

Assessment of Professional Values in Newly Graduated Nurses

Waad Mohamed Elmallah, Nursing Specialist

B.Sc. in Nursing, Damanhur Chest Diseases Hospital

Nancy Sabry Elleithy, Assistant Professor

Nursing Administration, Faculty of Nursing Alexandria University

Azza Hassan Huseein, Professor

Nursing Administration, Faculty of Nursing, Alexandria University

Corresponding Author: Waad Mohamed Elmallah, Faculty of Nursing, B.Sc. in Nursing, Nursing Specialist, Damanhur Chest Diseases Hospital

Email: waadelmallah787@gmail.com

Article History:

Received: 23\1\2025

Revised: 25\1\2025

Accepted : 10\2\205

Published: 1\9\2025

Abstract

Background: Nurses' professional values are essential in interacting with patients and delivering an ethical and high-quality nursing care. Understanding nursing professional values is crucial in understanding professional boundaries, ethical decision making, and commitment of nurses to their duties. **Aim:** Assessment of the professional values importance as perceived by newly graduated nurses. **Setting:** The study was conducted in critical units at Alexandria Main University Hospital, Egypt. **Subjects:** A sample of 287 newly graduated nurses were selected conveniently. **Tool:** Nursing Professional Values Scale (NPVS-3) **Results:** The study revealed that most of newly graduated nurses (91.3%) had high level of perception of importance of professional values with mean \pm SD (121.72 \pm 12.4). **Conclusion:** Newly graduated nurses hold high levels of how they perceive professional values. **Recommendations:** Conduct workshops for practical application of nursing professional values in clinical settings.

Keywords:

Newly Graduated Nurses, Professional Values, Values.

Introduction

Healthcare professionals, especially nurses, have distinctive set of values (Moyo et al., 2016). Professional values are linked to individuals' beliefs about the appropriate and desirable behaviors (Parandeh et al., 2015). At the same time, Weis & Schank (2017) defined nursing professional values as standards for practices that are held by a professional nurse and are used to evaluate the integrity of the nurse or organization behaviors (Donmez & Ozsoy, 2016).

Nursing professional values are vital in the nursing care delivery; NPVs incorporate principles such as respect for human rights and dignity, altruism, and caring without discrimination or bias. However, it's challenging in professional nursing care to apply professional nursing values into practice. Empirical data revealed that these professional values and standards are somehow misinterpreted by nurses and nursing students (Poorchangizi et al., 2019).

Professional nursing values is an influential and crucial in nursing, they support professional healthcare delivery, patients' care, and, standards of practice (Schmidt & McArthur, 2018). According to Tehranineshat et al. (2020), nurses use professional values to map their important decisions, care delivery, and moral judgment when caring for patients. Studies of nursing professional values reveal positive correlations between professional values and empowerment, career development, satisfaction and, empathy (Erbil & Pamuk, 2023).

Healthcare is delivered by front-line nurses. Nurses must depict systematic and holistic nursing care because patient centered care has become the main focus in delivering a high quality of care (McCormack & McCance, 2021). Also, it's a vital aspect in professional duties, as it's nurses' responsibility to deliver care that aligns with standards of care to ensure patients are given a high quality of

care, in order to achieve their satisfaction (Glarcher & Vaismoradi, 2024).

Significance of the study

The study can be useful in new nurse graduates' employment in clinical settings, as nurses need to be aware of the policies and licensure, and delivering safe practices for the community. The core of these regulations are professional values that are required for all nurses to be followed. Therefore, it's vital to assess professional nursing values in particular in newly graduated nurses. (Otero, 2017).

Aims of the Study

Assessment of the professional values importance as perceived by newly graduated nurses.

Research question

What is newly graduated nurses' perception of importance of nursing professional values?

Materials and Method

Materials

Design: A descriptive research design was utilized to conduct this research.

Settings: This study was carried out in the Critical Care Units (N=23) at Alexandria Main University Hospital.

Subjects: A convenient sample of 287 newly graduated nurses who had 3 to 6 months of employment were included in this study. The (Epi-info) software was used with parameters: total population = 525, frequency =50%, margin of error =10%, confidence coefficient = 95%.

Tool: One tool was used to collect study data namely:

Tool: “Nursing Professional Values Scale NPVS-3”.

