



شبكة المعلومات الجامعية
التوثيق الإلكتروني والميكروفيلم

بسم الله الرحمن الرحيم



MONA MAGHRABY



شبكة المعلومات الجامعية
التوثيق الإلكتروني والميكرو فيلم



شبكة المعلومات الجامعية التوثيق الإلكتروني والميكرو فيلم



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التوثيق الإلكتروني والميكروفيلم

جامعة عين شمس

التوثيق الإلكتروني والميكروفيلم

قسم

نقسم بالله العظيم أن المادة التي تم توثيقها وتسجيلها
علي هذه الأقراص المدمجة قد أعدت دون أية تغيرات



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MONA MAGHRABY

**Staff Nurses Perception Regarding
their Rights and its' Influence on
Career Satisfaction**

Thesis

**Submitted in Partial Fulfillment of the Master
Degree in Nursing Sciences
(Nursing Administration)**

By

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2020**

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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

قالوا

سببنا نك لا علم لنا
إلا ما علمتنا إنك أنت
العليم العظيم

صدق الله العظيم

سورة البقرة الآية: ٣٢

Acknowledgment

*Foremost, I feel always indebted to Allah to whom I relate any success in
First and achieving any work in my life.*

*I'd like to express my respectful thanks and profound
gratitude to Dr. Rabab Mahmoud Hassan, Professor of
Nursing Administration Faculty of Nursing-Ain Shams
University for her keen guidance, kind supervision, valuable
advice and continuous encouragement, which made possible
the completion of this work.*

*I am also delighted to express my deepest gratitude and
thanks to Dr. Samah Mohamed Elsayed, Lecturer of
Nursing Administration Faculty of Nursing-Ain Shams
University, for her kind care, continuous supervision, valuable
instructions, constant help and great assistance throughout
this work.*

*Last but not least my sincere thanks and appreciation to
all staff nurses participated in this study and each person
share directly or indirectly for achieving this work.*

*The researcher:
Soha said*

Dedication

I would like to dedicate this thesis to:

My Father, My Mother

My Brothers and My Sister

My Husband, My Sons, Friends and work colleagues

For their love, care, support and encouragement that allowed me to accomplish this work. It has made the journey far more enjoyable and rewarding.

Soha said

Staff Nurses Perception Regarding their Rights and its' Influence on Career Satisfaction

ABSTRACT

Background: Nurses rights covered nurses human rights, professional rights and employment rights within their work environment. Neglecting or improper fulfillment of these rights by the health care organization has serious and significant impact on the nurses and health care organization which affect the total outcome of the hospital productivity, patient satisfaction and nurses career satisfaction. **Aim:** This study aimed to assess nurses' perception regarding their rights and its' influence on career satisfaction. **Design:** A descriptive correlational design was used to achieve this study. **Setting:** The study was conducted at Ain Shams university hospital. **Subjects:** one hundred and fifty staff nurse were included in the study. **Tools of data collection** collected by nurses right questionnaire sheet and career satisfaction scale. **Results:** More than four fifths of the nurses had high perception level regarding their rights as a whole. The highest perception was for security rights and professional development rights while the lowest for administrative rights. Only one third of staff nurses had high career satisfaction while more than quarter of the sample had low career satisfaction.. **Conclusions:** There is no significant relation between nurses' perception of rights and their career satisfaction. **Recommendations:** nurses need to have the tools and strategies to recognize and apply their rights in nursing practice, training programs are recommended for newly employed nursing person to inform them of their rights and responsibilities, periodic assessment of the work environment and to take the appropriate actions for keeping nurses engaged and satisfied with their career.

Key word: Career satisfaction, perception, staff nurses rights.

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INTRODUCTION

Rights are moral, political, and legal concepts that function as safeguards for individuals or groups. Human rights, in the field of health science, have been disused mostly within the context of patient rights. The rights of healthcare workers have been ignored or overlooked. It is noted that nurse rights have not been sufficiently addressed in the last decade, whereas their duties towards patients have been discussed in various ways (*Bahcecik et al., 2016*).

Nurses' rights are discussed under three intertwined topics, human rights, professional rights and employment rights. It is emphasized in the context of human rights that nurses are to be treated respectfully, while performing their work. They have the right to work without harassment and discrimination. Professional rights of nurses are grounded on international/national ethical codes or principles and labor laws. These rights consist of the right to perform the profession, getting respect from other health professionals and the society, enhancing the social status that the profession brings and the right to practice in a healthy, secure and ethical environment. They are also related to defending patient interests, using their expertise to provide care to patients and accrued rights of nurses obtained by education and work experience (*Kanjaniemi et al., 2014*)

Nurses' professional rights are both ethical and legal by nature: they are not only based on nurses' international and national codes of ethics but are also commonly documented in national employment legislation. The content of nurses' professional rights refers to the right to practice their profession, be respected by other health professionals and the society; promote their professional societal status and practice in a safe, healthy, and ethical environment. They also have the right to advocate for patients' interests (*International Council of Nurses, 2018*).

Nurses' employment rights are legal by nature. They not only rest on national constitutions and health care legislation but also on national work contracts, which vary from country to country. National legislation regulates nurses' rights to practice and the scope of professional autonomy, including the right to work in a safe environment.

Despite defined ethical and legislative bases, tension in terms of nurses' rights is evident in the contextual nature of nursing practice. International and national frameworks, especially cultural and individual differences, such as age, gender and sexual orientation create large variations in the implementation of nurses' rights, although they should already have been guaranteed by human rights. In addition, nurses' increased mobility highlights the differences in rights in work settings, and nurses' and patients' different