

The Seventh International Scientific Conference 2015

Faculty of Nursing, Helwan University, Egypt
In Collaboration with Kennesaw State University
(KSU), USA, & 6 October University Faculty of Nursing

Evolution of Nursing: A Pathway to Excellence

At 20th & 21th April 2015

Under the auspices of

Prof. Dr. Yasser Sakr
President of Helwan University

Prof. Dr. Maged M. Nagm
Vice President for Community & Environmental Affairs
Vice President for Post Graduate & Research Affairs

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Chair of Conference, Dean, Faculty of Nursing

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Vice Dean of Post Graduate & Research Affairs

Ass. Prof. Dr. Afaf S. Abd-El-Mohsen
Vice Dean of Community & Environmental Affairs
Conference General Secretary

Dr. Azza Abd EL Semia
Dr. Nadia Abd-EL Hamed
Conference Coordinators



The Seventh International Scientific Conference 2015

Evolution of Nursing : A Pathway to Excellence

Dear guests:

It is great pleasure for us to welcome you in Faculty of Nursing, Helwan University, Egypt, to participate in the seventh International Scientific Conference 2015, of the Faculty of Nursing, Helwan University, Egypt, and In Collaboration with Kennesaw State University, USA, & 6 October University wishing you a good scientific researches conference.

The conference activates evolution of nursing that explore innovative strategies that support nursing researches, education and practices, that support nursing research and its application, that is promote excellence in nursing researches and reinforce its impact on communities' services. On behalf of Faculty of nursing, Helwan and Kennesaw State University, I hope that you will be able to join us to make this event scientific success and that you enjoy your stay in our city, Helwan.

We would like to thank all participants' colleagues for giving their valuable time to participate and exchange experiences.

We wish you all a flourishing scientific conference.

Conference President

Prof. Dr. Mamdouh M. MahdyAss.
Dean, Faculty of Nursing
Helwan University

Conference General Secretary

Prof. Dr. Afaf S. Abd-El-Mohsen
Vice Dean of Community & Environmental Affaire
Faculty of Nursing, Helwan University

The Seventh International Scientific Conference 2015

Evolution of Nursing : A Pathway to Excellence

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DR. NADIA ABD EL HAMED

The Seventh International Scientific Conference 2015

Evolution of Nursing : A Pathway to Excellence

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Conference General Secretary:

Ass. Prof. Dr. Afaf S. Abd-El-Mohsen

Conference Coordinator:

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Dr. Nadia Abd EL Hamed

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The Seventh International Scientific Conference 2015

Evolution of Nursing : A Pathway to Excellence

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شيماء

It Committee:

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محمد محي

CONFERENCE OBJECTIVES, TOPICS, & INFORMATION

Objectives of Conference:

- Provide nursing opportunity for pathway to excellence.
- Cite pathways to effective advocacy and activism.
- Improve quality of nursing education as accreditation requirements.
- Empower nursing researches, education and practices.
- Enhance ability to participate in evolution nursing career. .
- Disseminate advancement nursing researches and its impact on communities' services.
- Emphasis nursing application in education and practice.
- Explore innovative strategies in health care issues within their community.

Abstract for the 7th International Scientific Nursing Conference 2015 must relate to the following **themes**:

- Nursing advocacy and activism.
- Environmental health promotion.
- Advanced practice in health care.
- Evolution of nursing.
- Innovative strategies in health care issues.
- Quality of health care.
- E Learning / M Learning and its application.
- Advance health care researches.
- Emerge nursing education and practice models.

Types of presentation:

- ◆ Oral Presentation.
- ◆ Video presentation
- ◆ Poster Presentation.
- ◆ Student's Corner.

The Scientific Program

Scientific program will include plenary Discussion, poster, and sessions, including continuing educational researches discussion

Official Language: English.

Date and Venue of the conference

The Conference will be held at Faculty of Nursing, Helwan University, Helwan, Egypt, on

April 20-21, 2015 At Guesthouse Hassan Hosni, Campus, Helwan, Egypt.

The Seventh International Scientific Conference 2015
Evolution of Nursing : A Pathway to Excellence

CONFERENCE TIME TABLE

First day: Monday 20th April 2015

9.00 Am :10.00 Am	Registration
10.00 Am :11.00 Am	Opening Ceremony
11.00 Am : 11.30 Am	Coffee Break
11.30 Am : 1.30 Pm	Session I: <i>Evolution of Nursing practice</i>
1.30 Pm : 3.30 Pm	Session II: <i>Nursing Research Applications</i>
3.30 Pm : 4.00 Pm	Lunch
4.00 Pm : 5.00 Pm	Session III: <i>Advance Health Researches</i>

Second day: Tuesday 21th April 2015

9.00 Am :9.30 Am	Registration
09.30 Am :11.30 Am	Session I: <i>Quality of Health Care</i>
11.30 Am : 12.00 Pm	Coffee Break
12.00 Pm : 2.00 Pm	Session II: <i>Nursing Outcomes Maneuver</i>
2.00 Pm : 4.00 Pm	Session III: <i>Emerge Nursing Education</i>
4.30 Pm: 5.00 Pm	Recommendation & Closure
5.00 Pm : 5.30 Pm	Lunch & Certification

The Seventh International Scientific Conference 2015

Evolution of Nursing : A Pathway to Excellence

CONFERENCE PROGRAM

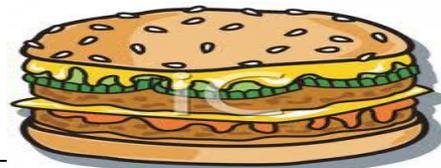
First day: Monday 20th April 2015

09.00 Am :10.00 Am	Registration
10.00 Am :11.00 Am	<p style="text-align: center;">Opening Ceremony</p> <p>Ass, Prof. Dr. Afaf S. Abd-El-Mohsen Vice Dean of Environmental Affaire Faculty of Nursing, Helwan University General Secretary of Conference</p> <p>Ass, Prof. Dr. Gehan M. A. Mostafa Vice Dean of Post Graduate & Research Affaire Faculty of Nursing, Helwan University</p> <p>Prof. Dr. Ragaa Ali Mohamed Vice Dean, Faculty Applied Medical Science 6 October university</p> <p>Prof. Dr. Mamdouh M. Mahdy Chair of Conference, Dean, Faculty of Nursing Helwan University</p> <p>Prof. Dr. Ismail Ibrahim Hegazy Dean, Faculty Applied Medical Science 6 October university</p> <p>Prof. Dr. Maged M. Nagm Vice President for Community & Environmental Affaire Vice President for Post Graduate & Research Affaire Helwan University</p> <p>Prof. Dr. Yaser Saker President of Helwan University</p>
11.00 Am : 11.30 Am	<p style="text-align: center;">Coffee Break</p> 
	<p><u>Session I:</u></p> <p style="text-align: center;"><i>Evolution of Nursing</i></p> <p><u>Chair Persons:</u></p> <p>Prof. Dr. Aisha Awad</p>

