

# Perceptions and Attitude of Registered Nurses Towards Professionalism in Nursing from Selected Hospitals of Guntur District, Andhra Pradesh: A Comparative Study

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## Abstract

**Background:** Nursing professionalism refers to a collection of principles that are essential to raising the standard of patient care while enhancing the methodology, norms, and judgement that direct nursing activities on a daily basis. The main objective of the study is to assess the perceptions and attitude of registered nurses towards professionalism in nursing. **Materials and Methods:** A comparative descriptive research design adopted for this study. The study conducted at selected hospitals in Guntur and Mangalagiri. Seventy-five participants of public hospitals registered nurses, 75 participants of private hospitals registered nurses selected by using random-sampling technique. A structured questionnaire used to collect the sociodemographic data and standardized Likert-type scales used to assess the perceptions and attitude in professionalism in nursing. **Results:** The study results shown majority 41 (54.6%) of the public hospital register nurses were had B.Sc. Nursing and private hospital registered nurses 42 (56%) were had Diploma/GNM, and 30 (40%) of the public hospital register nurses having 6 to 10 years, where in private hospital registered nurses the majority 29 (38.6%) were having less than 5 years of experience. There was a significant difference between perceptions and attitude among public and private hospital nurses regarding professionalism. **Conclusion:** The study concluded that the registered nurses working in public hospital were having superior perceptions and attitude than registered nurses working in public hospital.

**Keywords:** Perceptions, attitude, registered nurses, professionalism, nursing, nurses, hospital.

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## INTRODUCTION

Nursing professionalism entails giving patients the best care possible while respecting the principles of responsibility, respect, and integrity [1]. Professionalism is much more than just dressing professionally and acting respectfully. It covers a collection of principles that are essential for raising the level of patient care while enhancing the approach, criteria, and judgement that direct nursing practices on a daily basis. Nursing professionals can acquire skills that are useful at any point of their careers, from entry-level clinical responsibilities to senior leadership positions, by working in a professional environment [2].

The cultural and society values system determines the perception and creates a variation in the understanding of the concept professionalism across settings. It further influenced by local, contextual, and organizational factors [3].

There is still a need for greater investigation of characteristics that support professionalism among registered nurses in India, despite attempts to explain professionalism by a range of disciplines. The intent of the present study is to identify the perceptions and attitude of registered staff nurses from the selected hospitals by using a multidisciplinary approach to the study of professionalism [4].

Nowadays, internationally, focus placed on the provision of quality nursing care, patient safety, patient outcomes, teamwork, job satisfaction, and satisfaction with the work environment. Likewise, cost-effective and safe cares, together with competent and high-quality service providers, are necessary throughout healthcare system all over the world. Experienced professional nurses are required to satisfy these demands and needs. Nurses have a responsibility to regularly attain and actuate nursing competencies, and to demonstrate their professionalism in clinical practice to positively influence patient satisfaction and patient outcomes. Generally, professionalism involves the representation of attitudes relating to identification with and commitment to particular profession [5].

The professionalism experiences and professionalism perceptions of nursing staff in their clinical experiences with the help of their viewpoints might guide the staff nurses to provide quality patient care. Their own professionalism perceptions and emphasizes the responsibility of staff nurses as role models in the professional identity development [6].

Weakness in professionalization has resulted in recurrent disparagement of nurse's skills and ability in providing nursing care. In certain instances, this impairment is so severe that nurses experience several issues or are unable of providing clinical area care. The profession of nursing, in the eyes of nurses, has not fully developed, and they see many difficult issues and difficulties along the route. All of this is happening today, and society needs nurses who accept their profession and take on the challenges that impede professional identity enhancement [7].

There is still a need for greater investigation of characteristics that support professionalism among registered nurses in India, despite attempts to explain professionalism by a range of disciplines. The intent of the present study is to identify the perceptions and attitude of registered staff nurses from the selected hospitals by using a multidisciplinary approach to the study of professionalism.

### **OBJECTIVES OF THE STUDY**

1. To evaluate the perceptions of registered nurses about professional values across their practice years.
2. To identify the attitude of registered nurses towards professionalism in nursing.
3. To analyze the comparison between perception and attitude of registered nurses about professionalism in nursing.
4. To determine whether certain personal and professional characteristics and attitudes and views are related.

### **HYPOTHESIS**

**H<sub>1</sub>:** There will be significant deference between the registered nurses working in private hospital and public hospital about their perceptions and attitude regarding professionalism.

**H<sub>2</sub>:** There will be a strong correlation between registered nurses' attitudes and perceptions of professionalism.

