



NURSES PROFESSIONAL VALUE AND ITS INFLUENCING FACTORS: A LITERATURE REVIEW

Nursing Science

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ABSTRACT

Introduction: Nurses are the largest health care professional in health sector, provide service round the clock in a challenging health care environment where every nursing action is important for changing the health status of patient. Each nursing action is directed by the professional value as developed among nursing professional during their life time. Nurses develop professional value while learning and practicing nursing. Its basic sources are personal value, and the value of professional and employer organization. The study aimed in identifying professional value among nurses and its influencing factors. **Method:** Performing systematic review of existing literature from English data bases: Pub med, Elsevier and Google scholar relevant articles were identified using key words, nurses' professional value, ethical value and influencing factors. Out of 116 articles 35 articles were assessed during the period 2011 to 2024. Available data from the reviewed articles were summarized, categorized and interpreted based on research question. **Results:** Justice and care were mentioned as most important professional value by nursing students. Including care, patient safety, autonomy, dignity and other professional value also important for the nurses but the level of professional value is not very high in general. Activism was recognized as least important professional value by all group of nursing professional. Professional value is influenced by personal, socio-environmental, and professional factors. **Conclusion:** Considering the nurses professional value and its influencing factors, it can be recommended that inclusion of professional value in the nursing curriculum may promote awareness but consistency in value-based nursing practice is essential for promoting professional value as well as it may improve quality of health care.

KEYWORDS

Nurses Professional Value, Ethical Value, Influencing Factors

INTRODUCTION

Nursing can be described as an art and a science; a heart and a mind. It's heart beating by respecting human dignity and identifying health needs of people; its mind satisfied by meeting health needs of people and continuing learning. Since many years nursing was considered as semiprofessional career but a long struggle and positive effort of nurses proved that nursing is an intellectual profession. As a profession it may called young but no one can prevent nurses to show their maturity. Professional maturity can't be exhibited unless nurses believe in professionalism and practice it. Professional value is the key for developing professionalism and it is the primary standard of profession. (1). Professional value is defined as 'the guiding beliefs and principles that influence one's work behavior. These values are usually an extension of one's personal values such as honesty, responsibility, integrity and it is unique to each person based on one's family, culture, environment, religion, and ethnicity (Poorchangizi et al., 2017). Value is the essence of human life. "Values are socially approved desires and goals that are internalized through the process of conditioning, learning or socialization and aspirations". (Mukherjee R.K). Basically, human value is classified as Intrinsic and Extrinsic values. Intrinsic values guide every action, thought, decision and very precious to acquire in one's life where as extrinsic values are dependent on outside stimuli and is evaluated directly by means of material, money etc. Based on cultural and emotional association value can be differentiated into positive and negative. The value Justice is considered as positive when the quality of being fair and reasonable is observed in one's behavior towards others. On the other hand, negative value injustice exhibited by the unfair behavior to others. Values are learned and influenced by parents, family, friends, neighborhood, and school; improved throughout the lifespan. Values are universal, but not absolute and relative to situations, place, and person. The values can be adopted by a person and present as core of being human, is termed as personal value and the specific set of value that are present as core of being professional is known as professional value. Professional values are the performance standards accepted by a specific professional group (Schank and Weis, 2001). In nursing the core of professional values are altruism, autonomy, human dignity, integrity, social justice that are exhibited in the nursing practice when a nurse : shows concern and advocacy for the welfare of patients and other healthcare providers; respects patient's right to make decision about their health care; respects for all patients and colleagues; provides care based on an ethical framework that is accepted within the profession and provides fair treatments regardless of gender, race, ethnicity, economic status, and citizenship. Nurses also values diversity, Ingenuity, compassion, trustworthiness, accountability, curiosity, precision, empathy, loyalty and excellence (Habeeb S -2022). Nursing is a caring profession for which its core value is expressed in six C that includes care, compassion, competence, communication, courage and commitment. (2) According to the perception of Iranian Nurse, student and nursing instructor; top priority professional value is justice and least priority value is activism and it also indicates higher professional value

can be transferred to the future professional. (3) Human value was observed as most important professional value according to the Turkish nurses. (4)

