

Evaluation of Self-awareness and Self-motivation among Nurse Managers at Teaching and Non-Teaching Hospitals in Baghdad City

By

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Abstract

The study aims to evaluate Self-awareness and Self-motivation among Nurse Managers. A descriptive study design was carried out throughout the present study. Which had been conducted in teaching and non-teaching Hospitals in Baghdad City to evaluate the Self-awareness and Self-motivation among Nurse Managers. This study started from (22nd September 2021 to 22nd June 2022). The nurse managers in our study showed a high level of self-awareness and self-motivation among all items. The study recommended that Health Institution administrators need to design a training program to improve Self-awareness and Self-motivation for nurses to effectively manage conflicts among them which is inevitable in health care institutions, and the academic institution should have the responsibility for including in the nursing curriculum, Self-awareness, and Self-motivation courses content education at the bachelor's level for preparing effective future nurse

Keyword: Evaluation; Self-awareness; Self-motivation; Nurse Managers; Hospitals; Baghdad.

Introduction

Nurses that have a high level of emotional intelligence are frequently self-aware. They are aware of their emotions and, as a result, do not allow them to control them. They are self-assured because they trust their instincts and do not allow their emotions to take over. They're also willing to look at themselves in the mirror. They are aware of their talents and flaws and try to improve in these areas. Many individuals consider self-awareness to be the most crucial aspect of emotional intelligence (Mehta& Singh, 2013). Self-awareness is the ability to understand one's own emotions and their effects, and to use mental awareness rather than an impulse to guide one's actions; self-management is one's emotional self-control, transparency, adaptability, achievement, initiative, and optimism; social awareness is the demonstration of empathy, organizational awareness, and services to oneself, staff, and client's needs; and relationship management is the ability to manage one's relationships. (Boyatzis & McKee, 2005; Goleman et al., 2002).

The ability to do what needs to be done is known as Self-Motivation, without being influenced by other people or situations. People with self-motivation can find a reason and strength to complete a task, even in challenging situations and circumstances, without giving up or needing others to encourage them (Mehta& Singh, 2013).

Methodology

The Design of the Study: A descriptive study design was carried out throughout the present study. Which had been conducted in teaching and non-teaching Hospitals in Baghdad City to evaluate the Self-awareness and Self-motivation among Nurse Managers. This study started from (22nd September 2021 to 22nd June 2022).

Administrative and Ethical Arrangements: After getting approved by the College of Nursing Council/the University of Baghdad, the researcher provided a detailed description of the objectives and project of the study to the Ministry of Planning, Central Statistical Organization approved the study *instrument*.

The setting of the Study: The study was conducted at a teaching and non-teaching hospital in Baghdad city

Study Samples: Convenience sample “non-probability” A Sample of (260) Male and female nurses who worked in teaching and non-teaching hospital, a sample of nurses had been selected from teaching and non-teaching hospitals distributed in Baghdad.

Instrument Construction

Part I: Demographic data: The first part of the questionnaire includes (6) items relative to the demographic data of the nurses' managers who work in the teaching and non-teaching hospitals which include age, gender, qualification in nursing, Job title, the number of years' experience and type of hospital

Part II: This part consists of two sections:

- 1-Section one consists of seven items related to evaluating Self-awareness
- 2-Section Two consists of eight items related to evaluating Self-motivation

Methods of Data Collection

Data are collected through the utilization of the study instrument and structured interviews with the nursing manager, who is working at teaching and non-teaching hospital, with the Arabic version of the constructed questionnaire as means of data collection in the period (February 5th, 2022, to April 5th, 2022).

Statistical Data analysis approach

Statistical analyses were conducted by using the statistical package for social science (IBM SPSS Statistics) version 26.0. Data analysis was employed through the application of descriptive and inferential statistical approaches to achieve the objectives of the study **Results:**

Table 1: Distribution of Nurse Managers according to their Socio-demographic Characteristics

Characteristics		No	%
Age M±SD= 39.05±8.298	20 – less than 30 years	40	15.4
	30 – less than 40 years	99	38.1
	40 – less than 50 years	89	34.2
	50 ≤ year	32	12.3
	Total	260	100
Gender	Male	100	38.5
	Female	160	61.5
	Total	260	100
Nursing qualifications	Secondary school	51	19.6
	Diploma	78	30
	Bachelor	111	42.7
	Postgraduate	20	7.7
	Total	260	100

No: Number, %: Percentage, M: Mean, SD: Standard deviation

The descriptive analysis of nurse managers in this table shows that their average age is 39.05 ± 8.298 years in which the highest percentage refers to 38.1% with age group 30 – less than 40 years. The gender refers that 61.5% of nurse managers are females and 38.5% of them are males. Regarding nursing qualifications, 42.7% of nurse managers are graduated with bachelor's degree in nursing, 30% are graduated with diploma and only 7.7% of them are with postgraduate degrees.