<p><i>11.30 Am : 1.30 Pm</i></p>	<p>Prof. Dr. Fardos Zakaria Prof. Dr. Nawal Soliman <u>Reporters:</u> <i>Dr. Amany Mohamed & Miss Sara Galal</i></p>
<p><i>11.30 Am : 11.45 Am</i></p>	<p>Computer-Based Patient Record (CPR) <u>Dr. Gehan Mohamed Ahmed Mostafa</u> Assistant Professor, Nursing Administration, Faculty of Nursing, Helwan University</p>
<p><i>11.45 Am : 12.00 Pm</i></p>	<p>The Development of Evidence-Based Nursing <u>Dr. Hanaa Abdel Hakiem Ahmed</u> Vice Dean of Students Affairs Professor of Community Health Nursing & Quality expert in higher education Faculty of Nursing, Ain-Shams University</p>
<p><i>12.00 Pm : 12.15 Pm</i></p>	<p>Soft Skills <u>Dr. Mahmud Ebd El-Latife</u> Vice Dean of community & environmental Affairs Assistant Professor in computer and information</p>
<p><i>12.15 Pm : 12.30 Pm</i></p>	<p>Expectancy of life Quality for Caregivers of Children with Xeroderma Pigmentosum <u>Dr. Safy S. Al-Rafay & Sahar A. Shafik</u> 1-Assistant Professor, Department of Pediatric Nursing, Faculty of Nursing, Ain Shams University 2-Assistant Professor, Department of Community Health Nursing, Helwan University</p>
<p><i>12.30 Pm : 12.45 Pm</i></p>	<p>Planning Strategy <u>Dr. Fathe Mahrose</u> Professor & Head Department of Small project in Malidely University</p>
<p><i>12.45 Pm: 1.00 Pm</i></p>	<p>Quality Indicators in Clinical Nursing In Health Insurance Organization <u>Dr Bothina Yousif Mohamed Shehata</u> Manager Director of Health Insurance Organization</p>
<p><i>Discussion</i></p>	
<p><i>1.00 Pm : 1.15 Pm</i></p>	<p><i>video presentation</i></p>

1.15 Pm : 1.30 Pm	Poster Presentation & Student's Corner
1.30 Pm : 3.30 Pm	<u>Session II</u> <i>Nursing Research Methodology</i>
	<u>Chair Persons</u> Prof. Dr. Wafaa El-Sayed Oedaa Prof. Dr. Hanaa Abdel Hakiem Prof. Dr. Kamalia Shabana Prof. Dr. Tahani El Sonose Ass. Prof. Dr. Eman Salman Ass. Prof. Dr. Safaa Salah
	<u>Reporters:</u> <i>Dr . Baderia Elkatan & Mrs. Noha Hessian</i>
1.30 Pm : 1.45 Pm	Management Hospital, A paradigm Shift in Health Care <u>Mr. Mohamed Fakih</u> Chief Nursing Officers in As-Salam Hospital
1.45 Pm : 2.00 Pm	Mood Disorder in Children <u>Jaklein R. Younis,</u> Lecturer in Pediatric Nursing, Menoufiya University
2.00 Pm : 2.15 Pm	Qualitative and Mixed Research As Required Trends in Nursing Research <u>Fathya Abdelrazek & Manal Farouk</u> 1. Nursing Administration Department, Faculty of Nursing, Suez Canal University 2. Pediatric Nursing Department, Faculty of Nursing, Suez Canal University
2.15 Pm : 2.30 Pm	Critical Thinking in Nursing Practice <u>Dr. Samah El Garhy Masry Abd El Aziz*</u> Lecturer of Medical- Surgical Nursing- Faculty of Nursing, Menoufiya University

<p>2.30 Pm : 2.45 Pm</p>	<p>Electronic Health Records (EHRs) with the Purpose of Supporting Continuity of Care, Education, and Research. <u>Mervat Moustafa Arab & Seham IbrahimAbd El-Rahman</u> 1-Lecturer of Community Health Nursing- Faculty of Nursing, Monofiy University 2- Lecturer of Community Health Nursing- Faculty of Nursing, Zagazig University</p>
<p>2.45 Pm : 3.00 Pm</p>	<p>Evidence Based Nursing as the Foundation for Professional Nursing Practice <u>Dr. Mervat Amin Sayed Ibrahim</u> Lecturer of Community Health Nursing, Faculty of Nursing , El-Faoum University</p>
<p>3.00 Pm : 3.15 Pm</p>	<p><i>Discussion</i></p>
<p>3.15 Pm : 3.30 Pm</p>	<p><i>video presentation</i></p>
<p>3.30 Pm : 4.00 Pm</p>	<p><i>Lunch</i></p>
	<p><u>Session III</u> <i>Evolution of Nursing</i></p>



<p><i>4.00 Pm : 5.00 Pm</i></p>	<p><u>Chair Persons:</u></p> <p>Prof. Dr. Soheir Weheida Prof. Dr. Harisa M. El.Shimy Ass.Prof. Dr. Zeinab Hussein Ali Ass. Prof. Dr. Gehan M. A. Mostafa</p> <p><u>Reporters:</u></p> <p><i>Dr .Fourat Hassein & Miss Eman Atef</i></p>
<p><i>4.00 Pm : 4.15 Pm</i></p>	<p align="center">Effect of Implementing Central line Bundle on Minimizing Rate of Central Line-Associated Blood Stream Infection (CLA-BSI) among Intensive Care</p> <p align="center"><u>Hala Zaiton</u></p> <p>Assistance professor of Medical –Surgical Nursing -Faculty of Nursing, Zagazig University</p>
<p><i>4.15Pm : 4.30 Pm</i></p>	<p align="center">Reducing Medication Administration Errors among Nurses at Intensive Care Units</p> <p align="center"><u>Dr. Mona NadrEbraheim & Dr. HematAbdElazeem</u></p> <p>1. Lecturer in Medical Surgical Nursing Department, Ain Shams University Lecturer in Nursing Administration Department, Ain Shams University</p>
<p><i>4.30 Pm : 4.45 Pm</i></p>	<p align="center">Measuring Role of Nursing Directors Fulfillment for Accreditation Criteria in Different Healthcare Sectors</p> <p align="center"><u>Hansaa Azmi Saad</u></p> <p>Lecturer of Nursing Administration, Modern University for Technology & Information</p>
<p><i>4.45 Pm: 5.00 Pm</i></p>	<p align="center"><i>Discussion</i></p>

