



## A STUDY TO ASSESS THE EFFECTIVENESS OF ASSERTIVENESS TRAINING ON LEVEL OF ASSERTIVENESS AMONG STAFF NURSES WORKING IN TERTIARY CARE HOSPITAL, LUDHIANA, PUNJAB.

### Psychiatry

**Dilpreet Kaur**

M.Sc. Nursing Psychiatry College of Nursing DMCH, Ludhiana, Punjab.

**Ms. Kanika Thapar\***

Associate Professor, College of Nursing., DMCH, Ludhiana, Punjab. \*Corresponding Author

**Mrs. Navneet Kaur**

Assistant Professor, College of Nursing., DMCH, Ludhiana, Punjab.

### KEYWORDS

assertiveness training programme, level of assertiveness, staff nurses.

#### Introduction:

Assertiveness promotes equality in human relationships, enabling us to act in our own best interest, to stand up for ourselves without undue anxiety, to expose honest feelings comfortably, to exercise personal rights without denying the rights of others. The role of nursing involves interaction with clients, peers and other health care professionals. The ability to respond assertively is important to nurses because they are committed to further development of the profession. Assertive skills facilitates the implementation of change that is required if the image of nursing is to be upgraded to the level of professionalism that most nurses desire. So, Assertiveness training program are designed to improve an individual's assertive belief and behavior, which can help the individual change how they view themselves and establish self confident, self control and avoid social anxiety, guilt and stress at work to enhance credibility.

**Objectives:** To assess the effectiveness of assertiveness training on level of assertiveness among staff nurses.

**Methodology:** Pre- experimental research design was used on 40 staff nurses working in ICUs of DMC & Hospital, Ludhiana. The convenience sampling was used to select the staff nurses. Pre-interventional level of assertiveness was assessed by using Rathus Assertiveness Schedule (1973). Assertiveness Training Programme was given to the staff nurses as an intervention. After the intervention, post-interventional level was assessed and compared with pre-interventional level of assertiveness.

**Results:** Among 40 staff nurses maximum numbers of staff nurses (57.5%) were from the age group 21-30 years. Almost all (97.5%) were females. During pre-intervention, majority of the staff nurses (97.5%) were having average level of assertiveness followed by good (2.5%) level of assertiveness. Whereas during post-intervention maximum number of the staff nurses (95%) were having good level of assertiveness followed by average (5.5%) level of assertiveness. It was found that post-interventional mean scores of assertiveness (41.2±7.855) was significantly high in comparison to pre-interventional mean scores of assertiveness (17.03±11.023) at p=0.000. It reflects the improved assertiveness level among staff nurses after assertiveness training programme (p=0.05).

**Table 1: Distribution of level of assertiveness among staff nurses.**

N = 40

Level of assertiveness	Pre-interventional f (%)	Post-interventional f (%)
<b>Good (+30 to+90)</b>	01 (02.5%)	38 (95.0%)
<b>Average (-30to +29)</b>	39 (97.5%)	02 (05.0%)
<b>Poor (-29 to-90)</b>	--	--
<b>Mean ±SD</b>	17.03±11.023	41.2±7.855

Minimum score = -90

Maximum score = +90

**Table 2 : Comparison of pre and post-interventional level of assertiveness among staff nurses.**

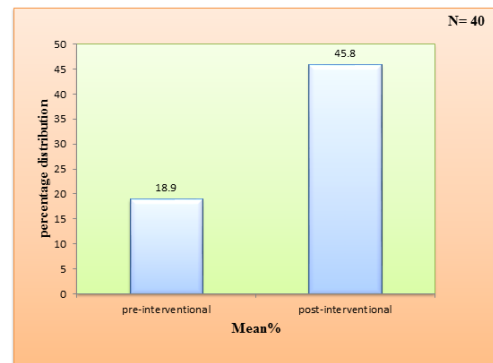
N=40

Groups	Level of Assertiveness			$\chi^2$ Value p Value
	Good f (%)	Average f (%)	Poor f (%)	
Pre- interventional	01 (02.5%)	39 (97.5%)	--	$\chi^2 = 68.48$ p=0.000*
Post- interventional	38 (95.0%)	02 (05.0%)	--	

\*significant p<0.05

**Conclusion:** The study concluded that, the scores of level of assertiveness during post-intervention was high as compared to pre-intervention scores. So, this depicts that assertiveness training has increased the level of assertiveness among staff nurses. Hence, assertiveness training has positive effect on level of assertiveness among staff nurses working in ICUs of DMC & Hospital.

**Figure 1: Pre and post-interventional mean% of level of assertiveness among staff nurses.**



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