It was developed by Weis and Shank (2017), and was validated by Alsufyani et al. (2022). It was adopted by the researchers to assess nursing professional values. The NPVS-3 consists of three dimensions: caring (10 items), activism (10 items), professionalism (8 items). Nurses will select the importance of each statement on a 5-point Likert scale ranging from 1 (not important) to 5 (most important). The scores range from 28 to 140; the higher score indicates that they perceive the importance of nursing professional values. (Weis & Schank, 2017).

Personal and Work-related characteristics sheet was developed by the researchers that include: age, gender, marital status, working unit, and if they studied the ANA code of ethics.

Method

Starting with obtaining the approval of the research ethics committee (REC) at the Faculty of Nursing, Alexandria University. (IRB:00013620) (9/19/2025) and serial number:AU-20-8-77. An official letter was sent to Alexandria Main University Hospital. An informed consent was explained for nurses who agreed to participate in the study and signed by them. The instrument was translated to Arabic and back translated and then judged by seven professors who are expert in the field of the study, the content validity index (CVI) was 0.979. A pilot study was done on 10% of the nurses to test the reliability of the research instrument. The tool's Cronbach's Alpha was 0.896 for NPVS-3. Data collection timeframe was from October 2023 to November 2023.

The administration of scientific research in Alexandria Main University Hospital gave a written approval letter for data collection. The researchers met the first line nurse managers of the critical care units to gain a sample frame of all newly employed nurses and gained their approval to interview the nurses in their breaks. The nurses who signed the informed consent were given the questionnaire by the researchers after providing details and directions.

Ethical considerations:

Informed consent sheet was signed by nurses after providing details about the objectives of the study and they can refuse to take part in the study and the right for withdrawing their responses. Confidentiality and anonymity of data was guaranteed.

Statistical Analysis

SPSS Version 21 was used for data analysis. Categories were presented using number and percent. Numerical data were presented by mean \pm SD. P-value of ≤ 0.05 was statistically significant.

Results

Table 1 shows descriptive features of studied nurses. Slightly more than half (58.5) were 23 \leq 24 years, only 7% were older than 24 years old. Mean age was 22.99 \pm 1.02 years, and most of them (72.82%) were females. A great majority (81.18%) were single and no one was divorced or widowed. Concerning working units 64.11% worked in specific ICU and 35.89% worked in general critical care units. The majority (72.82%) of nurses had studied ANA code of ethics.

Table 2 and **Table 3** show nurses' perception of the importance of nursing professional values. The majority of the nurses (91.3%) had high level of perception of professional values and its related dimensions with mean and SD 121.72 \pm 12.4. Furthermore, caring is the highest dimension with mean and SD 44.37 \pm

4.73, followed by activism 42.73 ± 5.86 and professionalism is the least perceived dimension 34.63 ± 3.76 .

Table 4 represents the importance of nursing professional values according to nurses personal and work-related characteristics; this table shows no significant differences in professional values importance and work-related data means among studied nurses.

Discussion

Professional values are the building block and a significant factor that can shape individuals' confidence in making an ethical decision making (Kaya & Boz, 2019). Hence, nurses need a strong ethical framework that guides them to align their values with professional standards (Haddad & Geiger, 2018).

According to the study's findings, most of nurses had high level of perception of importance of nursing professional values. It may be due to that two third of participants studied ANA code of ethics. Also, the majority of nurses were new graduates who studied ethics in their curriculum in the fourth. Besides, in the clinical practice settings they face multiple ethical problems so they're familiar with the nursing professional values.

The current findings are similar to other research findings. It was reported that nurses' scores were high in nursing professional values in previous studies like Aydın et al. (2022); Ertugrul et al. (2022); Kantek et al. (2017).

On the other hand, the nursing professional values scores of nurses in previous research was moderate (Xie et al., 2023). Also, in another study nurses' scores were lower than the current findings (Poorchangizi et al., 2017). This may be due to that nursing professional values can vary in different clinical experiences (Bijani et al, 2019).

Moreover, in a study by Hussein & Abou Hashish (2023) the overall scores of the nursing professional values importance scale

are considered high level. They value protecting the patient's human rights and confidentiality.