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Evolution of Nursing : A Pathway to Excellence

Second day: Tuesday 21th April 2015

09.00 Am : 9.30 Am	Registration
09.30 Am : 11.30 Am	<p><u>Session I</u></p> <p><i>Evolution of Nursing</i></p>
	<p><u>Chair Persons:</u></p> <p>Prof. Dr. Kamilia Shabana Prof. Dr. Azza Ass. Prof. Dr. Neama Abed El-Fatah Ass. Prof. Dr. Entisar Fatouh</p>
	<p><u>Reporters:</u></p> <p><i>Dr. Wafaa Osman & Mrs. Donia Nader</i></p>
09.30 Am : 09.45 Am	<p>Effectiveness of Sex Education on the Sexual Function of Pregnant Women: a Randomized Controlled Trial</p> <p><u>Dr. Shaimaa H. Mohamady & Dr. Hend A. El sayed Afifi</u></p> <p>1. Lecturer of Maternal and Newborn Health Nursing, Helwan University Lecturer of Maternal and Newborn Health Nursing, Faculty of Nursing, & Benha University</p>
09.45 Am : 10.00 Am	<p><i>Factors Associated with the Utilization of Self Care Practices among Women with Common Gynecological Problems</i></p> <p><u>Maha Mohamed El-Habashy & Nevertity Hassan Zaky</u></p> <p>1. Assistant Professor, Obstetrics and Gynecology Nursing</p>

	<p>Department, Faculty of Nursing, University of Alexandria, Egypt Assistant Professor, Obstetrics and Gynecology Nursing Department, Faculty of Nursing, University of Alexandria, Egypt</p>
<i>10.00 Am : 10.15 Am</i>	<p>Advanced Technology in Maternity Care <u>Dr. Doaa Sheheta Said</u> Lecturer of Maternal and Newborn Health Nursing, Helwan University</p>
<i>10.15 Am : 10.30 Am</i>	<p>Quality of Life among Girls with and without Clinically Significant Premenstrual Syndrome in Damanhour University <u>Wafaa Taha Ibrahim Elgzar</u> Lecturer of Obstetrics and Gynecologic Nursing, College of Nursing Damanhour University</p>
<i>10.30 Am : 10.45 Am</i>	<p>Implement New Teaching Strategy "Jigsaw Method" for Menstrual Cycle Topic on Students' Satisfaction and Academic Achievement <u>Assistant .Prof .dr.Nahed Fikry Hassan Khedr & Dr. Hanan Awad Moawad</u> 1. Woman Health Nursing and Midwifery, Mansoura University 2. Woman Health Nursing and Midwifery, Mansoura University</p>
<i>10.45 Am : 11.00 Am</i>	<p>Effect of Caffeine Intake Restriction on Neonatal and Pregnancy Outcomes <u>Amera Bekhatro Awed Allah Rashed & Amal M Gamal, Gamila Gaber,</u> Lecturers of Maternal and Newborn Health Nursing Department, Faculty of Nursing – Menoufyia University-</p>
<i>11.00 Am : 11.15 Am</i>	Discussion
<i>11.15 Am : 11.30 Am</i>	video presentation
<i>11.30 Am : 12.00 Pm</i>	<p>Coffee Break</p> 

<p><i>12.00 Pm : 2.30 Pm</i></p>	<p><u>Session II</u></p>
	<p><u>Chair Persons :</u> Prof. Dr.Efat Mohamed Prof.Dr. Nagat Saied Prof. Dr.Faten Kairet Ass.Prof. Dr. Saher Ahmed</p>
	<p><u>Reporters:</u> <i>Dr. Bagdad Husesin & Miss Mariem Mohamed</i></p>
<p><i>12.00 Pm : 12.15 Pm</i></p>	<p>Impact of Health Education Program on Knowledge of Blind and Deaf Adolescent Girls about Reproductive Health in Assiut Governorate, Egypt.</p> <p><u>Safaa R. Osman, Mahmoud S. Zakherah, & Soad S. Bayomi</u></p> <ol style="list-style-type: none"> 1. Community Health Nursing Department, Faculty of Nursing, Assiut University, 2. Obstetrics and Gynecology department, Faculty of medicine, Community Health Nursing department, Faculty of Nursing, Assiut University
<p><i>12.15Pm : 12.30 Pm</i></p>	<p>Factors Affecting Nurses' Perceptions of Patient Safety at Zigzag University Hospital.</p> <p><u>Seham I. AbdElrhman</u></p> <p>Lecturer of Community Health Nursing, Faculty of Nursing Zigzag University"</p>
<p><i>12.30 Pm : 12.45 Pm</i></p>	<p>Effect of Massage on Growth and Development among Low Birth Weight Babies</p> <p><u>Sharbat Thabet Hassanine & Zainab Gazar Alkoth</u></p> <ol style="list-style-type: none"> 1. Community Health Nursing, Faculty of Nursing, Fayoum University

	<p>Geriatric Health Nursing Faculty of Nursing, Fayoum University,</p>
<p><i>12.45Pm : 1.00 Pm</i></p>	<p>Association between Sexual Satisfaction and Mode of Delivery among Women in Beni- Sueif City <u>Abeer Mohamed E. Eldeeb & AmalRoshdiA.Mostafa</u></p> <p>1. Departments of Community Health Nursing, Faculty of Nursing,Beni - Sueif Maternal and Newborn health Nursing, Faculty of Nursing,Beni - Sueif</p>
<p><i>1.00 Pm : 1.15 Pm</i></p>	<p>An Investigation of the Effect of Nurses' Technology Readiness on the Acceptance of Mobile Electronic Medical Record Systems <u>Assist. Prof. Fatheia Ahmed Mersa & Assist. Prof. Nahed Ahmed Mersal</u></p> <p>1. Community Health Nursing , Faculty of Nursing Medical surgical nursing, Faculty of Nursing</p>
<p><i>1.15 Pm : 1.30 Pm</i></p>	<p>Computer's Occupational Hazards: Neck and Shoulder Pain among Computer's Users in Menoufia University <u>Magda Moawad Mohsen, Nabila El-sayed Saboula & Nagwa Dooma</u></p> <p>1. Prof. Community Nursing, Faculty of Nursing, Menoufia University 2. Assist. Prof. Community Nursing, Faculty of Nursing, Menoufia University Community Nursing Instructor , Faculty of Nursing, Menoufia University-Egypt</p>

