

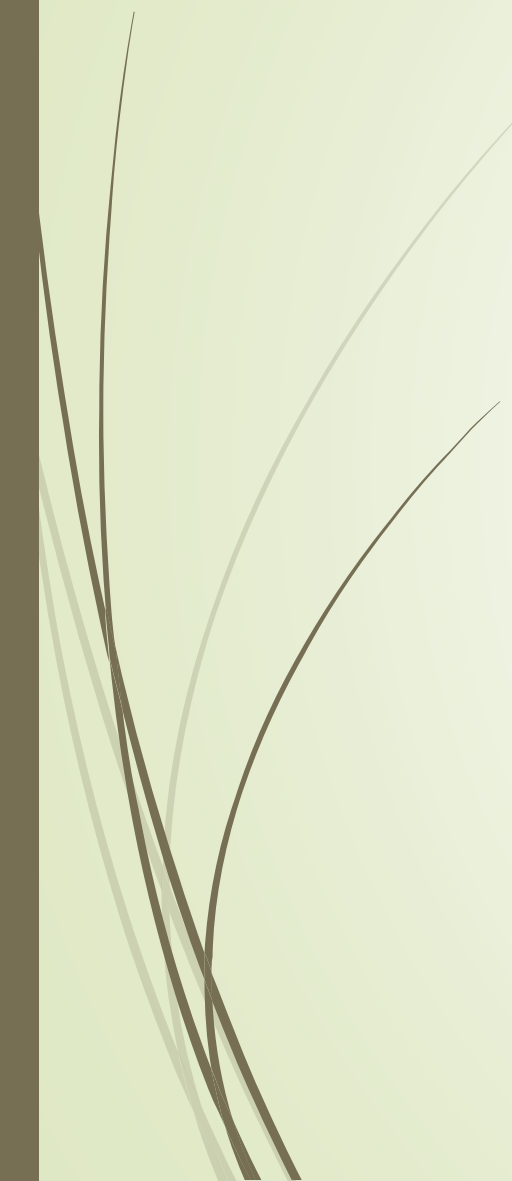
NURSES' ROLE EFFICACY

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Role Efficacy

- Role is the position one occupies in an organization as defined by the functions one performs in response to the expectations of the 'significant' members of the organization and one's own expectations from that position
 - The concept of role is vital for the integration of the individual with an organization.
 - Role efficacy is the potential effectiveness a person has in his/ her particular role occupying in an organization
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Role Efficacy Dimensions

- **Self-role Integration** – role provides an opportunity for the use of strengths
- **Proactivity** – role provides an opportunity for taking initiative on his/ her own
- **Creativity** - role provides opportunity to try new and unconventional ways of solving problems
- **Confrontation**- role provides an opportunity to confront the problems to find relevant solutions
- **Centrality**- feeling that s/he occupies the role is central in the organization
- **Influence**- able to exercise his/ her influence/ power in the role
- **Personal Growth**- perception that the role provides the individual an opportunity to grow and develop
- **Inter-role linkage**- Linkage of one's role with other roles in the organization
- **Helping relationship**- opportunity for people to receive and give help
- **Superordination**- feels that what s/he does as a part of his/her role is likely to be of value to a larger group

Literature Review

Dissertation	Author	Year	Objective	Key findings
Nurses' Role Efficacy	Gunjan Nimawat	2017	To study the perception of the nurses regarding their role To give recommendations based on findings.	Integration was low, inter – role linking was also low, Helping relation was required for solving problem.



RESEARCH QUESTION

What is the role efficacy on various aspects of nursing staff in private health facilities?

OBJECTIVES

- To assess the understanding of role efficacy and its aspects among nurses.
- To suggest ways to improve nurses' role efficacy, if required.

