

**ADDIS ABABA UNIVERSITY  
COLLEGE OF HEALTH SCIENCE**

**SCHOOL OF NURSING AND MIDWIFERY**



**ASSESSMENT OF NURSES' ATTITUDES TOWARD NURSING  
PROFESSION AND ASSOCIATED FACTORS IN ADDIS ABABA  
PUBLIC HOSPITALS, ETHIOPIA, 2021**

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**A THESIS SUBMITTED TO ADDIS-ABABA UNIVERSITY,  
COLLEGE OF HEALTH SCIENCES, SCHOOL OF NURSING  
AND MIDWIFERY FOR THE PARTIAL FULFILLMENT FOR  
DEGREE MASTER'S OF SCIENCE IN ADULT HEALTH  
NURSING**

**JUNE, 2021**

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JUNE, 2021

ADDIS ABABA, ETHIOPIA

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## **ACKNOWLEDGMENT**

Firstly, I would like to forward my thank to Addis Ababa University, College of health science, school of nursing and midwifery for providing the opportunity to pursue attend a master's program in Adult health Nursing and for sponsoring me to conduct my graduate study.

Secondly, I would like to express my deepest gratitude to my advisors, Sr.Zuraish Mengistu and Mr. Teshome Habte for their unreserved support in all aspects of this research, starting from topic selection to submission of the thesis report.

Also, I would like to thank my fellow classmates of Addis Ababa University College of Health Sciences, school of nursing and midwifery for sharing their comments and experiences to accomplish this thesis. Again, I would like to express my gratitude to all nurses who participated in this study and administrative offices of the selected public hospitals in Addis Ababa for their unreserved support in collecting my data. Without data collectors and supervisors' long hours of commitment to data collection, this study would not have been possible. So, I am grateful to data collectors and supervisors for their invaluable contributions. My gratitude also goes to my families, who guided me in all aspects of this research.

## ABBREVIATIONS AND ACRONYMS

AAU.....	Addis Ababa University
ANA.....	America Nursing Association
AOR.....	Adjusted Odd-Ratio
CHS.....	College of Health Science
COR.....	Crude Odd- Ratio
CSA.....	Central Statistical Agency
DC.....	Data Collector
ETB.....	Ethiopian Birr
FMOH.....	Federal Minister of Health
HPI .....	Hall’s Professional Inventory
HW.....	Health Worker
MTRH.....	Menilik Teaching and Referral Hospital
PI.....	Principal Investigator
SPSS .....	Statistical Package for Social Science
TASH.....	Tikur Anbessa Specialized Hospital
VIF.....	Variable Inflation Factors
YTRH.....	Yekatit Teaching and Referral Hospital
ZMH.....	Zewditu Memorial Hospital

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## ABSTRACT

**Back-ground:** unfavorable attitude toward nursing profession remaining the global problem. For many years, started in Florence nightingales nursing has been denied as a profession due to the historic background and considered as physician's assistant. Attitude is the pillar of the nursing profession which is more related to fundamental concepts of the nursing profession, like autonomy, being in the sense of public, accountability, respect and integrity Attitude of nurses toward nursing profession may varies depends on age, work experience, social supporting factors, organizational factors and nurses image toward their profession. **Objectives:** this study aimed to assess nurses' attitude toward the nursing profession and associated factors in Addis Ababa public hospitals, Ethiopia, 2021. **Methodology:** Institutional based quantitative cross-sectional study design was conducted in five randomly selected public hospitals. A structured self-administered questionnaire was use to collect data from study participants from February to March 2021. Systematic random sampling method was used to select study participants from study populations. The collected data were entered and analyzed by using SPSS 25version. Bi-variate and multiple logistic regression analysis were computed to describe the association between attitude and independent variables. A variable at P- value less than 0.05 with 95% of CI was declared as statically significant. **Result:** A total of 357 nurses were selected to participate in this study, among these, 348 participated making a 97.5% of response rate. A total of 60.6% (n=211) of study participants were female and 39.4% (n=137) were male. Only 36.5% of the study participants were members of the Ethiopian Nursing Association. About 29.6 % ( n=103) were proud to be nurses. Older age nurses [(AOR: 1.19; 95% CI: 0.625, 13.37)], better monthly income [(AOR: 3.25; 95% CI: 1.873, 68.226)], good managerial support [(AOR: 2.40; 95% CI: 0.197, 26.702)], availability of performance appraisal [(AOR: 1.37; 95% CI: 0.123, 5.884)], ethical related training [(AOR: 1.50; 95% CI: 0.35, 6.407)], positive nurses image [(AOR: 2.32; 95% CI: 0.166, 34.950)], positive public image [(AOR: 4.73; 95% CI: 2.136, 88.109)] were significantly associated with overall nurses attitude toward nursing profession. **Conclusions and Recommendation:** The overall attitude of nurses in Addis Ababa city public hospitals toward their profession was falls below average level. Majority of nurses had an intention to resign their profession due to low payment. To increases nurses attitude toward their profession, all stake holders should contribute their role by focusing on factors affects nurses' attitude.