<p>1.30 Pm : 1.45 Pm</p>	<p>Educational Program of Employees about Glaucoma at Assiut University</p> <p><u>Fatma R. Khalaf, Mohammad H. Qayed, Hoda D. Fahm, Ehab I. Wasfi, Asmaa G. Mohamed.</u></p> <ol style="list-style-type: none"> 1. Department of Community Health Nursing, Faculty of Nursing, Assiut University, 2. Department of Community Medicine, Faculty of Medicine Assiut University, 3. Department of OPhthamology, Faculty of Medicine, Assiut University 4. Department of Community Health Nursing, Faculty of Nursing, Assiut University,
<p>1.45 Pm : 2.00 Pm</p>	<p><i>Discussion</i></p>
<p>2.00 Pm : 3.30 Pm</p>	<p><u>Session III</u></p> <p><u>Chair Persons :</u></p> <p>Prof. Dr. Nefisa Abed El-Kader Prof. Dr. Soria Ramadan Prof. Dr. Zeinab Abed Elhalim Ass.Prof. Dr.</p> <p><u>Reporters:</u></p> <p><i>Dr. Eman Hassen & Mrs Inase Abrahiem</i></p>
<p>2.00 Pm : 2.15 Pm</p>	<p>E learning in Nursing Education</p> <p><u>Dr. Hanem Ahmed Abd Elkhalek Ahmed</u></p> <p>Lecturer in Psychiatric and Mental Health Nursing Department, Zagazig University, Egypt</p>

<p><i>2.15 Pm : 2.30 Pm</i></p>	<p>Effect of Coping Strategies among Parent Having Children with Conduct Disorders</p> <p><u>Wafaa Osman Abd El Fatah Abd El Hady</u> Lecturer of Psychiatric Mental Health Nursing, Faculty of Nursing - Helwan University</p>
<p><i>2.30 Pm : 2.45 Pm</i></p>	<p>In Egypt: Social Support and Quality of Life for Breast Cancer Patients</p> <p><u>Dr. Safaa Abdelazem Osman Ali</u> Lecturer of Psychiatric and Mental Health Nursing, Fayoum University</p>
<p><i>2.45 Pm : 3.00 Pm</i></p>	<p>Parental Stress and Self Esteem of Children Receiving Chemotherapy</p> <p><u>MaalyElmalky, Leila metwallysherief, Mawaheb Mohamed Zaki,& Shima Mohammed Hassan Ali</u></p> <ol style="list-style-type: none"> 1. Assistant Professor of Psychiatric and Mental Health Nursing menufia University 2. Professor of Pediatric Medicine Faculty of Medicine Zagazig University 3. Lecturer of Psychiatric Health Nursing Faculty of Nursing Banha University <p>Demonstrator in Psychiatric Health Nursing -BeniSuif University</p>
<p><i>3.00 Pm : 3.15 Pm</i></p>	<p>Psychological Predictors of Impulsivity among Psychotic Patients at Assiut Psychiatric Mental Health Hospital</p> <p><u>Naglaa Abed El Megied Mohamed, Redaa Abd El Aal Thabet, & Zamzam Ahmed Ahmed³</u></p> <ol style="list-style-type: none"> 1. Psychiatric Mental Health Nursing Department, Faculty of Nursing, Assiut University 2. Psychiatric Mental Health Nursing Department, Faculty of Nursing, Assiut University

	Psychiatric Mental Health Nursing Department, Faculty of Nursing, Assiut University
<i>3.15 Pm : 3.30 Pm</i>	Factors Affecting Career Development among Nurses at Ain Shams University Hospital <u>Heba Ali Hassan, Salwa Ibrahim Mahmoud</u> 1. Lecturer of Nursing Administration-Faculty of Nursing-Ain Shams University 2. Lecturer of Nursing Administration-Faculty of Nursing-Benha University
<i>3.30 Pm: 4.00 Pm</i>	<i>Discussion</i>
<i>4.00 Pm: 4.30 Pm</i>	<i>Recommendation & Closure</i>
<i>4.30 Pm: 5.00 Pm</i>	<i>Lunch</i>
<i>5.00 Pm : 5.30 Pm</i>	<i>Certification</i>

Factors Affecting Career Development among Nurses at Ain Shams University Hospital

* Heba Ali Hassan, ** Salwa Ibrahim Mahmoud

* *Lecturer of Nursing Administration-Faculty of Nursing- Ain Shams University*

** *Lecturer of Nursing Administration-Faculty of Nursing- Benha University*

Abstract

Background: Today's employees are more career conscious than ever. They are demanding more in terms of personal growth and development. Organizations that fail to allow employees to meet their individual needs will be losing valued employees. Career development helps employees to respond more positively to change within their job or in the organization structure. Receiving this kind of career support also encourages employees to develop the skills and understanding to manage their own choices about work and learning more effectively in future **Aim:** The present study aimed to assess the factors affect career development among nurses. **Design:** A descriptive co relational design was used. **Setting:** This study conducted at Ain shams university hospital affiliated to Ain Shams University. **Tools of data collection:** One tool was used for data collection namely Factors affecting nurses' career development questionnaire. **Results:** Nurses' managers and staff nurses had high responses regarding total career development factors. Moreover nurses' manger had high response regarding total career development factors than staff nurses. **Conclusion:** The highest response mean regarding the total career development factors was related to job factors among staff nurses and nurses' managers. Also, the result shows that the responses mean of nurses' managers regarding total career development factors was higher than staff nurses. Furthermore, there is a statistically significant relation regarding total career development factors except personal factors. **Recommendations:** Nurses should be encouraged for determining their own strengths, weaknesses, developmental needs and integrating them with current career opportunities.

Keywords: Career Development, Nurses Career

Introduction

Career development has been defined as an on-going and life-long process that involves work-related activities to enhance employee's knowledge on topics related to their work (Omar, 2010). Career development as lifelong psychological and behavioral processes intertwined with contextual influences that shape an employee's career over his or her lifetime. Career development is an opportunity for employees to plan their lives by reflecting on their abilities, interests, and goals and aligning them with their career paths (Byars and Leslie, 2011).

Career development is directly linked to the satisfaction of employees in a way that employees feel value from their supervisors and organization as their goals are being focused and achieved. Employees become more satisfied with their job and would never want to leave the organization and also organization wants to retain its golden employees to achieve its objectives and long term corporate goals. That's why organization should have to invest in ongoing employees career development programs to make both employee as well as organization successful (Nyamekye, 2012).

Career development of employees plays an important role in enriching the human capital component of organization. It is being strategically used to leverage organizational talent, attract and retain a competent workforce. Right kind of people management strategy involves sustaining success through

building the right kind of organization by using insights on talent, culture and leadership (Ulrich, 2014). Modern organizations need their employees to adapt to constant changes with a minimal amount of disruption, and they turn to constant employee development (Okurame, 2014). In addition, this creates opportunity for employees to grow in their profession and to achieve a distinguished career (Avey, Nimmicht, & Pigeon, 2010).

