



Self-concept (Self-image) of Indian nurses working in hospitals

Rajesh Kumar Sharma¹ and Anurag Bhai Patidar²

¹Ph.D., Scholar, Department of Nursing, Maharaj Vinayak Global University, Jaipur, Rajasthan, India

¹Associate Professor, Himalayan College of Nursing, SRHU, Dehradun, Uttarakhand, India

²Associate Professor, College of Nursing, AIIMS, Bhopal, Madhya Pradesh, India

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Abstract

Introduction: An image is a picture representative of something real. The image of nursing is vital to the profession and is an important concept for future nurses to understand. Self-image is how nurses perceive themselves and reflects the impression to the public as the nurse.

Objectives: The objectives of the study was to assess the Nurses self-concept (Self-image) among registered nurses of selected hospitals of the North India.

Material and method: A quantitative research approach with descriptive correlational research design study. Samples were recruited by non-probability convenient sampling technique and total 350 working nurses were recruited.

Result: It found that majority of nurses 64.6% (226) considered their own professional image as neutral, while a quite a high number of nurses 34.3% (120) nurses considered their professional image as positive image but there was though, very least 1.1% (4) considered their own professional image as negative image. So, it revealed that for demographic variables gender, professional educational status, area of working, and number of patients seen in each shift are significantly associated with nurse's self-concept.

Conclusion: The study concluded that majority of nurses working in hospital setting carries their own image as very neutral image of nurses. Nurses must be motivated by the employer in the way of salary, job security, Position/promotion in organization.

Keywords: Self-concept, self-image, nurses

Introduction

An image is a picture representative of something real. It refers to the tangible or visible representations and/or perceptions resulting from a person's conduct as a professional, linked to competence and ethical behavior [1]. Because of the influence of gender discrimination and its historical training context, nursing professionals have had limited autonomy and minimal power in managing health services [2].

In nursing, image refers to a person's professional qualities and conduct, which represent the nurses' competence as perceived by patients by self [3]. The image of nursing is vital to the profession and is an important concept for future nurses to understand. It is also conveyed by how nurses present themselves in every setting from classroom, to clinical, to professional meetings, to the workplace [4]. Self-image is how nurses perceive themselves and reflects the impression to the public as the nurse. Self-image is usually rated much higher than public image. Nurses should be aware of the fact that when consulting patients or caring for someone, patients are observing them and form impressions about their appearance, Competence, character, and

commitment. Whether good or bad, these impressions usually spread quickly around the health facility and community [5].

The traditional role and image of nurses can be seen as the expressions of an oppressed group. The dominance of the oppressor, in this case the physician, marginalizes the oppressed group and may lead to the development of low self-concept, which can in turn lead to negative self-presentation [6, 7]. Self-concept is closely related to professional self-concept, which is a prerequisite for the vocational and academic development of the identity of a profession [8]. There is a strong need to explore the image, the self-concept and the professional identity of nurses in a global context.

A cross sectional survey study by Mikiyas AG *et al.*, (2015) to assess Nurses Perception towards Nursing profession and factors affecting it in Debre Birhan town governmental health institutions, Debre Berhan Ethiopia. The study concluded that majority of nurses who participated in this study had good perception towards nursing. More than half of participants want to migrate to other countries for good career opportunity. Majority of nurses had an intention to

leave their profession with the main cause of low salary. Occupational factors (salary) were identified as a leading factor which affects perception [9]. Nursing is seen predominantly as a feminine profession, and this seems to be one of the reasons for the low status of the profession. Many researchers believe that nurses live in a dual structure encompassing both the social and nursing worlds. They contend that these two worlds have contrasting views toward nurses. Improving nurses' self-images is quite important. A good image motivates youth to enter the profession out of inspiration and enthusiasm, rather than job security, and influences the recruitment. That is while nurses are guided to establish professional status, society still expect them to remain in independent role. This conflict is assumed to have a negative impact on nurses' psychological and functional states. However these assumptions have not yet been explored sufficiently [10].

Material and Method

A quantitative research approach with descriptive

correlational research design study was adopted to assess the nurses self-concept (Self-image) among registered nurses of selected hospitals of the North India and also to find association between the nurses self concept (self image) with their demographic variables. The study was organized at selected healthcare institutions of north India in which three healthcare institutions were selected from Uttarakhand, two institute from Uttar Pradesh, one institute form each state of Rajasthan and Haryana. The study samples were registered nurses working in selected. These samples were recruited by non-probability convenient sampling technique and total 350 working nurses were recruited as study samples based on eligibility criteria. The relevant data were collected by using modified porter nursing image scale ($r=0.9$) tool for nurses. The investigator utilized 23 version of SPSS to analyze the data.