**Keyword:** Attitude, nurses, nursing profession, Addis Ababa

# 1. INTRODUCTION

## 1.1 Background

Nurses are the largest group of employees who provide health care services and have a crucial role in the realization of an effective health-services, in any health care settings(1). For many years, started in Florence nightingales nursing has been denied as a profession due to the historic background of the profession and considered as physician's assistant in the work place(2). Many nursing theorists defined nursing in many ways and Virginia Henderson (1958) is one of the nursing theorists who defined nursing as "the unique function of the nurse is to assist the individual, sick or well, in the performance of those activities contributing to health or its recovery or to peaceful death"(3). According to the American Nursing Association (ANA), the definition of nursing is "the protection, promotion, and optimization of health and abilities to prevent illness and injury, alleviation of suffering through the diagnosis and treatment of human response and advocate in the care of individuals, families and communities(4).

Even though nursing is defined in a clear way still today, there are different attitudes toward the nursing profession. Attitude is an idea, belief, or image formed as a result of how you perceive or comprehend something, including individual behaviors(2). Attitude is the pillar of the nursing profession which is more related to fundamental concepts of the nursing profession, like autonomy, being in the sense of public, accountability, respect and integrity(5).

Through many centuries of struggle, the nursing profession gradually evolved from a mere job to a recognized profession. Having a stronger powerful foundation for theory, practice, and professional education in the nursing discipline was encouraged(3). Various studies conducted around the world revealed that nurses' attitudes toward their profession on varies degrees. The result of the study conducted on nurses' attitude toward professional nursing of 346 nurses in Saudi Arabia showed that about 33.2% of nurses had a favorable attitude towards nursing profession(6). A descriptive cross-sectional design was used on nurses' attitudes and associated factors in southern Turkey results showed that 80.6% of them are not members of any nurses' union and choose this profession because their families wanted them to be a nurse(7). Even though a nurse occupies a large portion of health care professionals, they had a limited role in health related policy and decision making activities(8).

Attitude of nurses toward nursing profession may varies depends on age, work experience, social supporting factors, organizational factors and nurses image toward their profession(9). Research conducted in Iraq at Al-jamory teaching hospital on nurses' attitude toward professional nursing and associated factors showed that 54% of nurses intended to leave the profession due to low salary(10). In Ethiopia, a study conducted on nurses' attitude toward professional nursing and associated factors among nurses in Debre Berhan town showed that about 47.6% of study participants had a low attitude toward their profession and the main causes were related to low salary and administrative issues, which accounted for 35.9% and 13.6% respectively(11). The purpose of this study is to investigate the level of nurses' attitudes toward their profession and associated factors in Addis Ababa public hospitals, Ethiopia, 2021. Various studies were conducted in worldwide related to nurses' attitude toward their profession. However, no study has been conducted in this study area which describes the prevalence of nurses' attitude toward nursing profession and its predictors. Again, there are few studies which address the relationship between nurses' image and public view toward nursing profession. Therefore, this study will fill the literature gap.

## 1.2 Statement of problem

Because of the high ambiguity and role conflict in the profession, attitude is the most important concept in nursing(12). Beginning with Florence Nightingale, each generation of nurses has helped to professionalize the image of nurses and nursing. By the year of Florence Nightingale, the major aims of nurses' leaders were to struggle for the development of nursing from female domestic servant to a high-level of professionalism(2). Current research indicates that attitude toward professional nursing has a strong association with nursing services and patient satisfaction(13). Nurses with a positive attitude are expected to provide altruistic service, compassionate care for health customers, to be proud of their profession and to be able to hold intra and extra professional factors. Nurses with a negative attitude toward professional nursing, on the other hand, never serve the community properly, which leads to negative outcomes such as providing uncompassionated care, feeling shy, intending to resign the profession(14).