The Egyptian health care system faces multiple challenges in improving and ensuring the health and wellbeing of the Egyptian people. Nurses have a very broad and significant role in impacting the quality and effectiveness of health care delivery. It represents the largest hospital caregivers' population, and one of the fastest-growing and demanding careers, making the possibilities for advancement almost endless (Athlin et al., 2008). Enhancing the career development of hospital staff nurses may be the greatest human resource challenge facing hospitals in the 20th century. That makes educators, employers and health organizations face a challenge also to collaborate with individual nurses on career development activities that will enable them to continue to provide high-quality care (Ismail, 2013).

The rapid changes in technologies and human capital knowledge acquisition encourage employers to emphasize the need for a continuous career development. Training and development of employees play an instrumental role in maintaining both employee satisfaction and performance by using career development. By having well-developed employees, organizations will have the human capital to achieve their objectives (Alariss, & Kulkarni, 2013). Because of employee development is an essential part of organizational success, it is imperative for employers to find the best and most effective method to develop their employees' skill methods needed to develop employees involve on-job and off-job training. On-job training could include job instructions, apprenticeship, coaching and mentoring, job rotation, job enrichment or job enlargement, opportunities to apply learned skills, and committee assignments (Burke and Hutchins, 2013).

Numerous studies published in the last few years indicate that several factors might influence and precipitate in nursing decision to participate in career development activities. These factors are represented in three dimensions the first one is the personal related factors such as personal behaviors, job satisfaction, empowerment and nurse's career development practice in regard to their career aspirations and pattern. The second one is job itself factors such as job autonomy and Supervisory support, and the third is one organizational factor such as management support and career development plan (Hite & McDonald, 2007).

Significance of the study:

Nursing is an essential part of the health care system it is one of the fastest growing and demanding careers. Enhancing the career development of nurses may be the greatest human resource challenge facing hospitals as they move into the 21st century understanding how to develop nurses is likely to critical factor for organizational success.

This is mean that organizations need to pay attention to the career development not only for the skills but also motivate staff performance at work, giving nurses a clearer sense of direction and purpose. Provide guidance and career consoling creating a feedback system to elevate nurse's performance. Within the work environment several factors have the potential to influence nurses to participate in career development activities.

The aim of the study:

This study aimed at assessing factors that affecting career development among nurses.

Research Question:

What are the factors that affect career development among nurses?

Subjects and methods:

Research design:

A Descriptive design used in carrying out this study.

Setting:

The study was carried out at Ain shams university hospital affiliated to Ain Shams University, Cairo, Egypt.

Subjects:

A simple random sample of 172 nurses estimated by equation of **Morgan,(1970)** included that (40 nurses' managers and 132 staff nurses) who are working in different medical departments at the ain shams university hospital were both genders with different educational levels and experience years were selected randomly from the total number of 245 nurses(45 nurses managers and 200 staff nurses) . The nurses managers classified into deferent categories of nurses managers nurse director, nurse director assistants and head nurses.

Tool of data collection:

One tool was used for data collection divided into two parts:

Part I: Socio-demographic data:

This part aimed at collecting data related to socio-demographic characteristics of the studied sample. It covered items as: age, sex, marital status, qualification, and years of experience and job position.

Part II: career development questionnaire (CDQ):

This tool adapted from (**Ismail, 2013**) it's aimed at assess the factors that affect nurses' career development, this questionnaire consisted of three dimensions measured by (89 items): personal factors, job factors and organizational factors with a total of 8 factors. It was distributed as: personal factors dimension (50 items) as personal behaviors (13items), satisfaction (13 items), empowerment (12 items) and nurses' career development practice (12). While the job related factors dimension (27 items) encompasses autonomy (14 items), supervisory support (13 items). In addition to, the organizational factors dimension (11 item) containing management support (6 items) and the career developmental plans (5 items). The tool translated into Arabic and tested for validity and reliability.

Scoring system:

Responses were measured on 5-point likert scale ranging from "1" strongly disagree to "5" strongly agree to. Scores were determined by summing and averaging the items in each factor. A total dimension score was created by summing and averaging the factors items in each dimension.

Tool validity:

The questionnaire was reviewed by a panel of five experts of two professors from faculty of nursing in Ain Shams University and three professors of nursing administration Cairo University in order to evaluate its face and content validity. The experts reviewed the tool for its content, clarity, simplicity, relevance, comprehensiveness, appropriateness and applicability. Minor modifications were done and then the final form of the tool was developed.

Tool reliability:

Testing the reliability of the tool was done by alpha cronbach test which was 0.88.

Pilot study:

After developing the tool a pilot study was conducted on 10% from the studied sample (17) nurse: (4) nurse managers and (13) staff nurses. They were selected randomly from the study setting. The aim of pilot study was to determine clarity, feasibility and applicability of the tools, identify obstacles and problems that may be encountered during data collection and estimate the time needed to fill out the questionnaire. The time for filling the questionnaire was found to range between 30-40 minutes .Data obtained from the pilot study were analyzed and necessary modifications were done. Nurses of the pilot study were not included in the study's subjects.

Ethical considerations:

The research approval was obtained from the faculty of nursing research ethics committee before initiating the study. The researcher clarified the purpose and aim of the study to the studied sample of nurses included in the study. Oral consent was obtained from nurses to ensure willingness to engage in the study. The researcher maintained anonymity and confidentiality of subjects' data. Nurses were informed that they are allowed to withdraw from the study at any time without penalty.

Procedure/field work:

The data collection process was started at the beginning of January 2014 and was completed by the end of June 2014. the researcher was collected the data by self through meeting the nurses in their work then introduced herself to the nurses, explained the aim of the study, and how to fill-in the questionnaire, and sought their cooperation and methods of filling out the questionnaire and obtaining verbal consent from them to participate in the study each nurse took from 30 to 40 minutes to fill the questionnaire, the data were collected 3 days per week, from 9 am to 2pm.

Data analysis:

Data entry and statistical analysis were done using SPSS 20.0 statistical software package. Data were presented using descriptive statistics in the form of Frequencies and percentages for qualitative variables, and mean and standard deviations medians, and first and third quartiles for quantitative variables. Cronbach alpha coefficient was calculated to assess the reliability of the developed tools through their internal consistency. Quantitative continuous data were compared using the non-parametric Kruskal-Wallis test. Qualitative categorical variables were compared using chi-square test. Whenever the expected values in one or more of the cells in a 2x2 tables was less than 5, Fisher exact test was used instead. Spearman rank correlation was used for assessment of the inter-relationships among quantitative variables and ranked ones. Statistical significance was considered at p-value <0.05.

Results

Table 1: Socio demographic characteristic of the study sample (n=172).

