Hospital Nurses Perception of Disciplinary Process

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Abstract:

This research was conducted as a descriptive cross-sectional study with the purpose of assessing the nurses’ perception toward the disciplinary process followed at Assuit University Hospitals. The research participants was 187 included 31 head nurses and 156 staff nurses who agreed to participate in the study. The study sample was distributed among the selected hospitals by proportional allocation. A questionnaire developed by the researchers in the light of information in the related literatures, included two sections, participants' socio demographic characteristics and questions asked about disciplinary process applied at Assuit University Hospitals. Majority of the head nurses had a bachelor degree of nursing, and most of staff nurses had a diploma of secondary nursing school. Most participants were females and disciplined for unethical behaviors followed by professional misconduct. There was a statistical significant difference between the studied subjects' age, job position, years of experience, and educational qualification regarding the situations that impose employee discipline. Based on the finding of the present study, we concluded that the hospital nurses' perception toward the disciplinary process was moderate as regards to the reasons of undesired behaviors, below half of them had good perception regarding the situations that impose employee discipline and the same percentage had poor perception about the disciplinary principles. Based on the study findings we recommended the following recommendations are conducting a job orientation program from the first day of employment about rules of conduct and hospital policies for all nursing personnel. The nurse managers and their staff must be informed about the aims, rules, principles, situations that enforcing them for disciplinary action, errors and sequence of the progressive disciplinary action process.

Keywords:

Discipline, disciplinary action, head nurse, staff nurse

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