Result

Demographic variables of nurses

Table 1: Frequency and percentage distribution of demographic variables among nurses (N=350)

Socio-demographic Variable	(f)	(%)
Age in Years	21-30	64
	31-40	32.57
	41-50	3.43
Gender	Male	46.3
	Female	53.7
Marital Status	Married	67.1
	Unmarried	32.9
Professional Educational Status	Diploma in Nursing	58.3
	B.Sc. Nursing	31.4
	P B B.Sc. Nursing	10.3
Designation	Staff Nurse	87.4
	Ward in Charge	12.6
Area of working	Ward	58.6
	ICU	32.9
	EMR	6
	OT	2.6
Years of working	<1 Year	6.3
	1- 5 Years	76.9
	5 - 10 Years	10.6
	>10 Years	6.3
Number of patients seen	1-10	66.0
	11 -20	10.6
	>20	23.4
Teaching experience	No Experience	89.1
	<=1 Year	5.7
	>1 Year	5.1
Clinical experience	0-1 Year	19.1
	1 - 3 Years	25.7
	3 - 5 Years	19.1
	5 - 10 Years	17.1
	>10 Years	18.9
working in Govt / Private sector	Government	45.4
	Private	54.6
Monthly salary in rupees	<15000	18.6
	15001 - 25000	49.7
	25001-35000	5.7
	>35000	26.0
Member of professional organization	Yes	15.7
	No	84.3
Post in any nursing professional organization	Yes	7.4
	No	92.6

Have you attended CNE/Conferences/Workshops	No	118	33.7
	1 training program	96	27.4
	2 training program	57	16.3
	3 training program	35	10.0
	4 training program	28	8.0
	5 training program	16	4.6

Table No.1. Above table stated the frequency and percentage of demographic variables of nurses recruited in present investigation. The analysed data divulged that highest number of participants 64% (224) belongs to 21 years to 30 years, majority of participants 53.7% (188) were females, bulk of participants 67.1% (235) were married, bulk participants 58.3% (204) were having Diploma in nursing as a professional educational status, high number of participants 87.4% (306) were staff nurses as their designation, majority of participants 58.6% (205) were working in ward area of hospital, high number of participants 76.9% (269) were having one to five years of working experience, majority of participants 66% (231) were used to see 1 to 10 patients in each shift, quite a high number of participant 89.1% (312) were having no teaching experience, majority of participants 25.7% (90) were having one to three years of clinical experience, majority of participants 54.6% (191) were working in private sector, highest number of participants 49.7% (174) were having monthly salary in between 15001/- to 25000/- Indian rupees, bulk of participants 84.3% (295) were not a member of any professional organization, much high number of participants

92.6% (324) were not holding any post or position in any of professional organization and majority of participants 33.7% (118) have not attended any CNE/conference /workshops.

Grading of self-concept (self-image) among Nurses

Table 2: Frequency and percentage distribution and grading of self-concept (self-image) among Nurses

Self-concept (self-image) of nurses	(f)	(%)
Negative Image	4	1.1
Neutral Image	226	64.6
Positive Image	120	34.3

Table No. 2. This table has expressed the frequency and percentage distribution of self-concept (self-image) among nurses. It found that majority of nurses 64.6% (226) considered their own professional image as neutral, while a quite a high number of nurses 34.3% (120) nurses considered their professional image as positive image but there was though, very least 1.1% (4) considered their own professional image as negative image.