Items		Staff nurses (132)		Nurses managers (40)	
		No	%	No	%
Age	20-30	46	35	4	10
	31-40	52	39	20	50
	>40	34	26	16	40
Mean ± SD		33.45±7.93		38.69 ±5.52	
Gender	Male	11	8	2	5
	Female	122	92	38	95
Marital status	Single	21	16	6	15
	Married	99	75	28	70
	Divorced	7	5	4	10
	Widow	5	4	2	5

Table (1), shows (39 %) of staff nurses had age ranged between 31-40 years old, with mean age of 33.45±7.93. Moreover, the highest percentage (92 %) of staff nurses was female, and (75 %) of them were married. While, the result shows that half of nurses manager had age ranged between 31-40 years old, with mean age of 38.69 ±5.52. Also, majority of nurses manager was female and four fifth (70.0%) of them were married.

Table 2: Job characteristics of the study sample (N = 172)

Items		Staff nurses (132)		Nurses managers (40)	
		No	%	No	%
Nursing Qualification	Diploma	95	72	13	32.5
	Technical Institute	22	16.6	3	7.5
	Bachelor	4	3.3	22	55
	Diploma and specialty	6	4.4	1	2.5
	Master	5	3.7	1	2.5
Years of experience in nursing	1->10 years	45	34	7	17.5
	10- >20 years	45	34	18	51.4
	More than 20 years	42	32	15	42.9
Mean ± SD		14.38 ±7.61		17.54 ± 5.40	
Years of experience In Department	1->10 years	60	45.5	10	25
	10- >20 years	52	39	22	55
	More than 20 years	20	15.5	8	20
Mean ± SD		11.17±7.33		11.91±5.54	

Table (2), clarifies that majority (72.0%) of staff nurses had diploma in nursing. Also, (34.0%) of staff nurses had more than 20 years' experience in nursing with mean 14.38 ± 7.61 , while (45.5%) of them had years of experience in department ranged between 1->10 years with mean 11.17 ± 7.33 . Moreover, the result shows (55%) of nurse managers had a bachelor degree in nursing, and (51.4%) of them had year of experience in nursing ranged between 10- >20 years with mean 17.54 ± 5.40 . Also, (55%) of nurse managers had years of experience in department ranged between 10- >20 years with mean 11.91 ± 5.54 .

Table 3: Mean and standard deviation of staff nurses and nurses' managers response regarding the job factors affecting career development.

Item	Staff Nurses n=132	Nurses managers n=40	t- test	P
	Mean ± SD	Mean ± SD		
Job Factors				
Job autonomy	37.98± 6.21	42.1±4.12	3.80	<0.001**
Supervisor support	35.64± 5.95	33.03±2.19	2.57	<0.01**

(**) High Significant at P < 0.01

Table (3), presents that, the highest response mean (37.98, 42.1) regarding the job factors affecting career development was related to Job autonomy among staff nurses and nurses' managers. Furthermore, there is a statistically significant relation regarding job factors items that had positive effect on career development.

Table 4: Mean and stander deviation of staff nurses and nurses' mangers response regarding the organizational factors affecting their career development

Item	Staff Nurses n=132	Nurses mangers n=40	t- test	P
	Mean ± SD	Mean ± SD		
Organizational factors				
Management support	16.74±2.41	17.83±1.74	2.55	<0.001**
Career developmental Plans	13.90±2.17	14.77±1.55	2.26	<0.05*

(*) Statistically significant at $p < 0.05$

(**) High Significant at $P < 0.01$

Table (4), presents that, the highest response mean (16.74, 17.83) regarding the organizational factors affecting career development was related to management support among staff nurses and nurses' mangers. Furthermore, there is a statistically significant relation regarding organizational factors items affecting career development.

Table 5: Mean and standard deviation of staff nurses and nurses' mangers responses regarding the total career development factors.

Item	Staff Nurses n=132	Nurses mangers n=40	t- test	P value
	Mean ± SD	Mean ± SD		
Personal factors	32.92±4.74	33.42±4.08	1.34	>0.05
Job Factors	73.62±8.88	75.14±4.76	3.19	<0.001**
Organizational factors	30.65±4.26	32.60±3.21	2.58	<0.001**
Total career development	45.73±5.96	47.05±4.02	2.37	<0.001**

(**) High Significant at $P < 0.01$

Table (5), presents that, the highest response mean (73.62, 75.14) regarding the total career development factors was related to job factors among staff nurses and nurses' mangers. Also, the result shows that the responses mean of nurses' mangers regarding total career development factors was higher than staff nurses. Furthermore, there is a statistically significant relation regarding total career development factors except personal factors.

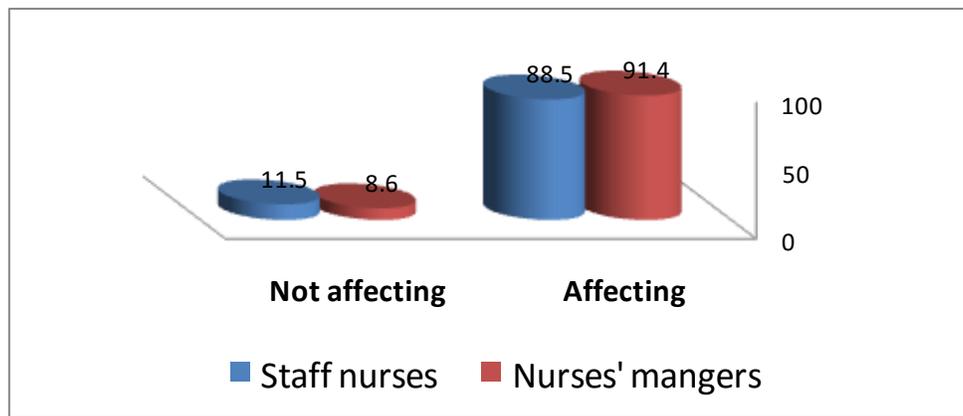


Figure (1): Comparison between staff nurses and nurses' managers responses regarding the total career development factors.

Figure (1), shows that the highest responses (91.4%) obtained by nurses' managers regarding total factors affecting career development, while (88.5%) obtained by staff nurses.

Table 6: Correlation between career development factors among staff nurses.

	Spearman's rank correlation coefficient		
	Personal related factors	Job related factors	Organizational factors
Personal related factors			
Job related factors	0.346**		
Organizational factors	0.646**	0.462**	
Total career development	0.882**	0.695**	0.760**

**Correlation is significant at the 0.01 level (2-tailed).

Table (6), illustrates the correlation between career development factors among staff nurses, It reveals that there is a statistically significant relation among all the items of career development factors.

Table 7: Correlation between career development factors among nurse managers.

