Decision Making Ability: A key for Internship Student's Self- Esteem at Selected Hospitals

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Abstract: Background: Nursing interns must improve their nursing decision making ability and utilize it in their daily practice. **The Purpose of the study** was to assess nursing interns' decision making ability and its relation with self- esteem. **Design:** A descriptive correlational research design was utilized to conduct this study. **Sampling:** All available nursing interns (420) who were enrolled in internship year within the academic year 2020-2021 were included. **Setting:** It was conducted at different departments and units at selected hospital at Shebin. Elkom**.** This hospitals Namely Menoufia University Hospital, Shebin Elkom Teaching Hospital, El Helal Health Insurance Hospital and national liver institute hospitalOperation room ,intensive care units, hemodialysis units and department**s Instrument:** clinical decision making ability questionnaire and self -esteem questionnaire was used for data collection. **Results:** Showed that more than half of nursing interns (63.8%) had decision making ability, while more than one third (36.2%) did not have decision making ability. More than two third (71%) had moderate level of self -esteem .**Conclusion:** there was a highly statistical significant positive correlation between student's level of Decision-Making Ability and self-esteem **Recommendation:** hospitals should provide adequate training programs to improve nursing interns' student's Decision-Making Ability and self-esteem.

Keywords: Nursing interns, decision making ability, self –esteem.

Introduction

Decision making is an essential component of professional nursing care, nurses' ability to make effective clinical decisions is the most important factor affecting the quality of care. Nurses make two types of decisions related to practice: patient care decision that affect direct patient care, and condition- of work decisions that affect the work environment or groups of patients. .The dynamic and uncertain nature of health care environment requires nurses to be competent decision makers in order to respond to clients' needs**.(Nibbelink, C & Brewer, B. 2018) .**

Decision plays important role as they determine both organizational and managerial activities. Decision is made at every level of management to ensure organization or business goal are achieved. Every organization needs to make effective decision at one or other as part of managerial process. Decision made by the organization is to lighten the way forward. The majority of management decisions are taken under the influence of external and internal environmental constraints. As the environment is constantly changing and the information is not always complete and available, management decisions can be made in certain, uncertain and risky conditions **(Panpatte, 2019).**

Decision making abilities are crucial in the decision-making process. It includes critical thinking, reflection, reasoning, communication skills, evidence-based approaches, recognition, Intuition, creativity, autonomy, self-awareness and experience. Chens, Hsu h., Chang c. and Lin e (2016). Decision-making abilities are improved and settled over a process of decision-making. First step of the decision making process is the nurse ability to identify the problem and recognize that a decision is necessary then, determine the suitable alternatives before selecting the "best" alternative, and putting it into action. Finally, the nurse ought to implement and value the chosen solution. To confirm the success of implementation, there's a requirement to do two things: plan adequately and be sensitive to those affected. Whereas evaluating the decision created, if the action doesn't work, one will give it longer time, modify it slightly, try another alternative, or begin over again. **(Choi &Kim 2015).**

Decision-making ability is an evidence-based guide for nurses that prepares to make effective decisions on the ward and in the community. The professional nurse must weigh the positives and negatives of each option, and consider all the alternatives when trying to make a good decision related to patient care especially, at Intensive Care Unit. For effective decision-making, a nurse must be able to forecast the outcome of each option as well and based on all these items, determine which option is the best for that particular situation **(Stanley, & Jeanne, 2017).**

Decision-making is a systematic process to choose the option that offers the best chance of improving the efficiency and effectiveness of the organization to create value in all

interest groups. Decision making is the process by which an option is reached, supposedly clarified, informed and motivated. It is about choosing among several possible ways of acting with a view to achieving a goal, in given conditions and circumstances. This process involves a series of partial and sequential acts that will lead the decision maker from the awareness to the need to choose a solution among the most appropriate, taking into account the situation and going through the collection and processing of all necessary information; - It is important for the Internship nurses to find or develop guidelines for decision making ability that can be applied consistently in facing health problem. The guiding principle for all decision-making in nursing is to achieve the best health outcomes for patients and clients **(Urbáez . Matilde ,& Viloria. 2020).**