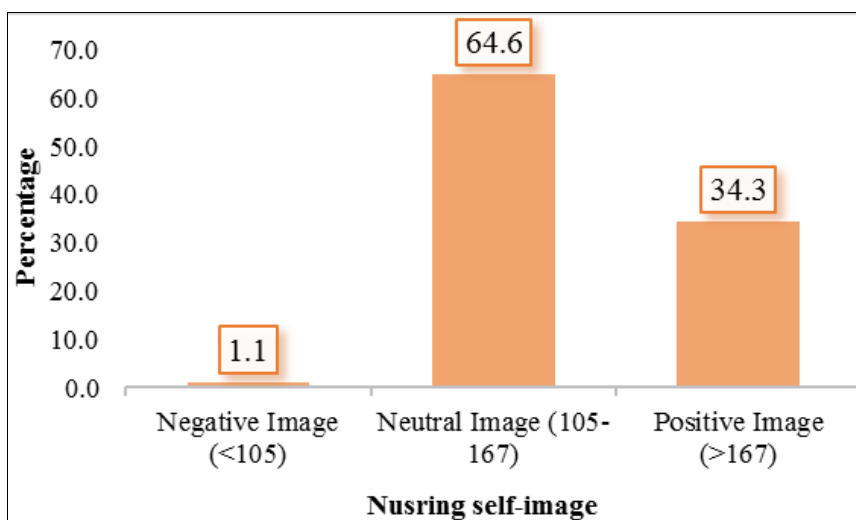


Fig 1: Self Concept (Self-image) among nurses

Association between self-concept (self-image) of nurses with selected demographic variables

Table 3: Association between (Chi-square value) self-concept (self-image) of nurses with selected demographic variables: (N=350)

Demographic Variable		Chi-square	df	P value	Level of Significance
Age in Years	21-30	0.328	2	0.849	NS
	31-40				
	41-50				
Gender	Male	4.39	1	0.036	S
	Female				
Marital Status	Married	0.101	1	0.751	NS
	Unmarried				
Professional Educational Status	Diploma in Nursing	17.354	2	<0.001	S
	B.Sc. Nursing				

	P B B.Sc. Nursing				
Designation	Staff Nurse	1.781	1	0.182	NS
	Ward in Charge				
Area of working	Ward	10.154	3	0.017	S
	ICU				
	EMR				
	OT				
Years of working	<1 Year	3.401	3	0.334	NS
	1- 5 Years				
	5 - 10 Years				
	>10 Years				
Number of patients seen	1-10	6.279	2	0.043	S
	11 -20				
	>20				
Teaching experience	No Experience	0.685	2	0.71	NS
	<=1 Year				
	>1 Year				
Clinical experience	0-1 Year	2.199	4	0.699	NS
	1 - 3 Years				
	3 - 5 Years				
	5 - 10 Years				
	>10 Years				
Work in Govt / Private sector	Government	0.828	1	0.163	NS
	Private				
Monthly salary in rupees	<15000	5.68	3	0.128	NS
	15001 – 25000				
	25001-35000				
	>35000				
Member of any professional organization	Yes	0.004	1	0.948	NS
	No				
Post in nursing professional organization	Yes	1.548	1	0.213	NS
	No				
Have you attended CNE/Conferences/Workshops	No	10.61	5	0.06	NS
	1 training program				
	2 training program				
	3 training program				
	4 training program				
	5 training program				

Table No.3. shown the chi-square value to assess the association in between self-concept (self-image) of nurses with selected demographic variables. It found that few demographic variables chi-square and calculated p value was determined such as for gender 4.39 ($p= 0.039$), professional educational status 17.354 ($p< 0.001$), area of working 10.154 ($p= 0.017$), and number of patients seen in each shift 6.279 ($p= 0.043$) found that their calculated p value is smaller than the assumed value of significance $p< 0.05$, hence for these variables the self-concept was significantly associated. So, it revealed that for demographic variables gender, professional educational status, area of working, and number of patients seen in each shift are significantly associated with nurse's self-concept, therefore for these variables the research hypothesis H_1 accepted at 0.05 level of significance, whereas for other remaining variable the research hypothesis H_1 rejected at same level of significance.

Discussion

The finding of the study revealed that demographic variables gender, professional educational status, area of working, and number of patients seen in each shift are significantly associated with nurse's self-concept. Grading of self-concept among nurses, it found that majority of

nurses 64.6% (226) considered their own professional image as neutral, while a quite a high number of nurses 34.3% (120) nurses considered their professional image as positive image but there was though, very least 1.1% considered their own professional image as negative image. A study by Vaz e De Braganca Ana and Nirmala R (2015) has gave a partial support by present evidences on nurses own image which helps to choice the nursing profession, they reflected that majority of participants received negative or challenging side of profession such as nurses are rude to patients, they are controlling all visitors, they are just a subordinate of physician and blindly follow their orders whereas only few participants have considered it as a respectful profession.¹¹

Conclusion

The study concluded that majority of nurses working in hospital setting carries their own image as very neutral image of nurses. Nurses must be motivated by the employer in the way of salary, job security, position/promotion in organization.

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