	Spearman's rank correlation coefficient		
	Personal related factors	Job related factors	Organizational factors
Personal related factors			
Job related factors	-0.142		
Organizational factors	0.531**	0.097	
Total career development	0.889**	0.220	0.548**

**Correlation is significant at the 0.01 level (2-tailed).

Table (7), illustrates the correlation between career development factors among nurse managers, It reveals that there is a statistically significant among all the items of career development factors except job related factors items.

Table 8: Correlation between career development factors and socio-demographic characteristics among staff nurses (n=200).

Variable	Nurses =200	
	Career development score	
	r	P value
Age	.395	< 0.01**
Gender	.017	>0.05
Marital status	.171	<0.05*
Nursing Qualification	-.063-	>0.05
Year of experience	.336	< 0.01**
Years of experience in Department	.369	< 0.01**

(*) Statistically significant at $p < 0.05$ (**) High Significant at $P < 0.01$

Table (8), illustrates the correlation between total career development factors and staff nurses' demographic characteristics. It reveals that, there is a statistically significant relation between total career development factors and their demographic characteristics except sex, and qualification in nursing.

Discussion

Today's employees are more career conscious than ever. They are demanding more in terms of personal growth and development. Organizations that fail to allow employees to meet their individual needs will be losing valued employees. It is essential that organizations place a high value on career development, this will allow employees to fulfill their career needs, and organizations will benefit by retaining a greater number of their competent and qualified employees (**Robert and Merchant, 2014**).

The present study findings revealed that, nurses' managers, and staff nurses had high responses regarding total career development factors. The study sample had high perception of total career development factors. Moreover nurses' manager had high response regarding total career development factors than staff nurses. This result could be explained as these nurse managers are dynamic individuals who describe themselves as loving a challenge, ambitious, passionate, and intense. Stabilization reflects the individual's ability to settle down in the new role, perform work to validate the career choice, and to use the knowledge, skills, and abilities acquired in performing this role. This study finding is congruent with what reported by **Ismail et al. (2013)** who mentioned that, the study sample had high perception of total career development factors.

As regarded the personal factors dimension, nurses have a personal behaviors and practices for career development as they are self -confident, ready for learning new things and have the ability to

determine their major strengths and weaknesses. According to the present study finding the highest response mean regarding personal factors affecting career development was related to empowerment among staff nurses and nurses' managers. The findings of the present study may be attributed to that, empowerment is the process by which a manager shares power with others or enables them to act. So, empowerment results in employees having a strong sense of self that encourages them to be motivated to excel and encourage career development to reach to excellence.

The study finding is consistent with **Chen et al. (2010)** who cited that, there is a positive correlation between nurses' empowerment and career development practices. In the same line **Sarmiento et al. (2008)** who has revealed that professional empowerment was more important than financial incentives and individual emotional labor factors related to career development in nursing. Contradicting with a study conducted in Aswan by **Ismaie et al. (2013)** who mentioned that, career development practices was the highest response mean regarding personal factors affecting career development.

Moreover, present study finding demonstrated that, nurses' manager had high response mean than staff nurses regarding empowerment factors affecting career development. These study finding may be due to nurses' manager had high supportive workplace environment than staff nurses that has positive effects on their career development.

Furthermore, the result revealed that there were a statistically significant relation in six items out of twelve items of empowerment items related to the items of have control about what happened in my word, have considerable opportunity for independence and freedom in how doing your work, can discuss my future learning needs factor, have information about work plan in my work, my work place is empowered environment, and know how various departments think about my department. In contrary with the study finding **O'Brien (2010)** who mentioned that, there was a statistically significant positive relation was found between all items of empowerment.

The present study finding lead to that, staff nurses can be empowered at all levels of the organization, this may be due to management allows them the support, the encouragement and the organizational climate that encourages and rewards them, and they have opportunities to advance within the organization or to learn and grow through challenging work experiences or learning opportunities.

Moreover, career development practices had the lowest response mean regarding personal factors affecting career development among staff nurses and nurses' managers. This study finding may be due to increased work load, shortage nursing staff, large size of the hospital, this entire factor led to insufficient an ongoing training on the job, and also no opportunity to provide upgrades within the hospital. The study finding contradicting with **Ng et al. (2008)** indicated that there is positive relationship between person's career success and the participation in organizational initiatives like career and skills development opportunities. Also, **Ismaie et al. (2013)** who mentioned that, satisfaction had the lowest response mean regarding personal factors affecting career.

In addition **Umar, (2015)** indicated that the better the perceived career development practice of employees, it will increase employee satisfaction as well the work done because there is a feeling of satisfaction will make employees feel responsible, disciplined and obedient, proud as employees, feel proud and respectful to employer, and feel proud of the image of the office.

Moreover, the result showed that, there was no statistically significant relation regarding career development practices items except items related to obtain qualification in your field, and obtain a position after your training finishing. In disagreement study by **Ismaie et al. (2013)** who mentioned

that, there is no statistically significant relation regarding career development practices items. Furthermore, the present study finding showed that, there were a statistically significant relation in two items out of four items regarding personal factors items was related to empowerment, and job satisfaction. In contrary with the study finding **Ismaie et al. (2013)** who has mentioned that, there were no statistically significant relations in all items related to personal factors.

Concerning job factors affecting career development, findings of the present study indicated that the highest response mean regarding the job factors affecting career development was related to job autonomy among staff nurses and nurses' managers. It was found in regard to job autonomy that nurses' are performing skills which is essential for the freedom of actions, and accept the consequences for their choices which reflect on their self stem and self -respect. This result may be due to the freedom, power, and authority to make decisions related to nursing practice to provide the best outcome for the patient.

This finding was supported by **Ismaie et al. (2013)** who stated that autonomy considered an essential component for career development and full professionalism in nursing hinges on autonomy. In the same context with the study finding **Kramer and Schmalenberg (2006)** who has mentioned that, professionally and organizationally sanctioning, supporting the application of nursing knowledge, and expertise in the care of patients has been associated with enhancing autonomous nursing practice. While, it was inconsistent with **Aiken et al. (2006)** finding which indicated a lack of nurses' autonomy as a result of insufficient support, training or education to exercise the autonomy they desire.

On other hand, nurses' manager had high response mean than staff nurses regarding job autonomy affecting career development .This finding might be due to the critical role of the nurse manager, executive leadership is critical to creating an environment that is supportive of autonomy and career development .Also, the role of formal nurse managers is powerful in establishing the context for autonomy and career development. In addition, leader is the person who encourages and fosters new ideas and innovation.

Furthermore, there was no statistically significant relation regarding job autonomy items except items related to self determine your role and activities, having significant freedom in determining how you do your job, making decision about what you do, having abilities to effect on college decisions and actions, having authority to make what should you do, and finding constrain in your performance caused by freedom disappear. The finding was inconsistent with **Aiken et al. (2008)** who mentioned that, is no statistically significant relation regarding job autonomy items.