METHODOLOGY

➤ **STUDY DESIGN-** Descriptive Study

➤ **STUDY AREA-** Private Hospitals of Alwar district

- 1) Mansukha Hospital (35 bedded)
- 2) Shri Shri Hospital and Maternity Home (16 bedded)
- 3) Sunita Hospital (25 bedded)
- 4) Madhuri Hospital (35 bedded)

DURATION OF STUDY- 3 Months

➤ **SAMPLING AND SAMPLE SIZE-** All nursing staff working in 4 private hospitals. The four hospitals were taken where HLFPT working for NABH and the intern collected the information on NABH checklist.

➤ **METHODS OF DATA COLLECTION-** HRD Instrument – Nursing Role efficacy scale (A) developed by Dr Surabhi Purohit. It is a structured instrument consisting of 30 items. The purpose of this instrument is to know the perception of nursing role in health facilities. The respondents will be administered the tool and asked to rate each item on a 5-point scale, indicating how much s/he agrees with it. The reliability of the tool is .68 and validity had a positive correlation of .68 with scale (B).



Role efficacy

- Scoring on the 5-point rating scale:
 - Write 0 – if s/he do not agree with the item of the role efficacy scale
 - Write 1 – if s/he agree a little with item of the role efficacy scale
 - Write 2 – if s/he is not sure that agree or disagree item of the role efficacy scale.
 - Write 3 – if s/he agree with item of the role efficacy scale
 - Write 4 – if s/he strongly agree with item of the role efficacy scale

Role Efficacy Scoring Sheet

Item	Rating	Item	Rating	Item	Rating	Total	Dimension
1		11*		21			Integration
2*		12		22*			Proactivity
3		13*		23			Creativity
4		14*		24*			Confrontation
5		15		25*			Centrality
6*		16		26*			Influence
7		17		27*			Personal Growth
8		18*		28			Inter-role linkage
9		19*		29			Helping relationship
10		20		30*			Superordination

For the starred items, the scores were reversed as suggested by the Author

RESULTS

Figure-1 Percent distribution of nurses by their age.

