

**Magnet Hospital Forces as Perceived
by Nurses at Ain Shams
Specialized Hospital**

Thesis

*Submitted for Partial Fulfillment of Master Degree
In Nursing Science
(Nursing Administration)*

By

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**(B.Sc. Nursing)
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**Faculty of Nursing
Ain Shams University
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**Faculty of Nursing
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2017**

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

قالوا

سبحانك لا علم لنا
إلا ما علمتنا إنك أنت
العليم العظيم

صدق الله العظيم

سورة البقرة الآية: ٢٢

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*✍ **Emad Ibrahim Mansour***

Dedications

I would like to dedicate this thesis to

*The Soul of my Parents, May Allah bless
their soul*

Brothers and Sisters

My Wife

My Daughters

*For their love, care, support and
encouragement that allowed me to
accomplish this work*

Dr. Emad Ibrahim Mansour



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List of Abbreviations

<i>Abbreviations</i>	<i>Meaning</i>
AAN	The American Academy of Nursing
ANCC	The American Nurses Credentialing Center
MRP	Magnet recognition program
AACN	The American Association of Critical-Care Nurses

Magnet Hospital Forces as Perceived by Nurses at Ain Shams Specialized Hospital

Abstract

Background: Magnet hospital certification has a reputation for being one solution to nurse recruitment and retention. It is a matter of priority for hospitals to identify and enhance the basic organizational social structures which promote the development and maintenance of magnetism. **Aim:** This study aimed to investigate the magnet hospital forces as perceived by nurses. **Design:** A descriptive-comparative design was used. **Setting:** This study conducted at Ain Shams Specialized Hospital. Total study subjects included 330 participants (80) Head nurses and their assistants, (250) staff nurses. **Tools of data collection:** One tool used namely, Magnet Hospital Forces Questionnaire. **Results:** It showed that, generally moderate perception among head nurses and high to moderate perception among staff nurses regarding total magnetism score of forces level. **Conclusion:** There was no statistically significant difference between head nurses and staff nurses perception regarding total magnetism score of forces level. **Recommendations:** The study findings should be used to highlight the positive and negative perception of Nurses regarding magnet forces to establish a profile of magnetism for the facility. The low level of magnetism perception among nurses must be addressed in order to identify the underlying factors and work on them. A survey of hospitals is conducted to determine hospitals' interest level in pursuing magnet hospitals status, and what specific incentives would be most helpful in encouraging hospitals to go forward. Involving magnetism dimensions and hospital magnetic forces in nursing administration course for undergraduate education.

Keywords: Magnet hospital, Forces of magnetism, Nurses.

Introduction

Nurses as one of the largest health professional groups in the healthcare system are taking part in an essential role in the delivery of health care services (*Marzuki et al., 2013*). The retention of current nurses is an important factor in the stability of the healthcare system. The advancement of medical technology, the increase in the acuity of patients, and the emergent nursing shortage makes the retention of nurses, especially experienced ones, of greatest importance (*Ritter, 2011*).

Nurse managers have a pivotal role in creating and sustaining a healthy work environment for nurses. Some of the major managers' duties essential for nurses motivation and performance improvement involve human resources issues such as nurses' attraction and retention, collaboration promotion, conflict management and resolution, and finally ensuring of adequate resources (*Gikopoulou et al., 2014*).

In the interest of providing the highest quality of care while keeping healthcare costs reasonable, administrators need to consider what measures can be taken to improve nursing workforce characteristics. Studies by *Stimpfel et al.*

(2016) & *McHugh et al. (2013)* have shown that nursing workforce attributes are higher in Magnet hospitals.

In physics, the characteristics of a magnet are forces that draw an attractive object to it and forces that hold this worthy object to it and then more and more are drawn to it and powerful forces hold these objects directly on the magnet or to the objects that are on the magnet. Now, transfer this concept to a hospital or to a force of nurses who have the ability to draw and to retain attractive nurses (*Matthews and Magnet, 2008*).

This is the sense of magnet – the ability of an organization or force of nurses working together to attract nurses and to retain them because these magnet nurses foster positive energies that empower the work environment, the practice settings, and the professional milieu that produce positive patient outcomes and nurse satisfaction (*Kramer et al., 2011*).

Magnet hospital certification has the reputation of being one solution to nurse recruitment and retention. (*ANCC, 2012*), and has been viewed as the “gold standard” for nursing (*Richards et al., 2017*). Nurses employed at magnet hospitals report lower burnout rates, lower level of nurse turnover and higher levels of job satisfaction; these