Current findings represent high level of the importance of caring dimension. This is similar to what Mchan et al. (2022) found that nurses scores were high in the of caring dimension. It is possible nurses may have been highly influenced by caring, it is important consider caring scores into orienting new nurses before drawing any conclusions. Additionally, the results of new graduate nurses are in agreement with other studies found that new graduate nurses usually consider caring as the core value for nurses (Bahadir-Yilmaz, 2018; Schmidt, 2016) and a vital area in healthcare (Grobbe et al., 2016).

In the present study, activism came second in importance by nurses after caring because nursing education prepares new nurses to be more active with profession.

Nursing professional values are the core of nursing care, providing nurses a standard of safe and ethical healthcare. (Kaya & Boz, 2019). Satisfaction of nurses through subjective perceptions the importance of nursing professional values may influence their morale and professionalism (Yarborough et al., 2017).

The present study doesn't show any significant difference of nurses' professional values according to their personal and work-related data record. This finding maybe attributed to the homogeneity in terms of age and experience

Conclusion

Newly graduated nurses have high perception of importance of professional values as they study ANA code of ethics in their curriculum.

Recommendations

- On the job training is very recommended as nurses in clinical setting can attend workshops about professional values to

emphasize real life scenarios to foster practice of ethical principles.

- Participating in activities focused on professionalism, nurse instructors can ensure that nurses comprehend the consequences of their engagement in activities of health promotion of their community.
- Further future research can investigate nursing professional values in relation to years of experience, educational level. Studying predictors that may affect nursing professional values, for example: nurses' personal traits, clinical area, cultural background, nursing curriculum and clinical socialization.

Author contributions

Waad Mohamed Elmallah, BSc in Nursing, Nursing Specialist: Conducting the survey using the questionnaire, data entry, analysis of findings, and presentation of data. Contributed to research method and statistical analysis.

Nancy Sabry Elleithy, Assistant Professor: Contributed expert insights, revised the data, and supported evidence in finding application for results.

Azza Hassan Hussein, Professor: Supervised the research and provided directions through the study. Given guidance throughout the process and final revision.

Table (1): Nurses personal and work-related data record (n=287)

Personal and Work-related Data Record		Frequency	%
Age (years)	• 20<23	99	34.5
	• 23≤24	168	58.5
	• >24	20	7.0
	Mean ± SD	22.99 ±1.02	
Sex	• Males	78	27.18
	• Female	209	72.82
Marital Status	• Single	233	81.18
	• Married	54	18.82
	• Divorce	0	0.0
	• Widow	0	0.0
Working Unit	• Specific	184	64.11
	• General	103	35.89
Studied ANA Code of Ethics	• Yes	209	72.8
	• No	78	27.1

SD=Standard deviation.

Table (2): Distribution of scores of nurses' perception of importance of professional values (n = 287)

Professional values	Low (<33.3%)		Moderate (33.3%-66.66%)		High (>66.66%)	
	No.	%	No.	%	No.	%
Caring	0	0.0	20	7.0	267	93.0
Activism	3	1.0	30	10.5	254	88.5
Professionalism	0	0.0	29	10.1	258	89.9
Overall, Nurses' Professional Values	0	0.0	25	8.7	262	91.3

SD: Standard deviation

Note. The overall scores range from 28 to 140; scores range from 28 < 65 indicate a low perception of the importance of professional values, scores range from 66 < 102 indicate a moderate perception of the importance of professional values, and scores range from 103≤140 indicate a high perception of the importance of professional values.

Table (3): Mean and standard deviation of nurses' perception of importance of professional values (n=287)

Professional values	Weighted Mean \pm SD	Total Mean score \pm SD	Mean percent score
Caring	4.44 \pm 0.47	44.37 \pm 4.73	85.92 \pm 11.8
Activism	4.27 \pm 0.58	42.73 \pm 5.86	81.85 \pm 14.6
Professionalism	4.33 \pm 0.47	34.63 \pm 3.76	83.21 \pm 11.8
Overall, Nurses' Professional Values Scale-3 (NPVS-3)	4.36\pm0.48	121.72\pm12.4	83.66\pm11.0

SD: Standard deviation

Table (4): Nurses' professional values according to their personal and work-related data record (n=287)