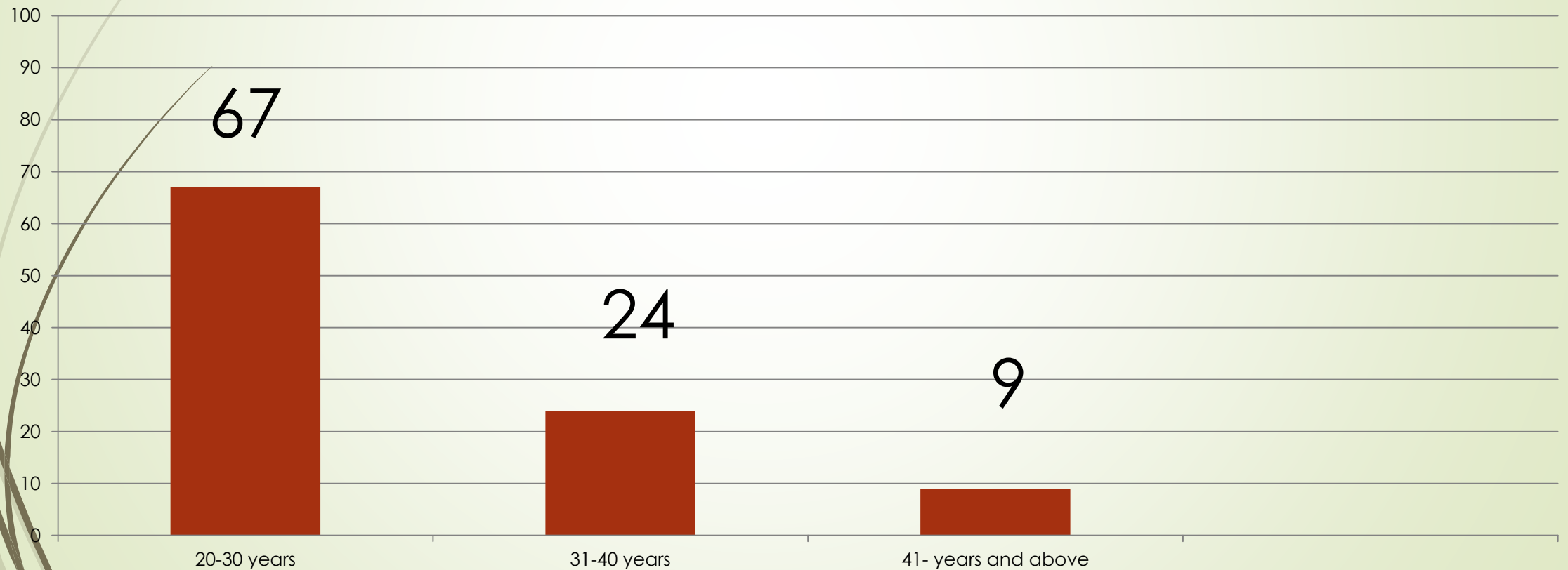


Figure-2 Percent distribution of nurses by their sex

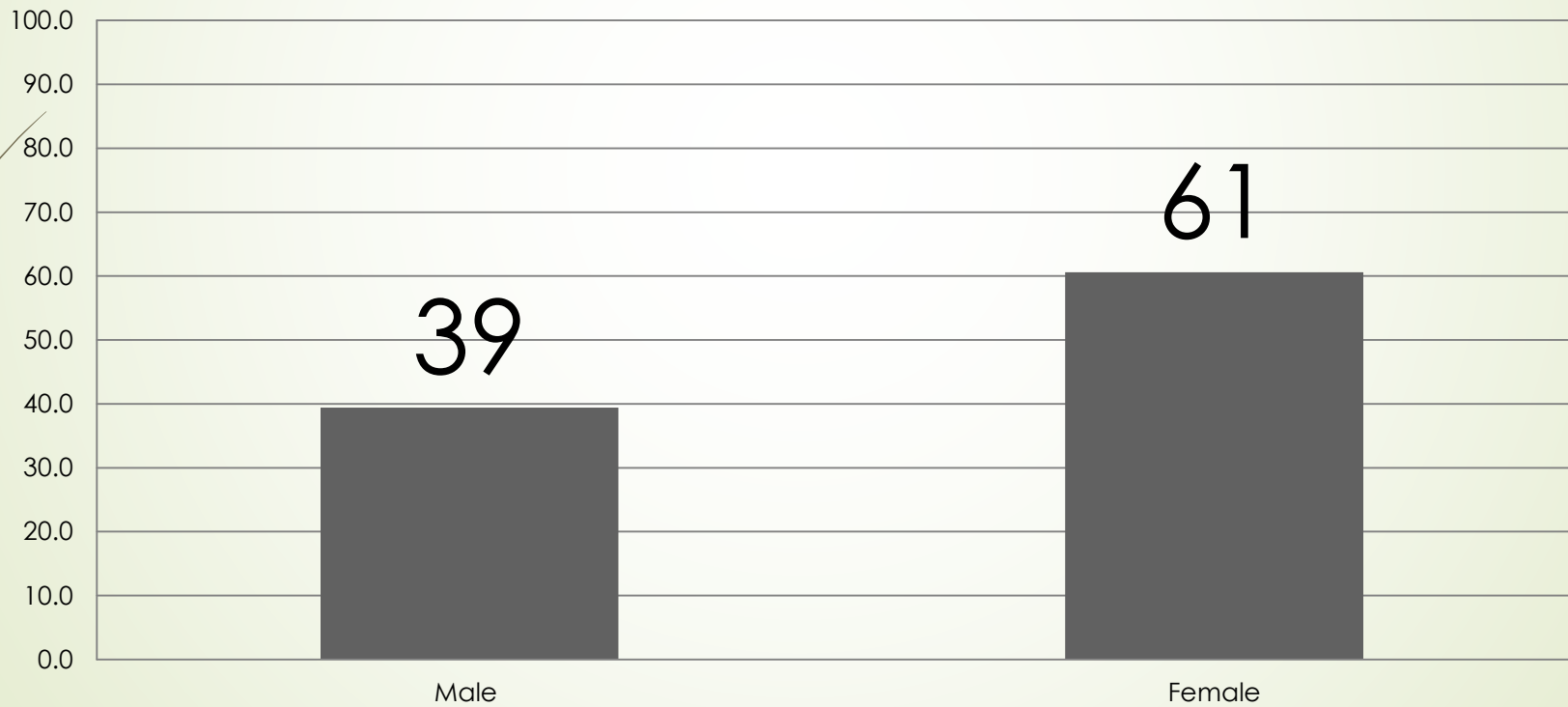


Figure-3 Percent distribution of nurses by their Marital Status

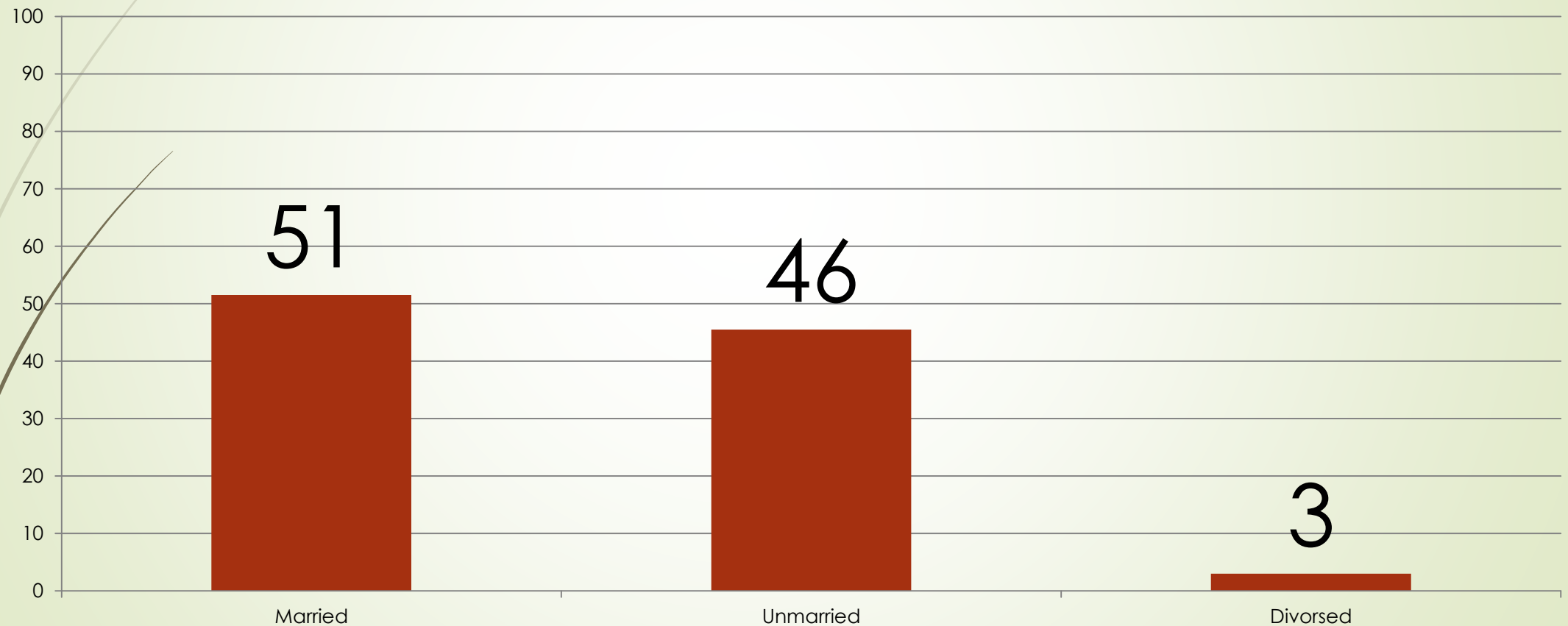
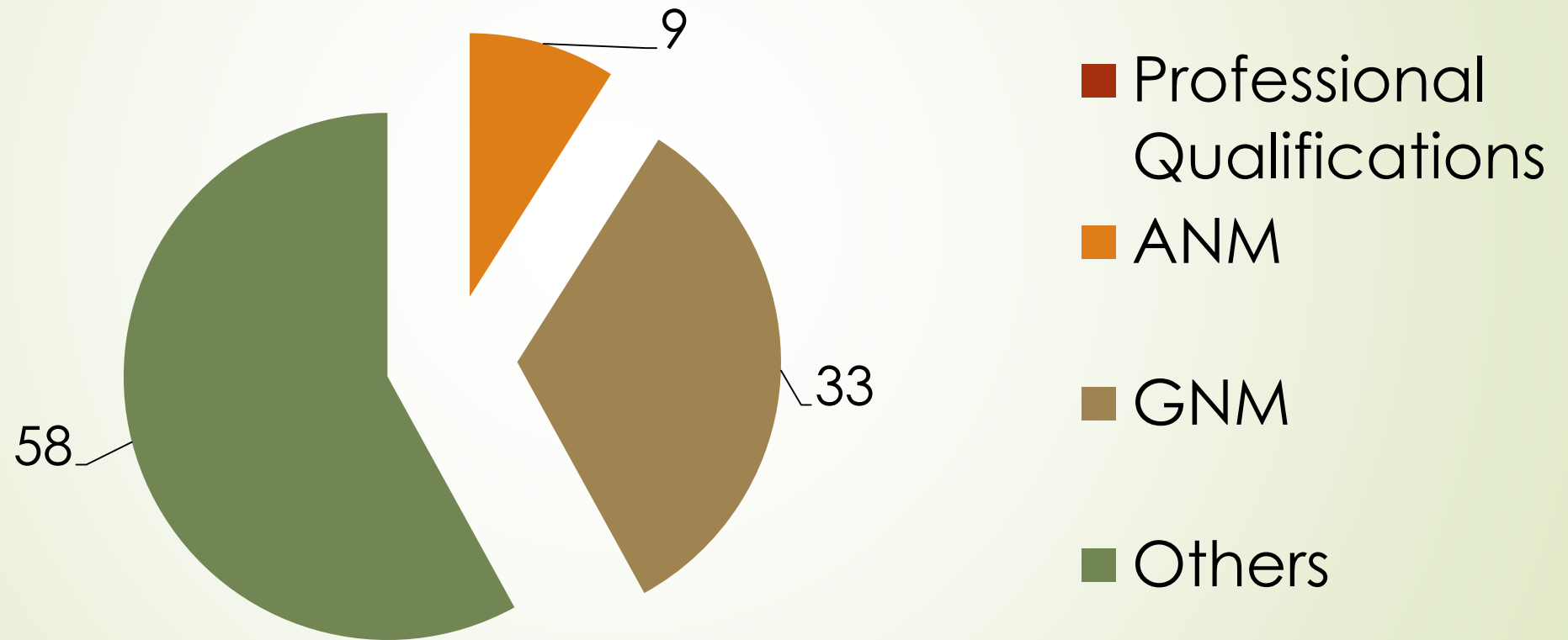