Moreover, the study revealed that there is a lack of supervisors support appears in not informing nurses about opportunities for training or further education, and supervisor cares about whether or not have achieved career goals. Also, the result reveals that there is no statistically significant relation regarding supervisor support items. This result could be attributed to the lack of supervisors' awareness about opportunities for training or further education, and the strategies to guide and support nurses to learn from their failures and enhances their performance.

In contrary with the study finding **Hite and McDonald (2009)** who stated that, supervisors and leaders often serve as the gateway to access to development opportunities, also highlighted the crucial role that nurse leaders play in nurses' development, in a form of coaching, advocating, providing performance feedback, fairness and equity, serving as a sounding board for career plans, and offering adequate time for development. Moreover, **Bordia et al. (2011)** who found a significant positive correlation between career development and supervisor support.

Mentioning the organizational factors, the findings of the present study revealed that, the highest response mean regarding the organizational factors affecting career development was related to management support among staff nurses and nurses' managers. This result may be due to adequate human and material resources,

presence of policy, feedback system, and a recognized evaluation process to support nurses for development. Therefore, nurses get rewards or appropriate attention for their development, interest, innovation, and personal goals.

The study finding consistent and relevant with **Aytac (2009)** who has indicated that career development as provision of education and training opportunities to expand knowledge and skills was positively related to employee's sense of support and organizational commitment. Also, **Van der Sluis and Poell (2008)** reported that a relationship between the success of the organizations and individuals' career development performance. Furthermore, the study result is consistent with **Chandra and Mee (2008)** who reported relationship between nurses' lack of advancement, promotion and training opportunities and nurses' turnover more than workload or pay.

On other hand it was apparent that nurses had lacking career developmental plans. In the form of un regularly engage in developmental activities related to profession. In contrary with the study finding **Mulhall (2014)** who mentioned that, employees also need to be supported by individual career plans delineating the routes that they can take to advance within an organization. Moreover, **Chang et al. (2007); Madrah et al. (2011)** who demonstrated that, career development programs provide stimulation and fulfillment at numerous phases of employee development, detecting capacity in advance and granting prospects for learning.

However, the result of the present study revealed that, there was a statistically significant correlation between all the items of career development factors among staff nurses. While, there was a statistically significant correlation between all the items of career development factors among nurse managers except job related factors items. The study finding is in line with **Flores and Alonso (2009)** which indicate a significant correlation between personal and professional factors, organizational, and motivational orientations on one hand and participation in continuing education on the other hand.

In the same context study conducted in Tabriz University of Medical Sciences Iranian by **Ebrahimi et al. (2012)** who mentioned that, there was a statistically significant relation between personal, organizational, professional, and development program factors among studied sample. The similarity between the studies finding may be related to similar sitting and similar culture.

On one hand, the study finding revealed that, there was a statistically significant relation between total career development factors and staff nurses' age, and years of experience in department. This study finding may be due to older age, more likely have opportunities to advance within the organization or to learn and grow through challenging work experiences or learning opportunities. Result was contradiction with **Ismaie et al. (2013)** who mentioned that, there was a statistically significant relation between total career development factors and staff nurses' socio-demographic characteristics.

In the same line with the study finding study conducted in Malaysia by **Chong et al. (2011)** who mentioned that, there was an association between demographic factors, such as age, number of children below 5 years old, and years of experience to the perception of staff nurses regarding the practice of continuing professional education. The similarity between the studies finding may be due to may be related to similar sitting and similar culture.

On other hand there was no a statistically significant relation between total career development factors and nurses managers' socio-demographic characteristics. In contrary with this finding **Ismaie et al. (2013); Muhathir (2014)** who mentioned that, there were statistically significant relation between total career development factors and study sample socio-demographic characteristics.

Furthermore, the result shows that, there was a statistically significant correlation between total career development factors and staff nurses' demographic characteristics except sex, and nursing qualification. The study finding contradiction with **Ismaie et al. (2013)** who mentioned that, there were statistically significant correlations between total career development factors and staff nurses demographic characteristics.

On other hand there were no statistically significant correlations between total career development factors and nurses managers' demographic characteristics. In contrary with **Okurame (2014)** who revealed that, there were statistically significant correlations between demographic characteristics and career growth prospects.

In addition, result of regression analysis shows that, the age was positive statistically significant predictors for career development among staff nurses. In the same context with the study finding **Inceoglu et al. (2008); Segers et al. (2008)** who mentioned that, age and gender are significant factors in career attitudes. In contrary with the study finding **Lou et al. (2010)** who revealed that, professional empowerment was more important than financial incentives and individual emotional labour factors related to career development in nursing, also showed that emotional labour and professional empowerment predict for 75% of the variance in nursing career development.

While, result of regression analysis shows that, the age was independent predictors for career development among nurses' managers. In contrary with the study finding **Okurame (2014)** who revealed that, the age was dependent predictors for career growth prospects and development among the study samples. Moreover, age, qualification, and years of experience acting together were positive statistically significant predictors for career development. In agreements **Okurame (2014)** who has revealed that, respondent's demographic data such as sex, age, marital status, highest educational factors acting together accounted for a significant variance in career growth prospects.

Finally, the study finding particularly contradicts the arguments and findings of previous studies **Sullivan et al. (2007); Huang et al. (2007)** who concluded that, age and gender are significant factors in career attitudes and development among the respondent of the study.

Conclusion

According to the study findings, it can be concluded that, nurses' managers, and staff nurses had high responses regarding total career development factors. Moreover nurses' manger had high response regarding total career development factors than staff nurses. Furthermore, the result shows that, the highest responses among staff nurses and nurses' managers regarding the total career development factor was related to job factors. On other hand the lowest responses among staff nurses and nurses' managers regarding the total career development factor was related to organizational factors.

In addition, the result of the present study revealed that, there was a statistically significant correlation between all the factors of career development among staff nurses. While, there was a statistically significant correlation between all the items of career development factors among nurse managers except job related factors items.

Recommendations

Based on the main study findings, the following recommendations were deducted:

- Develop and implement effective strategies policies and plans that support and enhance career development and increase nurse performance.
- Supervisors' are in need to be aware about the strategies to guide and support nurses to learn from their failures and enhances their performance.
- Staff development programs should be conducted for head nurses and staff nurses at all levels.
- Management support: through, in-services training programs, provide resource; and opportunities for further education to upgrade the general awareness level of career development strategies
- Periodical evaluation of nurses' perception of career development factors and career development practices.

- Organizations should emphasize on reward system to enhance nurses' motivation for improvement and advancement.
- Further studies are recommended to assess: nursing staff perceptions regarding development factors and career development practices, relation between nurses' career development and job satisfaction.

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