



## Barriers professional competence and its relationship with job satisfaction of nurses' moral distress and pre-hospital emergency city of Bam and Jiroft in 1393

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### ABSTRACT

*In order to "protect the health of people" Several organizations have been founded and given its role in saving lives when seconds play, is formed Medical Center Emergency Management Whose duty is satisfactory service in the shortest possible time. Because one of the pre-hospital emergency center nurses work centers and first deal with critical diseases carried by nurses, so they are faced with numerous obstacles which could impact on their job satisfaction has less moral distress. In this study, efficient professional barriers and its relation to moral distress and job satisfaction are studied prehospital emergency nurses. This study is a descriptive - correlation of pre-hospital emergency personnel Bam on 82 Jiroft who were selected by census was conducted. Data gathering questionnaire, including demographic characteristics, barriers to efficient professional, moral distress, job satisfaction after obtaining the appropriate reliability and validity were used. Analysis of the data in this study using SPSS version 18, using measures of central tendency and dispersion, t-test, Pearson correlation coefficient, ANOVA and regression analysis were used. According to the non-normal distribution efficiency and moral distress two variables obstacles relationship between these two variables with Spearman nonparametric Kruskal-Wallis test other variables and for other variables that were normally distributed parametric tests and ANOVA were used Pearson correlation coefficient. A total of 82 patients with mean age ( $31.54 \pm 5.66$ ) participated in the study showed. Results are 73.4% married, work experience, most people (% 91.5) were under 15 years old. Most people (52%) with traffic and pedestrians as factors impeding efficient professional, fully agreed, the average score of moral distress ( $0.48 \pm 2.13$ ), the level of moral distress was most mid-level and job satisfaction 52. 4% of them were average. The results showed that between moral distress and job satisfaction, job satisfaction, and efficiency barriers and moral distress, there are personnel were higher. ( $P < 0.005$ ).*

**Keywords:** Barriers to efficient professional, moral distress, job satisfaction and nurses in hospital emergency.

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## INTRODUCTION

Since the beginning of human creation, health as an important issue and has been associated with humans. What is the social health, the disease, is an undesirable phenomenon that man always been elusive, And uses its best efforts to always be in health status and in the event of possible ways to treat its patients to full health to be achieved[13]. Emergency system in all countries of the world such important part of health care [14].Center for Disaster Management and Emergency Response also known as the Emergency 115, was created in order to protect public health. The main purpose of this system to provide satisfactory service in the shortest possible time and in accordance with scientific standards of the worlds, Since the human resources of each State, of the largest and most valuable assets are organizations in the communities, so employees are the most important asset a medical emergency system and given the role in saving lives when seconds and minutes plays an essential role in maintaining the health and lives of people [14].

Thus, an essential component of prehospital care and treatment of emergency patients and decisive plays a vital role in human life (Khoramnia, 2007), since nurses as the largest human resources in health care organizations are important so that health care organizations cannot be successful without effective force and in today's competitive organizations, are able to survive only the organizations that upgrade their efficiency and a health care system - efficient treatment can provide good service just by healthy people to act [9].

With regard to the specific circumstances and sensitive pre-hospital emergency and operating pressure too high traffic route of communication, studies have shown

The scope is very broad and care of patients at many factors are influential in this area. Among the factors affecting pre-hospital emergency care can be effective [11], moral distress [12] and job satisfaction [4] can be mentioned.

Since nurses as part of the organization's human resources in the health care profession as a wide class of pre-hospital emergency care providers.

And using the results of this study can be barriers to effective communication and job satisfaction of nurses' moral distress and emergency hospital examined, according to the results can be impressive obstacles to adjustment in the pre-hospital emergency care recommendations provided to emergency managers.

### Defaults

One of the important pre-hospital emergency care in the health field. Health organizations, nurses are applicable force. The nurse are adaptable force in clinical care, communication and management have a [3].

Stress reaction in the realm of social, psychological, physical and familial disorder [7]Stress professional dissatisfaction, reduced production, increased errors, reduced level of judgment and slow reaction time[7].

"Moral distress" in the nursing profession is a problem that affects nurses in all care units [12].Etiologies are different in moral distress. Work pressure and lack of labor force, work environment, care has been futile and unnecessary tests and procedures for patients, Incompetence of doctors and health workers on the demands of the patient and his family and decide common cause distress to patients but are considered moral[10].

Job satisfaction is an important factor for career success and his weight is more effective. Those who are satisfied with their job are more effective [4].

### Research Methodology

Including research, community sample, exclusion criteria, sample size, study environment, characteristics of the sample, data collecting tools, methods, data analysis, ethical considerations and limitations executable. In this research work, professional competence and its relationship with job satisfaction of nurses' moral distress and pre-hospital emergency Bam and Jiroft in 1393 were studied.

### Research

this cross-sectional study of descriptive - analytic where barriers to professional competence and its relationship with job satisfaction of nurses' moral distress and emergency pre-hospital Bam and Jiroft in 1393 has been studied.

### Research community

the study population consisted of nurses working in pre-hospital emergency in Jiroftand Bam. The sample with the investigation, the total number of pre-hospital emergency base when doing research on the city's 31that, 18 bases in

Jiroft city has been bases and 13 bases in the city of Bam, has been. Sampling methods, sample size in this study due to the small size of the study population census sampling method was used.

**Sample size**

the sample in this study consisted of all nurses working in pre-hospital emergency city of Bam and Jiroft in 1393 with at least a bachelor's degree and at least a year in pre-hospital emergency care in the city of Bam, and Jiroft. That according to the information office of the city center events, of which 90 were included, that 82 people are, After explaining the reason for this study. And that results in better work conditions and pre-hospital emergency nature has a considerable impact on the study.

