each situation or circumstances, which change with every situation.

Medium autonomy indicates a need for professional autonomy, but does not receive sufficient legal protection as in high autonomy in relation to communication in nursing.

The higher the position, the higher greater sense of responsibility and competence are required in nursing performance.

Nurses can demonstrate that their position is an important factor in improving nursing performance by providing nursing autonomy and flexibility in dealing with patients in clinical nursing.

Therefore, a systematic education and strategies that strengthen professional self-concept and professional autonomy should be developed in order to improve nursing performance.

Table 1. Factors affecting nursing performance

<table>
<thead>
<tr>
<th>Variables</th>
<th>B</th>
<th>SE</th>
<th>β</th>
<th>t</th>
<th>p</th>
<th>Adj R²</th>
</tr>
</thead>
<tbody>
<tr>
<td>constant</td>
<td>19.032</td>
<td>8.955</td>
<td>2.215</td>
<td>0.035</td>
<td></td>
<td></td>
</tr>
<tr>
<td>flexibility</td>
<td>1.449</td>
<td>0.395</td>
<td>0.288</td>
<td>3.671</td>
<td>p&lt;0.001</td>
<td>.203</td>
</tr>
<tr>
<td>medium autonomy</td>
<td>0.630</td>
<td>0.137</td>
<td>0.343</td>
<td>4.600</td>
<td>p&lt;0.001</td>
<td>.284</td>
</tr>
<tr>
<td>position</td>
<td>7.847</td>
<td>2.689</td>
<td>0.219</td>
<td>2.918</td>
<td>0.004</td>
<td>.322</td>
</tr>
</tbody>
</table>

References