Research done in Saudi by 2020 showed that, about three-fourth of the respondents would be ashamed if they had a nurse in their family(15). Another research done in Ethiopia on assessment of nurses' attitude and its associated factors among 332 nurses in Jimma zone public hospitals, south west Ethiopia showed that only 30.3% of nurses had a favorable attitude toward professional nursing(16). Nurses often make negative comments such as "I would leave the nursing profession," "nurses are not unified," "what is my job," "what I gained from this profession," "nurses lack autonomy," and other derogatory statements(17). This negative image toward professional nursing is not innate behavior and it's emerged from multi-dimensional factors. If these factors are not addressed and resolved, we may lose a large number of employees, resulting in the nurse's shortage and ultimately a health-care system failure might be happened. To address these problems, nurses' managers and other-stakeholders must develop a certain strategy to over-come the negative image of nurses towards their profession. It needs to be started to invest on nurses' image towards themselves and proceed to other factors. Even though, various studies were done previously world-wide, there is limited research concerned with social supporting factors and nurses' image toward their profession in Ethiopia. Therefore, this study will contribute to fill the deficiencies of the literature gap.

## **2. LITERATURE REVIEW**

Attitude is a belief, feeling, image or idea that an individual has towards certain profession or the value that you have for your profession(18). Attitude is either positive or negative. This negative attitude toward the nursing profession is not innate behavior and it's emerged from multi-dimensional factors includes; Personal factors, organizational related factors, social supporting factors and health professional related factors. This literature review summaries on nurses' attitude toward professional nursing and associated factors. The associated factors which are studied under this title were; socio-demographic factors, organizational factors, professional related factors and social supporting factors with nurses' attitude.

### **2.1 Nurses' attitudes toward nursing profession**

Attitude in nursing is a cornerstone of the nursing profession. A positive attitude toward your profession can encourage you to increase job motivation, job satisfaction and provide proper care for your patients, whereas a negative attitude toward nursing profession can harm both nurses and patients(12). A study conducted in Jeddah on nursing as a profession and its impact on their intention to leave their career revealed that 59.1% of them felt proud, 11.8% felt happy, 11.1% expressed frustration with nursing and 6.9% felt shy(19). Another study conducted in Iraq at Al-jamory teaching hospital on nurses' attitudes toward professional nursing found that approximately 54% of nurses planned to leave the profession due to low pay (10).The finding of the study done in Saudi Arabia on the perception of 346 nurses showed that 33.2% of them had a unfavorable attitude toward their profession(6). Another study conducted in Nigeria on the professional image of nursing as perceived by nurses working in tertiary hospitals in Enugu found that about 165(61.1%) of study participants agreed that nursing is a well-appreciated profession in society and only 21.3% of study participants had willingness to have their child become a nurse(17). In Ethiopia, the study conducted on nurses' attitude toward professional nursing and its associated factors among 332 nurses working in a Public Hospital in South West Ethiopia showed that only 30.3% of nurses had a favorable attitude toward professional nursing(20). Another research conducted in Arsi zonal public hospitals showed that about 58.7% of nurses had a favorable attitude toward professional nursing(13).

## **2.2 Factors associated with Nurses' Attitude toward nursing profession**

Attitude in nursing can be affected by many factors. It includes socio demographic factors, professional related factors, organizational factors and social supporting factors.