Personal and Work-related Data Record		Caring	Activism	Professionalism	Score of professional values
Age (years)	20 <23	44.76 \pm 4.84	43.08 \pm 5.78	34.86 \pm 4.01	122.70 \pm 12.9
	23 \leq 24	44.05 \pm 4.74	42.53 \pm 6.04	34.52 \pm 3.63	121.10 \pm 12.4
	>24	45.15 \pm 3.99	42.65 \pm 4.73	34.35 \pm 3.73	122.15 \pm 10.11
	F(p)	0.995 (0.371)	0.276 (0.759)	0.303 (0.739)	0.525 (0.592)
Sex	Males	44.51 \pm 4.84	42.23 \pm 6.65	34.49 \pm 4.27	121.2 \pm 14.0
	Female	44.32 \pm 4.70	42.91 \pm 5.54	34.68 \pm 3.57	121.9 \pm 11.8
	t(p)	0.314 (0.754)	0.808 (0.420)	0.384 (0.701)	0.598 (0.551)
Marital status	Single	44.37 \pm 4.74	42.78 \pm 5.66	34.63 \pm 3.77	121.8 \pm 12.1
	Married	44.35 \pm 4.72	42.52 \pm 6.69	34.63 \pm 3.77	121.5 \pm 13.9
	t(p)	0.030 (0.976)	0.292 (0.771)	0.263 (0.794)	0.092 (0.927)
Unit	ICU	44.47 \pm 4.69	42.88 \pm 5.75	34.83 \pm 3.66	122.2 \pm 12.2
	Critical	44.19 \pm 4.82	42.46 \pm 6.06	34.26 \pm 3.94	120.9 \pm 12.9
	t(p)	0.469 (0.640)	0.588 (0.557)	1.230 (0.220)	1.138 (0.256)

Professional Values, Values, Newly Graduated Nurses

Studied ANA code of ethics	Yes	44.44±4.59	34.59±3.6	44.17±5.1	34.73±4.06
	No	44.17±5.10	121.7±12.3	42.81±5.74	121.7±12.8
	t(p)	0.443 (0.658)	0.140 (0.889)	0.284 (0.776)	0.263 (0.793)

F: One way ANOVA test

t: Student t-test

*: Statistically significant at $p \leq 0.05$

References

- Alsufyani, A. M., Aboshaiqah, A. E., Alshehri, F. A., & Alsufyani, Y. M. (2022). Nurses' professional values scale-three: Validation and psychometric appraisal among Saudi undergraduate student nurses. *Journal of Taibah University Medical Sciences*, 17(5), 737-746. <https://doi.org/10.1016/j.jtumed.2022.04.001>
- Aydın, G. Ö., Turan, N., Irmak, A. Y., Çelikkalp, Ü., Aygün, A., & Çakır, Z. (2022). Nursing students' individual values, inclination to ethical and professional values. *Perspectives in Psychiatric Care*, 58(2), 850-860. [doi: 10.1111/12863](https://doi.org/10.1111/12863)
- Bahadir-Yilmaz, E. (2018). The relationship between nursing students' professional values and their attitudes towards the elderly people: A cross-sectional study. *Nurse education today*, 70, 8-12. [doi: 10.1016/2018.08.007](https://doi.org/10.1016/2018.08.007)
- Bijani, M., Tehranineshat, B., & Torabizadeh, C. (2019). Nurses', nursing students', and nursing instructors' perceptions of professional values: a comparative study. *Nursing ethics*, 26(3), 870-883. [doi:10.1177/0969733017727153](https://doi.org/10.1177/0969733017727153)
- Donmez, R. O., & Ozsoy, S. (2016). Factors influencing development of professional values among nursing students. *Pakistan journal of medical sciences*, 32(4), 988. [doi: 10.12669/pjms.324.10616](https://doi.org/10.12669/pjms.324.10616). PMID: 27648054; PMCID: PMC5017117.
- Erbil, N., & Pamuk, T. (2023). Relationship between professional attitude and compassion among nurses. *Journal of Clinical Nursing*, 32(15-16), 4795-4805. [doi:10.1111/jocn.16534](https://doi.org/10.1111/jocn.16534)
- Ertuğrul, B., Arslan, G. G., Ayik, C., & Özden, D. (2022). The effects of an ethics laboratory program on moral sensitivity and professional values in nursing students: A randomized controlled study. *Nurse Education Today*, 111, 105290. doi.org/10.1016/j.nedt.2022.105290
- Glarcher, M., & Vaismoradi, M. (2024). Asystematic integrative review of specialized nurses' role to establish a culture of patient safety: A modellingperspective. *Journal of Advanced Nursing*. doi.org/10.1111/jan.16105
- Grobbel, C. C., Piscotty, R. J., Holka, K. A., Poly-Droulard, L. M., & Binge, A. L. (2016). An Assessment of Personal, Professional, and Leadership Values of Nursing Students: Defining a Path Towards Becoming a Caring Professional. *International Journal for Human Caring*, 20(4). DOI 10.20467/1091-5710.20.4.193
- Haddad LM, Geiger RA. Nursing Ethical Considerations. In: *StatPearls*. StatPearls Publishing, Treasure Island (FL); 2023. PMID: 30252310.
- Hussein, A. H. M., & Abou Hashish, E. A. (2023). Relationship between nurses' ethical ideology, professional values, and clinical accountability. *Nursing ethics*, 30(7-8), 1171-1189. <https://doi.org/10.1177/09697330231172282>
- Kantek, F., Kaya, A., & Gezer, N. (2017). The effects of nursing education on professional values: A longitudinal study. *Nurse Education Today*, 58, 43-46. doi.org/10.1016/j.nedt.2017.08.004
- Kaya, A., & Boz, İ. (2019). The development of the professional values model in nursing. *Nursing ethics*, 26(3), 914-923. <https://doi.org/10.1177/0969733017730685>