An internship is viewed as a short term practical work experience in which students receive training and gain experience in a specific field or career area of their interest, The universities' decision to incorporate internships as a credit-based course in their academic curricula is based on the rationale that learning should be grounded not only on classroom-based pedagogies, but

also on hands-on experience acquired in a real work setting. Experiential learning theory postulates that learning is conceived as a process whereby the generation and acquisition of knowledge take place through experience, it is the process whereby knowledge is created through the transformation of experience, Knowledge results from the combination of grasping and transforming experience **(Kapareliotis, Voutsina, & Patsiotis, 2019).**

Internship year is an obligatory training year for all bachelor nursing interns. The aim is to provide nursing students with an opportunity to strengthen nursing skills, and apply their knowledge in various clinical practices and demonstrate competency in practical skill and procedure, the internship provides clinical training opportunity for the nursing interns in their last year to reinforce and integrate clinical skills and knowledge acquired during their study. The internship allows students to develop personal contacts that may lead to job placement opportunities and improve self –esteem , leadership and good communication skills while working with others**(O'Reilly, Ramjan, Fatayer, Stunden & Gregory, 2020).**

Self-esteem refers to views and values assigned to self and include individual's personal feelings toward self that result from awareness in making judgments on different aspects of the self. These feelings and their assessments influence the reactions towards different aspects of life. Terror management theory proposes that self-esteem plays a vital role in reducing social anxiety because it performs a buffering role in the life of individuals **(Fatima, M & Ghayas, S. 2017).**

Self-esteem is another important tool for health care professionals during their interactions with patients, caregivers, other health care team members and even hospital management. Self-esteem affects both present and future physical and mental health and health-related behavior. It has been demonstrated that an individual with a high self-esteem has a better level of mental health and self-harmony, feels more confident and more competent, exhibits optimistic attitudes, has strong personal strength and ability to solve problems and ability to control emotions. Health care professionals with good self-esteem have the potentials to stimulate, influence and induce a positive well-being both in the health care team and

in patients. Conversely, low self-esteem is associated with desperation, inferiority sadness, depression and high suicidal tendencies. **(Koleoso, Osasona, and Ayorinde, 2016).**

Significance of the study

International studies provide evidence that when interns do not have the ability to make the decision, patient is put at risk. In Egypt many health care organizations have not focused sufficiently on intern's decision making ability. Consequently, intern's decision making ability became one of the most prevalent issues that needed in our health care organizations

The importance of decision making for internship is to save time, foster respect, , prevent conflict, increase productivity and improve self – esteem.Self-esteem is important as when people experience it, they feel that they are accepted, satisfied, effective, and productive. So this study will be conducted to examine the decision making ability and level of self- esteem of internship nursing student.

The purpose of the study:

This study aims to assess relationship between self- esteem and decision-making ability among internship nursing student at selected Hospitals in

Shebin El-Kom.

Research question:

1. Do internship students have decision-making abilities?

2. What is the level of self-esteem among internship nursing students?

3. Is there a relationship between internship nursing student's self-esteem and decision making ability?

Methods

Research Design

A descriptive correlational research design was used for conducting this study

Setting

The study was carried out at four hospitals in Menoufia Governorate namely, Menoufia University Hospitals which affiliates to Menoufia University, Shebin El-Kom Teaching Hospital which affiliates to the general agency of teaching institutes and hospitals , El-Helal Insurance Hospital which affiliates to health insurance sector. and Liver Institute Hospital, where nursing interns were trained.

Sample

All available nursing interns who were enrolled in internship year within the academic year 2020-2021 were included. The total number was 420

nursing interns. They were selected from the above mentioned settings.

Instruments

Instrument 1: Decision making ability structured interview questionnaire It consists of two parts.

- **Part one:** Social characteristics structured interview questionnaire: It included the participants' information such as age, gender, marital status, hospital name, work unit.

- **Part Two:** Clinical Decision-Making questionnaire it will be used to identify decision making ability among internship nursing student it was developed by Jenkins, (1988).