### **2.2.1 Socio-demographic Factors**

Socio-demographic factors that influence nurses' attitude toward professional nursing includes; educational status, age of respondents, work experience, gender, monthly income (salary) and marital status. An analysis of nurses' attitudes toward the nursing profession conducted in Southern Turkey revealed that older age nurses had a more positive attitude toward professional nursing than other age groups and nurses with more service experience had a more favorable attitude toward professional nursing than counterparts(7). Research conducted in Iran on attitude toward professional nursing and associated factors showed that male nurses' had less willingness than female nurses' to stay on the job(21). Quantitative cross-sectional study done in Mekelle public hospitals showed that diploma nurses had a favorable attitude toward professional nursing than BSc degree and Master(22). In contrast, a study conducted in hospitals under umbrella of Addis Ababa health bureau on nurses' attitude toward professional nursing and associated factors revealed that nurses who had bachelor's and master's degrees are 1.76 times more likely to have a favorable attitude than nurses who had diploma level [AOR=1.76, 95% CI 1.05-2.94](2). Another research conducted on the level of nurses' attitude and its predictors among nurses in Jimma Zone Public Hospitals, showed that being single was shown to increase the level of attitude by 0.245 times than married nurses at [P=0.018](20). A study conducted in the northern part of Ethiopia, west Shewa zonal public hospitals, showed that nurses who earned better salary were 2.28 times more likely to have a favorable attitude toward professional nursing than those who paid less [AOR: 2.28 (95% CI: 1.01–5.16)](23).

### **2.2.2 Professional Related Factors**

Collaboration within other health teams, nurses' image toward their profession, communication within a physician's and relationships between nurses and other health professionals (Midwifery, pharmacist, anesthesia, and others) were intra and extra-professional factors that influenced nurses' attitude toward nursing. Research conducted in America on nurses' professional attitude results showed that 28.1% of these respondents did not consider themselves as a profession due to professional back-ground(24). A Cross-sectional study done in Ethiopia on job satisfaction and motivation among nurses in public health facilities showed that nurses who were satisfied with their job had a 2 times more likely had a

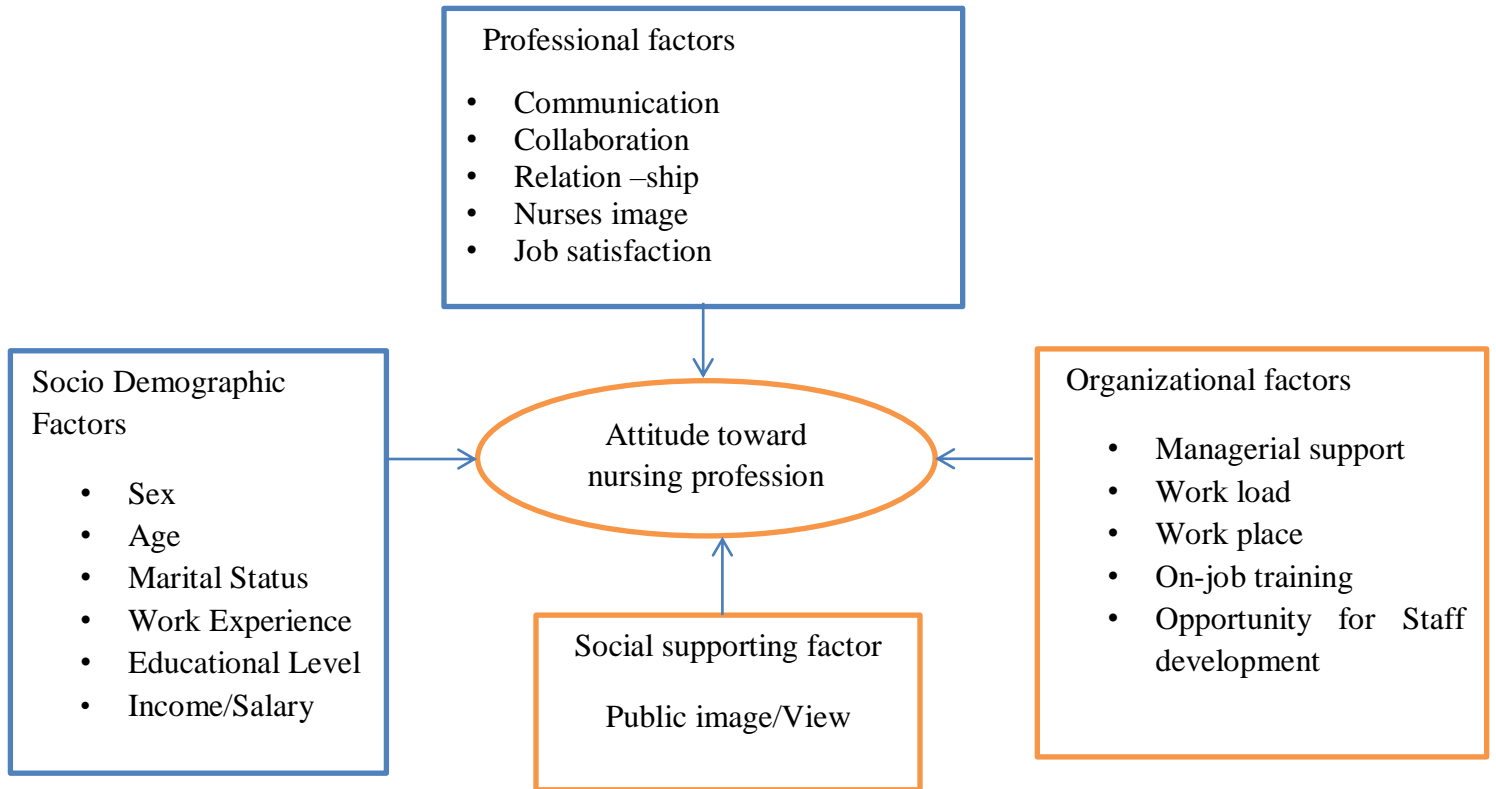
favorable attitude toward professional nursing than those who dissatisfied by their profession(25). Another research done on Interprofessional collaboration and associated factors among nurses and physicians in Mekelle public hospitals revealed that nurses who have good communication with physicians have a 3.73 times more likely had a favorable attitude toward professional nursing than those who have poor communication with physician's(26). A study conducted in Jimma Zone Public Hospitals on nurses' attitude and Its Predictors showed that nurses with positive self –image have a 0.207 times more likely had a favorable attitude toward professional nursing than those nurses with negative image toward their profession at [p < 0.001](20).