- McCormack, B., McCance, T., Bulley, C., Brown, D., McMillan, A., & Martin, S. (Eds.). (2021). Fundamentals of person-centred healthcare practice. *John Wiley & Sons*.
- McHan, K., Johnston-Taylor, E., Piscopo, B., Abate, E., & Dehom, S. (2022). Nursing values and moral identity in baccalaureate nursing students. *Journal of Professional Nursing*, 39, 171-176. doi.org/10.1016/j.profnurs.2022.01.009
 - Moyo, M., Goodyear-Smith, F. A., Weller, J., Robb, G., & Shulruf, B. (2016). Healthcare practitioners' personal and professional values. *Advances in Health Sciences Education*, 21, 257-286. <https://doi.org/10.1007/s10459-015-9626-9>
 - Otero, L. (2017). Professional values of licensed practical nurses and time post initial licensure: A correlational study (Doctoral dissertation, University of Phoenix).
 - Parandeh, A., Khaghanizade, M., Mohammadi, E., & Nouri, J. M. (2015). Factors influencing development of professional values among nursing students and instructors: a systematic review. *Global journal of health science*, 7(2), 284. doi: 10.5539/gjhs.v7n2p284. PMID: 25716397; PMCID: PMC4796667.
 - Poorchangizi, B., Borhani, F., Abbaszadeh, A., Mirzaee, M., & Farokhzadian, J. (2017). The importance of professional values from nursing students' perspective. *BMC nursing*, 18, 1-7. DOI: <https://doi.org/10.1186/s12912-019-0351-1>
 - Schmidt, B. J., & McArthur, E. C. (2018). Professional nursing values: A concept analysis. In *Nursing forum* (Vol. 53, No. 1, pp.6975). <https://doi.org/10.1111/nuf.12211>
 - Tehranineshat, B., Torabizadeh, C., & Bijani, M. (2020). A study of the relationship between professional values and ethical climate and nurses' professional quality of life in Iran. *International journal of nursing sciences*, 7(3), 313-319. <https://doi.org/10.1016/j.ijnss.2020.06.001>
 - Weis, D., & Schank, M. J. (2017). Development and psychometric evaluation of the nurses' professional values scale-3. *Journal of Nursing Measurement*, 25(3), 400-410. DOI: 10.1891/1061-3749.25.3.400
 - Xie, J., Luo, X., Zhou, Y., Zhang, C., Li, L., Xiao, P., ... & Cheng, A. S. (2023). Relationships between depression, self-efficacy, and professional values among Chinese oncology nurses: a multicenter cross-sectional study. *BMC nursing*, 22(1), 140. <https://doi.org/10.1186/s12912-023-01287-9>
 - Yarbrough, S., Martin, P., Alfred, D., & McNeill, C. (2017). Professional values, job satisfaction, career development, and intent to stay. *Nursing Ethics*, 24(6), 675-685. <https://doi.org/10.1177/0969733015623098>