**H<sub>3</sub>:** The higher the educational qualification the higher attitude and perception of the registered nurses.

### **MATERIAL AND METHODS**

The researcher has adopted a comparative descriptive research design. The investigation was carried out at a few hospitals in the Guntur and Mangalagiri districts of Andhra Pradesh. A total of 75

participants of public hospitals registered nurses ( $n_1 = 75$ ) and 75 participants of private hospitals registered nurses ( $n_2 = 75$ ) were selected by using the random sampling technique. A structured questionnaire developed to collect the sociodemographic data and assessing perceptions and attitude in professionalism in nursing by using standardized Likert-type scales. Perceptions Likert-type scale contains 26 statements and each stamen is indicative of 5-point Likert-type scale with a score of (1) *not important* (2) *somewhat important*, (3) *important*, (4) *very important*, and (5) *most important*. Attitude Likert-type scale consists of 18 statements. Attitude questions will be answered on a 5-point Likert-type scale with a score of 1= *strongly disagree*, 2 = *somewhat disagree*, 3 = *neutral*, 4 = *somewhat agree*, and 5 = *strongly agree*.

## RESULTS

Descriptive and inferential statistics were used to analyze the acquired data.

Table 1 describes the professional characteristics of registered nurses working in public and private hospitals; Majority (54.6%) of the public hospital nurses had B.Sc. Nursing and majority (56%) of the private hospital were had Diploma/GNM as their professional qualification. The majority (40%) of the public hospital nurses having 11 to 15 years and majority (38.6%) of the private hospital nurses were having 0 to 5 years of experience as a nurse. Most (77.3%) of the public hospital nurses and majority (76%) of the private hospital nurses were holding staff nurse position, respectively.

Table 2 illustrate perceptions and attitude mean and standard deviation scores, the maximum score for perceptions was 130 and score 100 for attitude. In regards to perception, the registered nurses working in public hospitals group score ranged from 48 to 114 with mean score of  $87.8 \pm 1.9$ . The registered nurses working in private hospitals group score ranged from 56 to 111 with mean score of  $89.9 \pm 1.9$ . Where as in attitude the registered nurses working in public hospitals group score ranged from 38 to 92 with mean score of  $65.7 \pm 2.0$  and the registered nurses working in private hospitals group score was ranged from 48 to 114 with mean score of  $87.8 \pm 1.9$ . This shows that the nurses who are working in private hospitals had high perceptions and attitude regarding professionalism in nursing.

**Table 1.** Frequency and percentage distribution of professional characteristics among public and private hospital registered nurses ( $n_1 = 75$ ,  $n_2 = 75$ ).

S.N.	Professional characteristics	Public hospital registered nurses		Private hospital registered nurses	
		(f)	(%)	(f)	(%)
1	<i>Level professional qualification</i>				
	a. Diploma/GNM	26	34.6	42	56
	b. B.Sc. Nursing	41	54.6	30	40
	c. M.Sc. Nursing	8	10.6	3	4
	d. Others	0	0	0	0
2	<i>Years of experience</i>				
	a. 0–5 Years	8	10.6	29	38.6
	b. 6–10 Years	30	40	21	28
	c. 11–15 Years	30	40	18	24
	d. 16 Years and above	7	9.3	7	9.3
3	<i>Position holding in institution</i>				
	a. Staff nurse	58	77.3	57	76
	b. In charge nurse	15	20	15	20
	c. ANS	2	2.6	3	4
	d. Others	0	0	0	0

**Table 2.** Mean and standard deviation of perceptions and attitude on professionalism in nursing among registered nurses working in public and private hospitals ( $n_1 = 75, n_2 = 75$ ).

Reference group	Variables	Maximum score	Range of score	Mean	SD
Registered nurses working in public hospital	Perceptions	130	48–114	87.8	1.9
	Attitude	100	38–92	65.7	2.0
Registered nurses working in private hospitals	Perceptions	130	56–111	89.9	1.9
	Attitude	100	39–91	71.4	1.8

Table 3 describes the nurses working in public hospitals, the perceptions mean score  $87.8 \pm 1.9$  and the attitude mean score  $65.7 \pm 2.0$  regarding professionalism in nursing. The obtained calculated “t” value was 8.6, which is greater than the table “t” value 2.0. Where as in the nurses working in private hospitals shows the perceptions mean score  $89.9 \pm 1.9$  and the attitude mean score  $71.4 \pm 1.8$  regarding professionalism in nursing. The obtained calculated “t” value was 6.3. Which is better than the table “t” value 2.0. It shows that  $H_1$ ; that there will be a significant deference between the registered nurses working in private hospital and public hospital about their perceptions and attitude regarding professionalism.