### **2.2.3 Organizational and Social supporting Factors**

Organizational factors and public image toward professional nursing have great impact on nurses' attitude(27). Organizational factors primarily include managerial support, availability of opportunity for staff development, suitable working place, availability of on-job training and workload. Qualitative research conducted in Iran result showed that heavy workload and imbalanced nurse-patient ratio were the major factors affecting nurses' attitude toward professional nursing(28). Study conducted by World Health Organization (WHO) was indicated that, public image toward nursing profession had remains poor and merely viewed as a physician's assistant and unable to do any task independently(15). Another study conducted in Egypt found that negative public image was the most significant factor influencing nurses' attitudes toward professional nursing(29). Research done in tertiary hospitals in Enugu, Nigeria on nurses' image toward their profession showed that the suitable working environment was found to be significantly associated with favorable attitude(17). Research conducted in Mekelle on nurses' attitude toward their profession and associated factors showed that weakness in the Ethiopian nursing association and low attention of the Federal ministry of health (FMOH) makes nurses have a negative attitude toward professional nursing(22). Another research done on Interprofessional collaboration and associated factors among nurses and physician's in Mekelle public hospitals revealed that nurses who have good managerial support have a 2.94 times more likely have a favorable attitude toward professional nursing than those who have poor managerial support(26). A study conducted in Arsi zone public hospitals on nurses' attitude toward professional nursing and associated factors showed that nurses who had up-to-dated training were about 2 times more likely to have a favorable attitude towards nursing profession than those who had not training(13).

### 2.3 Conceptual frame work

This conceptual frame work shows relationship between dependent and independent variable of nurses' attitude toward nursing profession and its predictors. This frame-work was developed by principal investigator after different literature has been reviewed (13,16).



**Figure 1: Conceptual frame-work on factors associated with nurses' attitude toward nursing profession among nurses in 2021**

#### **2.4 Significance of the study**

The end result of this study will be used for various purposes. Administrative managers of each hospital will use the study results for the training purpose, to take corrective measures on the identified predictors and to design an appropriate strategy to create a favorable attitude among nursing staff. This will increase the efficiency and quality of nursing care. After identified predictors are corrected, it will encourage nurses to have good job motivation, job satisfaction and provide patient-centered care. Again, the end result of the study will encourage the researchers and other stake-holders to obtain results as baseline data for conducting further investigation on the topic.