Importance of Professional Value

Professional value is important at the level of personal, business and public as well. At personal level, it increases confidence by developing professional identity and improving performance. It also encourages collaboration and trust in employees; improves decision making capacity; ensure accountability; leads to greater job satisfaction and motivation in employees. At business level it develops a positive image of organization; build a safe, supportive and respectful work environment that attract employees. Professional value also important to create a sense of purpose and meaning in the workplace thereby increase productivity. For public professional value brings greater transparency to clients and society and build stronger relation. (5) Professional values are significantly related to career development and job satisfaction. (6, 7). The level of self-esteem is increased with increasing professional nursing value. (8) According to Professional value model (Kaya A & Boz I), high professional value increase nurses job satisfaction that in turn increases nursing care quality and patient satisfaction. (9)

Though nurses' professional value is reflected among nursing students but at what extent professional value is changes among nurses from student life to professional life and the factors influencing on it is important to know for developing and promoting professional value thereby ensuring safe care to people.

Methods

Published literature systematically reviewed from 2011 to 2024. Relevant articles that were available from English data bases: Pub med, Elsevier and Google scholar were included for review. Articles were identified using key words nurses professional value, ethical value and influencing factors. Out of 116 articles 35 articles were assessed, summarized, categorized and interpreted based on research question.

RESULTS

Professional Value Among Nursing Students

Nurses can demonstrate professional value by their attitude, behavior and practice through effective communication, being accountable, providing compassionate for top-quality care, adopting current standard of practice, adhering with ethical standard and collaborating with others. (10) Among Iranian nursing students, most important professional values identified as 'maintaining confidentiality of patients and safeguarding patients' right to privacy. (11) Another study shows Human dignity, constructive human relations, educational justice, competency enhancement, excellence view, wisdom, commitment and accountability are the ethical value perceived by

Iranian nursing students and educator. (12) In Ethiopia, only 54.5 % undergraduate nursing students had high awareness and perception about importance of professional values (13). Trust, Justice and caring was identified as key professional value by the undergraduate students of South Africa and these values were significantly higher than professionalism and activism. (14). Among undergraduate nursing

students of India only 41.2% had 'very good' level of Professional values. (15). Among nursing student of Indonesia, Care was identified as most important professional value whereas Activism was least important value (16). According to Korean nursing students nursing professionalism was perceived as most important professional value. (Bang KS-2011)

Table no-1: Professional values in nursing students

Focus of the studies	Author's/Years	Design/Sample of the study	Conceptual frameworks/ Tools	Important findings
Importance of professional values from nursing students' perspective.	Poorchangizi B(2019)	Cross sectional study/100 nursing students	Nursing Professional Values Scale-Revised	Maintaining confidentiality of patients and safeguarding patients' right to privacy.
Perceived ethical values	Boozaripour M(2018)	Qualitative study /Nursing students and educators	Thematic content analysis	human dignity, constructive human relations, educational justice, competency, wisdom, commitment and accountability.
Importance of professional nursing values	Negash NA(2023)	Cross sectional study/211 undergraduate nursing students	Nursing Professional Values questionnaire	54.5 % respondents had high awareness on importance of professional values
professional values held by undergraduate degree students	Bimray P. et all(2023)	cross-sectional survey/1,233 undergraduate nursing students	nurses professional values scale revision	The values of trust, justice and caring were rated significantly higher
Professional values of B Sc Nursing students	Mariet J(2022)	descriptive-correlational study /580 nursing students	Professional Value Scale for Nursing Students	41.2% of subjects had 'very good' level of Professional values.
South Korean nursing students' perception of nursing professional values	Bang KS et all (2011)	cross-sectional survey/529 nursing students	Likert scale on Nursing professional values	Out of five NPV subscales highest mean score was in 'nursing professionalism'.
Professional values among Indonesian undergraduate nursing students	Nelwati et all(2019)	cross-sectional study/391 nursing students	Nurses Professional Values Scale Revision	Most important professional value dimension was caring, while activism was the least important values.

Professional Value in Nurses

South Indian nurses had higher value in the domain caring than that of activism and professionalism. (17). According to the Iranian nurses perspective(Shahriari M et al-2014) most prominent criteria of professional values were: protecting the health and safety of the public , protecting the moral and legal rights of patients , principles of fidelity, and respecting patients' right to privacy. The application of nurses' professional value was analyzed in a study (Hutagaol R et al-2019) of

Indonesia using interview and observation and reported that professional score was quite high but the application of professional nurses' values was not optimal. According to the Nursing officers in an Indian setting (Chongloi N et al-2024), health protection and patient safety is most important and participation in peer review is least important. Among all other dimension of professional value, Turkey's nurses had higher score in the dimension of autonomy whereas lowest score in responsibility dimension. (Filiz K & Ayila K-2017).