Table (2). *Assessment of Self-awareness among Nurse Managers (N=260)*

List	Self-awareness	Mean	SD	Assessment
1	I Understand the relationship between my feelings and what I think, do, and say.	4.55	.635	High
2	I recognize how my feelings affect me performance	4.33	.632	High
3	I am aware of my strengths and weaknesses.	4.28	.743	High
4	I try to learn from the experiences.	4.34	.676	High
5	I am open to continuous learning, self-Development, new perspectives & honest feedback.	4.33	.649	High
6	I am organized and careful in my work	4.34	.665	High
7	I am able to make decisions despite uncertainties and pressures.	4.33	.651	High

SD: Standard Deviation, Low= 1 – 2.33, Moderate = 2.34 – 3.67, High = 3.68 - 5

This table indicates that nurse managers show a high level of self-awareness among all items as revealed by mean scores.

Table (3). *Assessment of Self-motivation among Nurse Managers (N=260)*

List	Self-motivation	Mean	SD	Assessment
1	I am result-oriented with a high drive to meet objectives and goals	4.35	.679	High
2	I continuously learn in order to improve my performance.	4.24	.738	High
3	Before beginning something new, I usually feel that I will succeed.	4.23	.756	High
4	I pursue goals beyond what's required or expected of me.	4.24	.754	High
5	I am determined in achieving goals despite obstacles and setbacks.	4.20	.785	High
6	I possess good confidence in taking sole responsibility and taking decisions by my own	4.26	.762	High
7	When working in team, I like to depend upon other's ideas than on my own.	4.10	.736	High
8	I hold myself accountable for meeting my objectives	4.22	.688	High

SD: Standard Deviation, Low= 1 – 2.33, Moderate = 2.34 – 3.67, High = 3.68 – 5

This table indicates that nurse managers show a high level of self-motivation among all items as revealed by mean scores.

Discussion

The descriptive analysis of nurse managers in the table (1) showed that the average age of nurse managers is referring to 39.05 ± 8.298 years and the highest percentage was seen in the age group of 30 less than 40 years. The analysis of gender variables revealed that more than half of nurse managers are females, and the remaining are males. The finding related to age reveals that nurse managers are young adults, and they have to be in a position with bearing responsibilities that indicate they are administratively mature enough to get responsibility. The finding related to gender may reveal the male-female ratio for nurses working in this field indicates female nurses are more than males. On the other hand, such findings confirm that female nurses as manager reflects their aptitudes and competencies to be a leader. A study found supportive evidence that found nurse managers are young adults with an average age of 44.73 years and females were more than males (Summers, 2021).

Regarding nursing qualifications, more than a third of nurse managers graduated with bachelor's degrees in nursing, and others graduated with diplomas and only some of them are with postgraduate degrees. Such findings indicate that more of those who hold administrative positions are with higher education and learned abilities about management; in addition to that, the high education is considered in appointment of managers according to organization policy. According to Oppenheimer, the nurse managers are to be appointed in the care institutions, they required at minimum a bachelor's degree in nursing sciences; some other institutions require the level of master's degree to appoint the nurse managers (Ansah & Paarima.,2021)

The job titles for nurse managers showed that more of them are "employee" title while remaining are "head of department". This finding clarifies that they have a good experience for the years they have experienced in, this experience supported by their knowledge and skills in management as nurse managers. In addition to that, most of health care institutions are focused on the years of experience in appointing the managers, so they have a good experience to be nurse managers. This finding was supported by the study that found they have more than eight years of services in role managers (Summers, 2021).

The years of experience demonstrated that nurse managers having 10+ years of experience. This finding is supported by a study that found the majority of sample was nursing staff concerning the job title (Salem et al., 2018).

Table (2) indicated that nurse managers show a high level of self-awareness among all items.; table (3) indicated also that nurse managers show a high level of self-motivation among all items.

A study found supportive evidence for the current study that reported the nurse managers and staff nurses are showing a high level of Self-awareness and Self-motivation (Salem et al., 2018).

It has been seen in an organizational context that effective nursing leadership is critical to successful organizational outcomes and employee job satisfaction. Strong leaders are skillful in relating to others and creating relationships that are essential to achieving their goals (Stichler, 2007).

Conclusion

The nurse managers show a high level of self-awareness and self-motivation among all items.

Recommendation

- 1-The Health Institution administrators need to design a training program to improve Self-awareness and Self-motivation for nurses to effectively manage conflicts among them which is inevitable in health care institutions.
- 2-The academic institution should have the responsibility for including in the nursing curriculum, Self-awareness, and Self-motivation courses content education at the bachelor's level for preparing effective future nurse managers.

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