



شبكة المعلومات الجامعية
التوثيق الإلكتروني والميكروفيلم

بسم الله الرحمن الرحيم



MONA MAGHRABY



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شبكة المعلومات الجامعية التوثيق الإلكتروني والميكروفيلم



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جامعة عين شمس

التوثيق الإلكتروني والميكروفيلم

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Factors Influencing Staff Nurses Participation in Continuing Professional Development Programs

Thesis

*Submitted for Partial Fulfillment of the Requirements of the
Master Degree in Nursing Science
(Nursing Administration)*

By

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B.Sc. Nursing

**Faculty of Nursing
Ain Shams University
2021**

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List of Abbreviations

Abb.	Full Term
ANA	American Nurses Association
ANPs	Advanced nurse practitioners
CE	Continuing Education
CPD	Continuing Professional Education
LLL	Lifelong learning
NHS	National Health Services
RCN	Royal College of Nursing

ABSTRACT

Background: Continuing Professional Development (CPD) is an approach that facilitates professionals to acquire necessary knowledge, skills and ethical attitudes to remain current and competent. **Aim:** to assess the factors influencing staff nurses participation in continuing professional development programs. **Subjects and Methods:** This descriptive cross-sectional study was carried out at Helwan Hospital, Cairo, Egypt on a convenience sample of 162 staff nurses. Data were collected using a self-administered questionnaire with a scale assessing perception toward the factors that may influence CPD. The fieldwork lasted from mid-June to mid-September 2019. **Results:** Staff nurses were mostly females (77.2%), median 30.0 years old, and 71.0% with diploma degree. In total, the job factors had the highest mean score (8.46). Among the motivators, the personal factors were the most influential, and among the barriers or hindering factors, the situational ones had the highest influence. The mean total motivators score (7.76) was lower in comparison with the mean of total barriers (7.92), indicating that the influence of hindering factors or barriers supersedes the influence of motivating factors. In staff nurses' perceptions of CPD, personal benefits ranked first followed by workplace benefits. In multivariate the analysis, experience years, registration in Master degree, and perception and job factors scores were positive predictors of motivators score, while age, and perception and job factors scores were positive predictors of the barriers score. **Conclusion and Recommendations:** staff nurses have high perception of the job factors, motivators, and barriers influencing their participation in CPD. The study recommends On-the-job continuing education activities, with professional development being a requirement for job promotion. The nursing profession should provide more funding and afford more grants and scholarships.

Keywords: Continuing Professional Development (CPD), Continuing Professional Development Factors (CPDFs), motivators, barriers, staff nurses.

Introduction

Excellence in nursing is facilitated when nurses engage in continuing education opportunities, and learn evidence-based knowledge and best nursing practices (*World Health Organization [WHO], 2014*). *Continuing education* is defined as learning activities designed to augment the knowledge, skills and attitudes of nurses, and thereby enrich nurses' contributions to quality health care (*American Nurses Association [ANA], 2014*). The continuous enhancement of nurses' knowledge, skills, and judgment is a commitment upheld by professional nursing worldwide including the International Council of Nurses' Code of Ethics which outlines nurses' responsibility in maintaining their competence and fitness to practice (*Canadian Nurses Association [CNA], 2014*). Nurses adhere to being accountable and to maintaining their competence through continual learning (*International Council of Nurses, 2012a*).

The World Health Organization World Health Report states that human resources are the most important of the health system's resource inputs. The performance of health care systems ultimately depends on the knowledge, skills and motivation of the people responsible for delivering