Table-2: Professional Value Among Nurses

Focus of the studies	Author's/Years	Design/Sample of the study	Conceptual framework/ Tools	Important findings
Professional and ethical values from nurses' perspective	Poreddi V et all (2021)	cross-sectional survey/124 nurses	Nursing Professional Values scale	higher perceived professional value in the caring domain
Importance of Professional Values	Chongloi N et all (2023)	Cross sectional survey/Nursing officers.	(NPVS-R)	Highest importance: Protect health and safety
Correlations between professional values & other variables	Filiz K et all (2017)	Cross sectional study/216 nursing managers	NPVS	The autonomy dimension had the highest score
Perception of Iranian nurses on ethical values	Shahriari M et all (2011)	Qualitative study /28 Nurses	Thematic Content Analysis	Seven major themes emerged: respect for dignity, professional integrity, professional commitment,
Nurses' perceptions of professional values	Güllü A & Kanadlı KA(2024)	Cross sectional study/215 nurses	NPVS	Nurses' perception of professional values was moderate.
Professional values of nurses in Turkey	Erkus G & Dinc L(2018)	Cross-sectional study/310 nurses	NPVS-R	Trust and justice were the most prominent.
Professional nursing values	Schmidt BJ & McArthur EC (2018)	Concept analysis	Walker and Avant's method	Professional nursing values: human dignity, integrity, altruism, and justice.

Factor Influencing on Professional Value in Nursing

Professional value is influenced by the values of employer organization and tends to change by societal changes. Among nursing students, professional value significantly related to the GPA and vary with sociodemographic variables like gender, marital status, ethnicity, and participation in professional ethical training courses. (Poorchangizi B & Borhani F) Professional value is also influenced by education, professional experiences; Students and instructors' perspectives on professional values; impact of role model, culture and the effect of learners' individual characteristics. (18,19). Among nursing students of Western Turkey higher professional value score was observed in those who were female, chosen their profession willingly, had information about values, and who belongs to a professional organization.(20).Professional nursing value was

significantly associated with the length of professional clinical practice of the undergraduate nursing students ($p < .05$). (21). In developing nurses' professional value, the role of individual factor, education, experience, value perception and impact of role model was found important. (Gassas, R., & Salem, O). Nurse's education in terms of moral reasoning was related to professional value. (22). In America, highest level of professional value was observed among nurses with longer practice experience and who have had increased ethics education. (23). Professional value score was higher among nurses with less experience than nurses with higher experience as observed in an Indian study (Poreddi V et al-2021).

DISCUSSION

According to the Nursing student, justice and care was mentioned as

most common professional value. Other professional value identified as confidentiality, patients' rights, competency, commitment, trust, professionalism, accountability but least important professional value identified as activism. Study findings also indicates that only average number of nursing students had higher level of professional value.

Important professional value identified by nurses as: caring, patient safety, autonomy, dignity, integrity, commitment, trust, justice, respect, integrity and altruism. One study indicates that nurses hold moderate level of professional value. Though a wide number of professional values holds by nurses than student nurses but the level of professional value is not high extensively. In most of the study uses a common tool for assessing professional value with limited dimension. To recognize the changing professional values of new generation nurses further comparative study with new tool is necessary.

Based on study findings, influencing factors of professional value can be categorized into: personal, socio-environmental, and professional factors. Personal factors include Gender, Marital status, perception, Education, Willingness of selecting profession, having information of professional value, Moral Reasoning and Ethics education; Socioenvironmental factors include: Ethnicity, Culture and Impact of role model. Professional value also influenced by number of professional factors and these are Participation in professional ethical training courses, Professional experience, department, Ethics course, Involvement in professional organization, Length of professional clinical practice, Experience, longer practice experience etc.

CONCLUSION

Study findings indicates that nurses and nursing students holds all fundamental professional value but moderate to high level of professional value was existed among half of them. Professional value is influenced by professional, socioenvironmental and personal factors. Awareness is not enough for developing professional value but the value-based nursing practices is essential.

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