### **3. OBJECTIVES OF THE STUDY**

#### **3.1 General objective**

To assess nurses' attitudes toward the nursing profession and associated factors in Addis Ababa public hospitals, Ethiopia, 2021

#### **3.2 Specific objectives**

**3.2.1** To measure the status of nurses attitude toward their profession

**3.2.2** To identify the associated factors that affect nurses' attitudes toward the nursing profession.

#### **3.3 Research questioner**

**3.3.1.** Is there an association between nurses' attitude and its predictors?

## **4. METHODS AND MATERIALS**

### **4.1 Study area and period**

The study was conducted in Addis Ababa public hospitals from February to March, 2021. Addis Ababa is the largest and the most populated capital city of Ethiopia. The Addis Ababa metro area population was estimated to be around 5,000,000 million people in 2021, based on the 2020 population enumeration and a 4.42% annual growth rate(22). A city has lots of private and public health infrastructures. It has 15 public hospitals and 95 public health centers. The study was conducted at TASH, St. Peter's specialized hospital, Zewditu memorial hospital, Yekatit 12 hospital and Menelik II hospital. Tikur anbessa specialized hospital is one of the country's tertiary hospital and is located in the Lideta sub-city, which was built in 1966 G.C. This hospital has 800 beds with 800 nurses and gives service to approximately 370,000-400,000 patients per year.

Zewditu memorial hospital was established by Emperor Hailesillase in 1933 GC. It is a teaching and general hospital which was accompanied by 175 beds and 280 nurses. It has a dialysis center and a regional laboratory. Menilik II referral hospital was known to be the first hospital in Ethiopia and established in 1906. This hospital has 376 nurses. Yekatit 12 hospital was established in 1915 GC and is one of the hospitals under the Addis Ababa city administration health bureau that has been giving routine health services and served as a teaching center. This hospital has 480 nurses. St. Peter's specialized hospital, which was founded near Entoto Mountain. It has 267 staff nurses.

### **4.2 Study Design**

- Institutional based quantitative cross-sectional study design was used

### **4.3 Source Population**

- All nurses who were working at Addis Ababa selected public hospitals.

### **4.4 Study Population**

- Selected nurses working in the selected public hospitals.

## 4.5 Eligibility Criteria

### 4.5.1. Inclusive Criteria

- All Nurses who have more than six month working experience and available during data collection period.

### 4.5.2. Exclusive Criteria

- Who were on study, maternity leave and annual leave

## 4.6 Sample size determination

The sample size was determined by using a single population proportion formula. The following assumptions were made: marginal error (**d**) that was tolerated on both sides of the true proportion to be 5%, and using 95% confidence level,  $\alpha=0.05$  and adding 10% to compensate for non-responses. To calculate the sample size, the prevalence rate was obtained from previously conducted research in south west Ethiopia on nurses attitude toward professional nursing was 30.3% (20).

$$n = \frac{(z_{\alpha/2})^2 p(1-p)}{(d)^2} \quad \text{where } n = \text{minimum sample size required for the study.}$$

Z= standard normal distribution (Z=1.96) with confidence interval of 95% and  $\alpha=0.05$  P=prevalence (P=0.303)

d= is a tolerable margin of error (d=0.05)

$$\frac{(1.96)^2 0.303(1-0.303)}{(0.05)^2} = 325 \quad \text{the maximum number of sample size was 325.}$$

So, by considering 10% of non-respondent rate total sample size was **357** nurses.

## 4.7 Sampling procedures

In Addis Ababa, there were 15 public hospitals. From those hospitals, five of them were selected by lottery method. A systematic random sampling technique was used to select study participants. Selected public hospitals for the study were Tikur anbesa specialized hospital, St. Peter's specialized hospital, Zewditu memorial hospital, Yekatit 12 hospital and Menelik II Referral hospital. Those hospitals have 800, 267, 280, 480, 376 nurses respectively. The total number of nurses in five selected public hospitals was 2203. To proportionate the number of study subjects for each hospital, the formula, was used.

$$\frac{(n \cdot nf)}{N}$$

$n$  = number of nurses in each selected public hospitals

$nf = n_1 + n_2 + n_3 + n_4 + n_5 + \dots$  Is total sample size (357).

$N = N_1 + N_2 + N_3 + N_4 + N_5 + \dots$  is total number of study population (2203).

To obtain the value of 'K' a total number of study population divided by total number of sample size,  $2203/357=6$ . To get first study subject from each hospital lottery method was used. Then, by using systematic random sampling method by using registration numbers and by each interval 'k' was attempted until proposed sample size was achieved.