Scoring system:

Decision making abilities items were scored 1, 2. 3. 4 and 5 for the responses never, rarely, sometimes, often and always, respectively. For each item, the scores were summed-up and the mean was calculated for the item. These scores were converted into a percent score. The internship nursing student was considered unable to make decision if the percent score was <75% (0-162) If the percent score 75%.-100% =(163-215), the internship student was considered to be able to make decisions.

Instrument II: **Self-esteem scale**; it was based on Rosenberg, (1965); Sorenson, (2006) and developed by Ali, (2018) to assess student self-esteem It includes 20 items. They were divided into three sub scales. First subscale: positive personal self (7 items). The second subscale was: Negative personal self (6 items) and third subscale social self (7 items) (a= 0.86).

Scoring system: Responses were scored on four point likert scale Scoring system of each item ranged from 0 to 3. The scores of the items of each sub scale were summed up and divided by the number of the items in order to calculate the mean Afterwards, the mean was converted into percent scores. Self-esteem was considered low if the present score was <60% (less than 36) . The level of self- esteem was considered moderate if the percent ranged from 60-75% (36-45) The level of self -esteem was consider high if the present was >75% (45-60).

Procedure

An official letter was sent from the Dean of the faculty of nursing Menoufia University to the directors of Menoufia University Hospital, Shebin El Kom Teaching Hospital and El Helal Insurance Hospital.The letter provided an explanation of the purpose and methods of data collection. The investigator explained the purpose of the study to every participant. The investigator was available for help to avoid any misinterpretation of questions during data collection. An oral consent was taken from each study participant. Data collection took about one month and half from 10-12-2020 to 25-1-2021. The time needed to complete each instrument sheet was 15-20 minutes and the investigator collected the data from internship nursing students for 3days per week at morning shift.

Ethical considerations

Approval was obtained from the Ethics Committee of the Faculty of Nursing, Menoufia University. The privacy and confidentiality of data were maintained and assured by getting participants' consent to participate in the research before data collection. Anonymity of participants was granted.

Statistical analysis

Data was coded and transformed into specially designed form to be suitable for computer entry process. Data was entered and analyzed by using SPSS (Statistical Package for Social Science) statistical package version 22. Graphics

were done using Excel program. Quantitative data were expressed as mean & standard deviation (X ±SD). Qualitative data were expressed as number and percentage (No & %). Pearson correlation coefficient was used.

Results

Table (1): Social characteristics of studying nursing interns

Demographic data	Study group Total (n=420)	
	No	**%**
• **Hospital name**		
- El helal	24	5.7
- Educational hospital	110	26.2
- University hospital	111	26.4
- Liver institute	175	41.7
▪**Age (years):**		
> 23	17	40
≤ 23	403	96.0
Mean ± SD	22.41 ±0.58	
▪**Gender:**		
-Male	150	35.7
-Female	270	64.3
▪**Marital status:**		
-Married	150	35.7
-Single	270	64.3
▪ **Work unit:**		
-Department	122	29.0
-OR	123	29.3
-I C U	165	39.3
-Hemodialysis	10	2.4

Table (1) shows the distribution of the studied internship nursing students according to their personal characteristics. As indicated in the table, about two fifths of the studied internship nursing students were working at liver institute hospital (41.7%). Regarding characteristics of internship nursing students, high percent (96%) of them were in age ≤ 23 year. The highest percentage of internship nursing students (64.3%) were female and single. Regarding work unit, more than one third (39,3%) were in the intensive care unit .

Table (2**):** Level of Clinical Decision-Making ability among studied internship nursing students

Items		No	%
level of Decision-Making ability			
Absent Decision-Making ability (< 75%)	(0-160)	152	36.2
Present Decision-Making ability (75%-100%)	(161- 215)	268	63.8

Table 2: this table show that more than half of internship nursing students (63.8%) had decision making ability while only 36.2% were unable to perform decision making
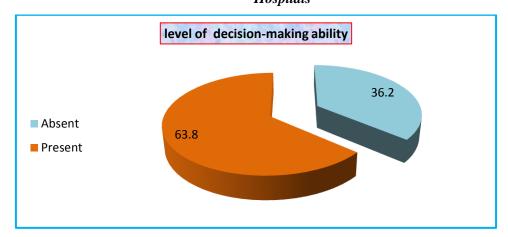
Table (3): Means of total score of clinical decision-making ability among the studied internship nursing students.