Table 4 shows the nurses working in public hospitals, the perceptions mean score  $87.8 \pm 1.9$  and the attitude mean score  $65.7 \pm 2.0$  regarding professionalism in nursing. The obtained “r” value was 0.35, which is higher than the table “r” value 0.2. Where as in the nurses working in private hospitals shows the perceptions mean score  $89.9 \pm 1.9$  and the attitude mean score  $71.4 \pm 1.8$  regarding professionalism in nursing. The obtained “r” value was 0.32, which is higher than the table “r” value 0.2. This shows that there is a significant correlation between perceptions and attitude of registered nurses working in public and private hospitals regarding professionalism in nursing.

**Table 3.** Association between perceptions and attitude regarding professionalism in nursing among registered nurses working in public and private hospital ( $n_1 = 75, n_2 = 75$ ).

Reference group	Public hospital nurses		Private hospital nurse	
	Perceptions	Attitude	Perceptions	Attitude
⇒ Mean	87.8	65.7	89.9	71.4
⇒ SD	1.9	2.0	1.9	1.8
Paired “t” test	8.6 df = 74 p = 0.05***		6.3 df = 74 p = 0.05***	

\*Highly significant at  $p = 0.05$ .

**Table 4.** Correlation between perceptions and attitude regarding professionalism in nursing among registered nurses working in public and private hospital ( $n_1 = 75, n_2 = 75$ ).

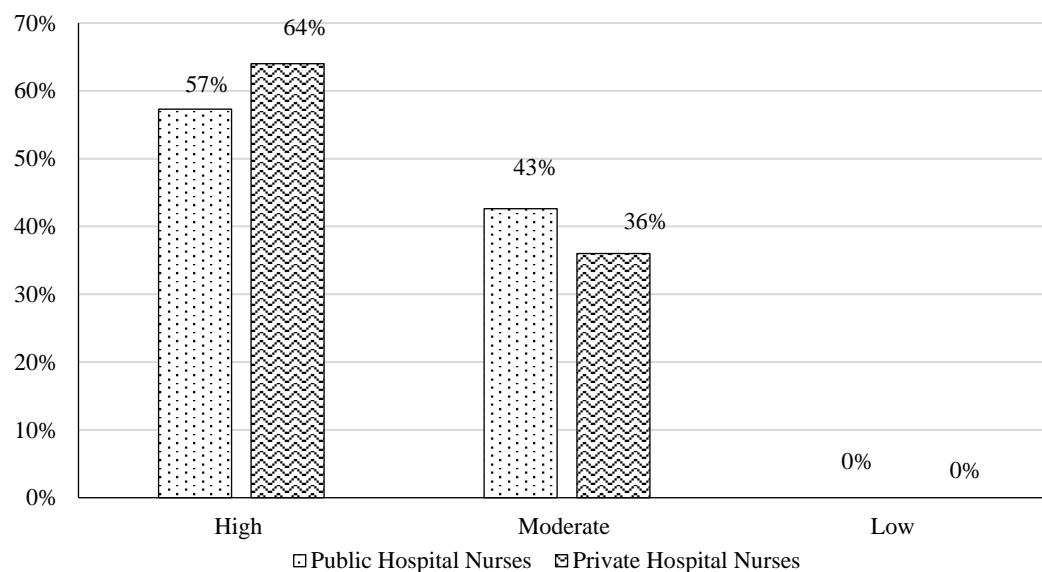
Reference group	Public hospital nurses		Private hospital nurse	
	Perceptions	Attitude	Perceptions	Attitude
Mean	87.8	65.7	89.9	71.4
SD	1.9	2.0	1.9	1.8
“r” value	0.35 df = 74 low correlation p = 0.05*		0.32 df = 74 low correlation p = 0.05*	

\*Correlation at  $p = 0.05$ .

