



## NK2 – Research

*NK2a: Provide one example, with supporting evidence, how clinical nurses disseminate the organization’s nursing research study to internal audiences.*

*Note:*

- *Internal audience includes individuals employed by the applicant organization.*
- *Must be a different study than presented in NK1.*

### **Introduction**

Nursing Affairs, KFSHRC-J, supports the process of developing abilities and skills, enabling clinical nurses to perform high-quality research. This takes forward the health research agenda, ensuring safe, effective patient care and improved clinical outcomes.

Clinical nurses are provided with continued educational opportunities to increase participation in research studies, thereby reducing the theory-practice gap, increasing and maintaining a knowledge base, developing professional attitudes, and increasing the utilization of research evidence for increased efficiency in patient care. In addition, nurses are encouraged to share findings with internal and external audiences, thus improving the use of evidence-based studies.

Clinical nurses have participated in research studies and shared these with internal and external audiences as demonstrated in the examples.

### **Example NK2a: Research Study “Factors Affecting Motivation Levels for Nurses Working at a Governmental Hospital in Jeddah City” disseminated internally at the Nursing Grand Rounds on December 27, 2021, by Clinical Nurses**

The Nursing Research Sub-Council approved and supported the completion of the research study entitled: “Factors affecting motivation levels for nurses working at a Governmental Hospital in Jeddah City,” by Primary Investigator Reem Baljoon, MSN RN, Head Nurse 5N-Medical unit, who was the Nurse Clinician on the Day Procedure Unit at the time. This was the first study to examine factors affecting motivation levels among nurses within the organization. This descriptive, correlational, quantitative study was approved by the Institutional Review Board (IRB), KFSHRC-J, on May 15, 2017. Data collection using a reliable and valid tool, i.e., a questionnaire (Spector, 1994, Gagné et al., 2010; Toode 2015) was conducted during July 17-31, 2017, using a convenience

sampling approach that included 280 registered nurses (RNs) with a response rate of 96.2%. The study was completed on April 26, 2018.

Findings of the research indicated that the majority of the study participants were between the ages of 26-35 (45.7%), female (94.6%), married (64.7%), expatriate (83.2%), with 10-20 years of experience (41.4%), 6-10 years of working at KFSHRC-J (26.1%) and in a staff nurse position (90%). Nurses presented with a high level of intrinsic work motivation (M 4.64 ±1.10) and extrinsic work motivation (M 4.54 ±0.94); however, external regulation of extrinsic work was moderately presented (M 4.10 ±1.06). The recommendations put forth included encouraging nurses and nurse leaders to attend educational programs to increase the knowledge, skills, and attitudes regarding work motivation. Motivational strategies included increasing satisfactory remuneration, increasing the chances of promotion, creating healthy workplace environments, and encouraging supportive supervision.

As the study was not shared within Nursing Affairs on completion, Reem invited the Unit Council Chair and Co-Chair of the 5N-Medical unit to present the study with her at the Nursing Grand Rounds. Thus, clinical nurses Khoja Adnan, BSN RN, Staff Nurse 1, Unit Council Chair, and Soman Nair, BSN RN, Staff Nurse 1, Unit Council Co-Chair, together with Reem, internally disseminated the research study during the Nursing Grand Round held on December 27, 2021. The Nursing Grand Round provides a monthly forum for nurses to share clinical expertise and experiences, nursing best practices, research, and other topics of interest to improve patient outcomes and enhance the patient hospital experience. Nursing Grand Rounds invitations are sent to all employees via the internal email system by the Public and Media Affairs department and held virtually using the Microsoft Teams application, which is available for all employees. The research was presented using PowerPoint slides. [Evidence NK2a.1 Nursing Grand Round Email Advertisement for Presentation](#). [Evidence NK2a.2 PowerPoint Presentation, Attendance Report](#)

A total of 25 staff attended the presentation. [Evidence NK2a.3 Research Table which shows the research study](#)

### References for Internal Dissemination

Gagné, M., Forest, J., Gilbert, M. H., Aubé, C., Morin, E., & Malorni, A. (2010). The motivation at work scale: Validation evidence in two languages. *Educational and psychological measurement*, 70(4), 628-646.

Spector, P. E. (1994). Job satisfaction survey.

Toode, K. (2015). Nurses' work motivation: Essence and associations.