Items	Mean	Std. Deviation	Minimum	Maximum
Establishing a positive decision making environment	31.8048	4.28295	17.00	40.00
Generating potential alternatives	27.0571	3.60741	14.00	35.00
Evaluating the alternatives	27.9095	3.94490	14.00	35.00
choosing the alternatives	30.8957	3.7655	21.00	40.00
Checking the decision	31.2167	4.12261	20.00	40.00
Communicating and implementing the decision	19.0929	2.93826	12.00	25.00
Grand mean of Clinical Decision-Making ability	167.9762	18.089	110.00	210.00

Table (3) shows mean of total score of decision making ability dimensions. .The highest mean score was related to Establishing a positive decision making environment was.

Besides, the lowest mean score with the last ranking was related to Communicating and implementing the decision **.**

Figure (1): level of decision-making *ability* among the studied internship nursing students.

Figure (1): this figure Clarifies Percentage Distribution of Total Levels of Decision-Making *ability* among the studied internship nursing students. As indicated from the figure more than half of studied internship nursing students. (63.8%) had decision making ability, about 36.2 % of them do not have decision making ability.
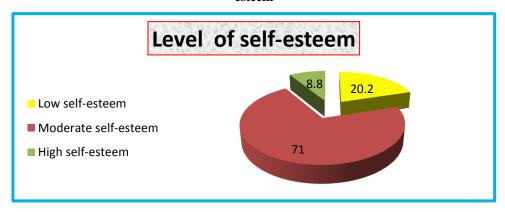
Table (4): Mean of *self-esteem* of studied internship nursing students.

Level of *self-esteem*	No	%
Low self-esteem	85	20.2
Moderate self-esteem	298	71.0
High self-esteem	37	8.8
Mean& SD	36.27 ± 6.89	
Minimum	24.00	
Maximum	55.00	

Table (4): shows the distribution of the studied students according to the level of self-esteem. Results showed that most of the studied students had a moderate self-esteem (71.0) and only 8.8% of the students had a high level of self-esteem. While (20,2%) had low level of self-esteem.

Figure (2): Distribution of studied internship nursing students according to their level of self-esteem

Figure (2) demonstrates distribution of studied internship nursing students according to their level of self esteem.

As noticed from the figure, more than two thirds of studied internship nursing students had moderate self-esteem (71%).

Also, 20,2%of them had low level of self-esteem . while only 8.8%of studied internship nursing students had high level of self- esteem .

Table 5 Pearson Correlation between Clinical Decision-Making Ability and self-esteem of studied internship nursing students.

Items	Clinical Decision-Making Ability	
	r	p-value
A measure of self-esteem	.378**	.000

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

Table 5: this table showed the relationship between Clinical Decision-Making Ability and self-esteem. Results indicate positive significant relation between student's level of Clinical Decision-Making Ability and self-esteem (P=0. 01).

DISCUSSION

Transition from student to skilled nurse is a stressful experience due to the increase in the newly graduated nurse responsibility and accountability. Transition is a period of learning, adjustment and socialization, when the nurse applies, consolidates and increases their existing knowledge, gaining competence (knowledge, skills and attitude) that is applicable to the nursing practice of the clinical situation or patient population in which they are expected to perform (Aboshaiqah & Qasim, 2018).

Thus, this study was conducted to assess nursing interns decision making ability and its relation with self - esteem through answering the following questions .The 1st question was " Do internship students have decision- making abilities?. The 2nd question was " What it is the level of self-esteem among internship nursing students? And finally 3rd question was Is there a relationship between internship nursing student's self-esteem and decision making ability?

The present study revealed that there was high level of decision making ability as perceived by the majority of study sample. This result of was consistent with Farcic, (2020). who conducted a study about " The Influence of Self-Concept on Decision-Making in Nurses and Nursing Students:". It revealed that nursing

students and hospital nurses have the ability to make decisions in a clinical environment .Similary, .(Vrchota , 2015). In a study about" comparison of decision-making skills of students and managers ". It was revealed that nursing students possessed adequate decision making ability in the clinical setting.