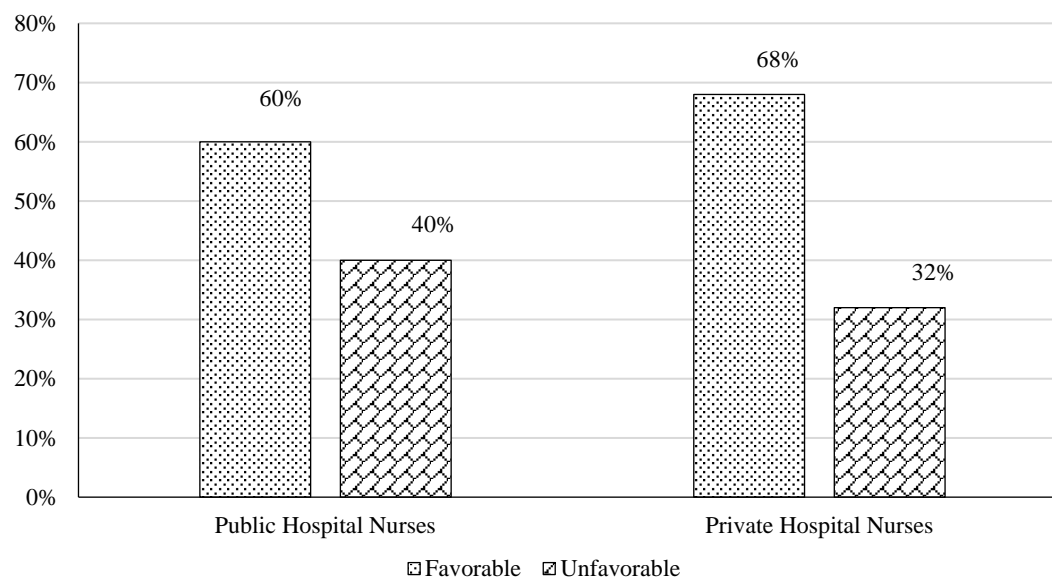
Figure 1 reveals that the majority (64%) of the private hospital nurses and (57%) of the public hospital nurses had high-level perceptions, remaining (43%) of the private hospital nurses and (36%) of the public hospital nurses had moderate level perceptions regarding professionalism in nursing.

Figure 2 shows that the majority (68%) of the private hospital nurses and (60%) of the public hospital nurses had favorable attitude towards professionalism, remaining (40%) of the public hospital nurses and (32%) of the private hospital nurses had had unfavorable attitude towards professionalism in nursing.

The chi-square test was computed; the results showed that there was a significant association between levels of professional qualification ( $\chi^2 = 5.9$ ) with their perceptions regarding professionalism and number of participation in service education ( $\chi^2 = 7.8$ ) with their attitude regarding professionalism among registered nurses working public hospitals. Where is in registered nurses working private hospitals shown that there was a significant association between years of experience ( $\chi^2 = 7.8$ ) with their perceptions regarding professionalism. Hence, H<sub>3</sub> that; the higher the educational qualification higher the perceptions of the registered nurses working in public hospital.



**Figure 1.** Percentage distribution of registered nurses working in public and private hospitals based on their perceptions about professionalism in nursing.



**Figure 2.** Percentage distribution of registered nurses working in public and private hospitals based on their attitude about professionalism in nursing.

## DISCUSSION

The findings of the study revealed the perceptions and attitude regarding professionalism in nursing among registered nurses working in public and private hospitals. In this study, public hospital registered nurses' majority were females (86.6%), remaining were males (13.3%). A study conducted at Japan findings shown majority (61.1%) male and (38.9%) were females [8]. In study about level of professional qualifications status, majority (56%) were Diploma/GNM, (40%) were B.Sc. nursing, remaining (4%) belongs to M.Sc. nursing among registered nurses working in private hospitals. The findings were supported by study conducted in Japan (17.6%) were Diploma and (8.1%) are Associate degree in nursing, (10.8%) B.Sc. nursing [9]. In present study among private hospital nurses shown association between years of experience ( $\chi^2 = 7.8$ ) with attitude towards professionalism. The findings supported by a study conducted in Iron shown significant statistical relation between the length of services and attitude towards professionalism [10].

## Limitations

The study was limited to registered nurses who are working in Guntur general hospital (GGH), NRI General Hospital, Mangalagiri, Guntur district, Andhra Pradesh.

## Recommendations

Based on findings of the study the following recommendations made.

- A similar study can under taken on a large sample to generalize the findings.
- A comparative study can be conduct to assess the attitude and behavior of registered nurses towards professionalism in nursing.
- An exploratory study to assess the misconceptions regarding professionalism in nursing.
- A study can be conducted to identify the impact of attitude in professionalism in registered nurses to improve patient safety.
- Attitude of the nurses on improving the nurse patient relationship.

## Ethical Clearance

Ethical clearance obtained from NRI College of Nursing ethical research committee and principals of the respective primary schools.

## CONCLUSION

The study concluded that the registered nurses who are working private hospitals had high level of perceptions and better attitude towards professionalism while compare with registered nurses who are working public hospitals. Based on the findings of the present study all nurses who are working in public and private hospitals should increase their levels of perception and attitude towards professionalism and professional values in nursing.

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