



# **Predictors of Self-Reported Nursing Professional Competence in Jordan**

مؤشرات التقييم الذاتي للكفايات التمريضية في الأردن

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## ABSTRACT

**Background:** Nurses and midwives in Jordan constitute 45% of the health care sector workforce. Nurses have a recognized role in protecting the public and ensuring access to quality and continued care. They play a key role in advocating patient care due to their continuous presence at patients' bedsides and interaction with their patients' families and other healthcare professionals. This care must be safe and at certain level of quality that is often linked to professional competence.

**Purpose:** Assess the self-reported professional nursing competence among nurses in Jordan and determine the predictors of this self-reported professional competence among nurses in Jordan.

**Design:** A non-experimental, descriptive, cross-sectional correlational design.

**Methods:** Data were collected in the period between July and October 2019. A self-reported questionnaire (Nursing Professional Competence short version scale) was used among 212 Registered Nurses (male 92 and 120 female), to answer the research questions about level of self-reported competence and determine its predictors. Participants were selected from five hospitals in Jordan representing three Jordanian health sectors (private, governmental, and teaching).

**Result:** The results showed that the overall self-assessed level of nursing competence was high. Across all competence categories, the overall score was 76.69%. From the predictors investigated, it was found that age, degree grade (Grade Point Average), hospital's sector and accreditation status have a significant effect on the Nursing Professional Competence scores.

**Conclusions:** The current study is the first in Jordan to investigate self-reported nursing professional competence among nurses working in the three sectors of health care have been graduated from Jordanian Universities. The Nursing Professional Competence scale was used and that involved six areas of competence: 1. Nursing Care 2. Value-based Nursing Care 3. Medical and Technical Care 4. Care Pedagogics 5. Documentation and Administration of Nursing Care 6. Development, Leadership and Organization of Nursing Care Nursing Care.

**Recommendations:** Regular assessments of nursing competence should be performed from nurses' perspectives as well as from the head nurses and managers in order to be able to identify and meet the needs necessary for their professional development. Competence assessment can be beneficial for nurse's own development and for ensuring high quality of care. Further researches are indicated that involves longitudinal studies which discuss how competence develops and what factors affect it. As the study took place in Jordan, and as Jordanian Nursing Council is the credentialing body and who developed Nursing Competencies and Professional Standards, an assessment tool that is Jordanian Nursing Council competencies-based is to be developed and validated for assessing Jordanian Nursing Professional Competence.