The result of present study was supported by Abou Ramadan and El-Demerdash, (2017) who conducted a study about "The Relationship between Professional Values and Clinical Decision Making among Nursing Student" and found that . more than seventy percent (76.25%) of nursing student had moderate level of clinical decision making while. few nterns (17.50% &4.25%) had low or high level of clinical decision making.

The result of the present study was supported by Ahmed (2020). who conducted a study about "effect of educational guidelines on interns' decision making skills during first stage of labour " and found that internship nursing students' have high decision making ability . Also this finding is consistent with Elbana &Elewa (2019) who conducted study about " Critical Care Practice Environment, Burnout and Decision

Making Ability among Staff Nurses at a Selected Teaching Hospital"It was revealed that nursing staff have the ability to make decisions. This may be explained as nurses who worked in intensive care unit acquired special attributes as critical thinking, autonomous and greater self - awareness.

Also this finding is consistent with Abd El-Ghaffar,. (2017). who conducted study about " Assessment of decision making ability among head nurses and its relation to their job satisfaction at Benha University Hospitals", " It was revealed that 78.3%of the head nurses had the ability to make decision, while 21.7%did not have the ability to make decision .

In contrast with the finding of present study ,El shahat & Abd allah (2019)in a study about "Effect of evidence based practice training program on professional nurses 'decision making abilities "It was found that 59.3%) unable to make decision and (40.7%)able to make decision .

The present study revealed that there was moderate level of self-esteem as perceived by the majority of the study sample. This result was supported by Saied, (2020) who studied" the educational environment versus

nursing students' self-esteem", which showed that the majority of the nursing students had moderate level of self-esteem.

This finding was supported by Shreshta, (2019), who conducted a study about "Assertiveness and self-esteem among Nursing students of Manipal college of Medical sciences". It was stated that nursing students had moderate levels of self -esteem.

Also this finding was consistent with Younis (2017). who conducted study about " "Assessment of Problem-Solving Skills and Factors Influencing Decision Making among Nursing Management Staff. It was found that slightly more than half (51.9%) of nursing students showed low self-esteem ,while slightly less than half (48.1%)showed high self-esteem.

Meanwhile, these findings were inconsistent with Mohamed (2019) in his study" the relationship between emotional intelligence and self-esteem among nursing students" . It was found that majority of (73%) nursing students had low self-esteem level. In contrast to the present study finding, a study that was carried out by Youssef ,(2018) " the self-esteem and assertiveness among staff nurses at Ain shams University hospital"It was revealed

that staff nurses had high levels of self-esteem

The results of the present study showed that there was a highly statistical significant positive correlation between internship nursing student's self- esteem and decision making ability .

From the investigator's perspective, this finding may be due to many factors related to internship student , organization policy , clinical instructor and faculty member. Clinical instructors are essential to interns' growth and development and their ability to make decisions. Clinical instructors provide the support and challenge necessary to help the students learn how to begin to make decisions. Such support is provided through a safe environment where questions, feedback, and the opportunity to apply previously-learned knowledge and practice skills are encouraged.

Conclusion

Based on the findings of the current study, it was concluded that more than half of studied internship nursing students had decision making ability, about one third of themhad absent decision making ability . Additionally,

the highest mean score was for establishing a positive decision making environment, while the lowest mean score was Communicating and implementing the decision. More than two thirds of nurse interns hadmoderate level of self -esteem, one fifth of them(20%) had low self- esteem and less than one tenth had high self- esteem.Finally, there was a positive statically correlation between decision making ability and self- esteem

Recommendation

- nursing supervisors should continuously monitor the nursing interns during their work and provide them with continuous support

- open communication should be promoted by holding periodic formal and informal meetings with students to reach a high leave of decision making and self esteem

- Hospital administrators should assess the needs of nursing interns and work to meet them

- Nursing administrators should be allowed to participate in decision making and problem solving

- Nurse Managers must use interactive teaching strategies that improve skills of critical thinking and decision making for staff nurse.

- Nurse Managers must conduct periodic meetings with interns to discuss their needs and do everything in their power to meet these needs to create a motivated environment and increase their productivity.

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