**MATERIALS AND METHODS**

6 month was period of data collection, the sampling for continuous visit to the headquarters city of Bam and Jiroft was pre-hospital emergency care in which nurses eligible to participate in the study through completing questionnaires.

**Data analysis method:**

To analyze data SPSS software SPSS 18 was used for data mining and analytical descriptive statistics were divided into two groups of central tendency and dispersion, t-test, Pearson correlation coefficient, ANOVA and regression analysis were used. To determine normal or not normal variables Shapiro Wilk test was used and the fact that barriers to effective distribution of variables were normal total and total moral distress, To determine the relationship between two variables with other variables, Spearman and Kruskal-Wallis nonparametric test was used for variables with normal distribution parametric tests, ANOVA and Pearson correlation coefficient was used. To determine the relationship between job satisfaction and barriers to efficiency, variable base type, T-Test test was used.

**Findings**

**Table 1. Demographic characteristics of the distribution and frequency of pre-hospital emergency nurses Bam and Jiroft**

Percentage of total	Total	Jiroft Number (percent)	Bam Number (percent)	Under- group	Demographic variables
26.8	22	10(21.7)	(33.3)12	single	married
73.2	60	36(78.3)	(66.7)24	married	
61	50	24(52.2)	(72.2)26	contractual	Employment Type
22	18	15(32.6)	(8.3)3	pact	
17.1	14	7(15.2)	(19.4)7	formal	Base type
54.9	45	26(56.5)	(52.8)19	urban	
45.1	37	20(35.5)	(47.2)17	road	Job experience
41.5	34	19(41.3)	(41.7)15	1-5 years	
31.7	26	12(26.1)	(38.9)14	6-10 years	
18.3	15	12(26.1)	(8.3)3	11-15 years	
8.5	7	3(6.5)	(11.1)4	More than 16 years	

**Table 2: The severity of moral distress that pre-hospital emergency nurses cities of Jiroft and Bam**

Standard deviation	Mean	Number	The severity of distress
0.47	2.11	36	Bam
0.48	2.25	46	Jiroft
0.47	2.19	82	Total

The severity of moral distress nurses Bam, is more than Jiroft. The severity of the moral distress of nurses in total is 2.19 from 5 with the standard deviation of 5.

**Table 3: repetition of pre-hospital emergency nurses' moral distress the city of Jiroft and Bam**

Standard Deviation	Mean	Number	Repeat of distress
0.45	1.93	36	Bam
0.61	2.17	46	Jiroft
0.56	2.06	82	Total

**Table 4: Average total moral distress of nurses**

Standard Deviation	Mean	Number	Ethical distress
0.47	2.03	36	Bam
0.48	2.21	46	Jiroft
0.48	2.13	82	Total

**Table 5: Frequency and percentage of total job satisfaction of nurses**

Frequency percent	frequency		
13.4	11	weak	Job Satisfaction
52.4	43	Average	
34.1	28	Very Good	
100	82	Total	

**Table 6: The relationship between the variables of moral distress in both the frequency and severity of barriers to the effectiveness of nurses**

Obstacles				Variables	
Total	P- value	The correlation coefficient	P- value	correlation	
0.04		0.19	0.08	0.19	intensity
			0.02	0.25	repeat

The above table shows between moral distress and efficient professional barriers statistically there.

**Table 7: no significant correlation between the severity and frequency of moral distress in both job satisfaction of nurses**

Job Satisfaction				Variables	
Total P- value	The correlation coefficient	P- value	correlation		
0.01	-0.27	0.08	-0.19	intensity	Distress
		<0.001	-0.31	repeat	

The above table shows a significant correlation between job satisfaction and repeat with the opposite moral distress, but there is no significant correlation between the severities of job satisfaction.

**Table 8: Relationship between moral distress in both the frequency and severity of participants' marital status**

repeat			intensity			number	variables
P-value	Standard deviation	mean		Standard deviation	mean		
0.20	12.64	40.63	0.02	10.22	41.90	22	single
	11.33	44.38		9.53	47.53	60	married

The table above shows that the intensity of moral distress and marital status of the participants, there was a significant relationship. But the repeated distress and marital status were not statistically significant.

**CONCLUSION**

The aim of this study was to determine the effectiveness of professional barriers and its relation to moral distress and job satisfaction as well as presenting the results of a successful study to provide effective solutions in order to increase the satisfaction of pre-hospital emergency personnel walked. As a result, perhaps with proper planning in order to improve the working environment of prehospital emergency nurses as well as teaching them moral distress picked effective step in preventing irreparable consequences.

The results of this research shows is that prehospital emergency nurses with the ((traffic and pedestrians and lack of motivation to update their professional knowledge)) as barriers to efficient professional agree completely. Therefore, managers need to reduce barriers that affect the effectiveness of professional nurses the necessary consultations with policymakers and transport authorities and municipalities. Custodians of nursing education should be tailored to the job training provided to these people and are looking for ways to encourage staff to update the knowledge in the field.

The results suggest that nurses' moral distress in the city's average level. The need to pay more attention to the authorities to implement strategies and solutions towards preventing and mitigating factors in distress and demands. Due to the significant relationship between moral distress and job satisfaction, and considering the fact that awareness of job satisfaction of nurses can provide important information for the management of pre-hospital emergency management planning so authorities should seek ways to reduce the distress be morally. In this way, policy makers can work environment job security and peace of mind provided with appropriate facilities to spend the patient's care nurses will most of activities the to do their professional.

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