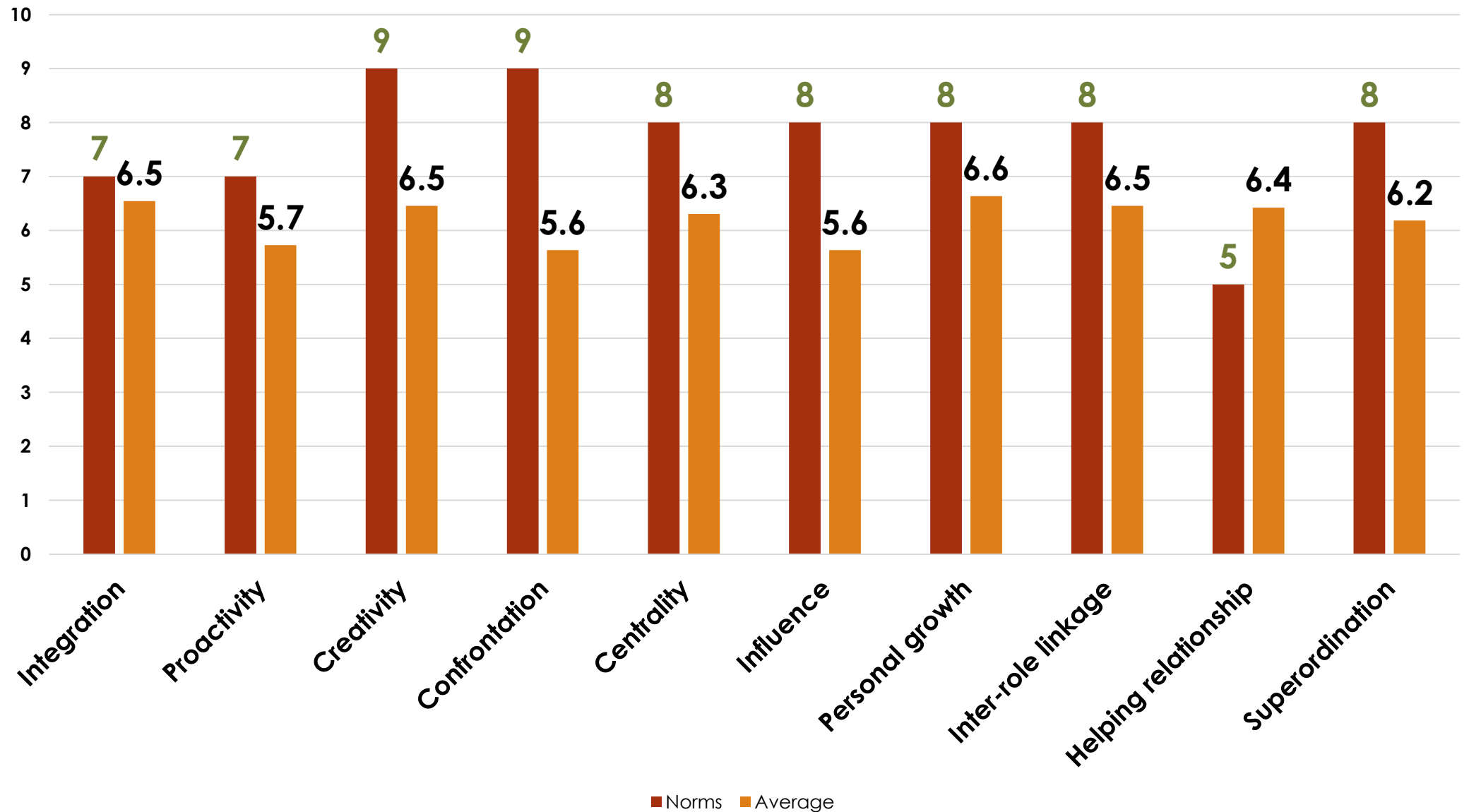


Figure-4 Percent distribution of nurses by their Professional Qualifications



Role Efficacy Average Scores vs Norms by Variables





CONCLUSION

- Based on the comparisons of the scores with the norms, it was found that all the role efficacy dimensions were lower than the norms, except helping relationship
- Self-role integration was almost at par with the norms. It means that the nursing staff have opportunity to utilize their skills
- The biggest gap was found in confrontation (9/5.6) which means the staff has lesser opportunity to sit down, talk about the problems, and search solutions
- The nursing staff and the managers need to be oriented towards role efficacy concept and provide opportunity to utilize potential effectively

Thank
You