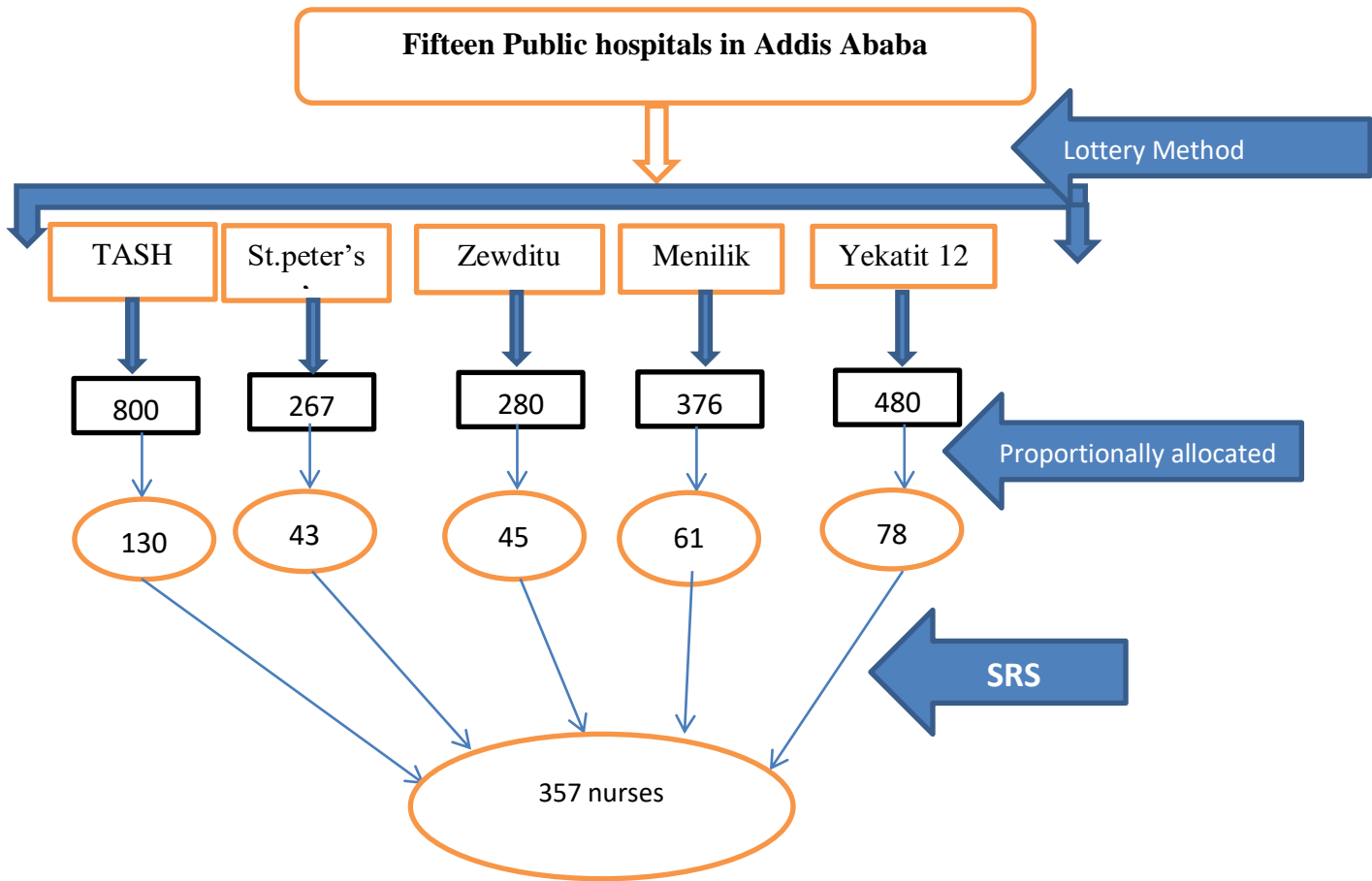


Figure 2: The schematic presentation of sampling procedure to select study participants from selected public hospitals, Addis Ababa, Ethiopia, 2021.

## **4.8 Variables**

### **4.8.1 Dependent variable**

- Level of attitudes toward professional nursing.

### **4.8.2 Independent variables**

- Socio demographic characteristics (Age, Sex, Marital status, educational status, Monthly income and work experience).
- Organizational related factors (managerial support, work load, working environment, availability of opportunity for staff development and availability of on-job training).
- Professional related factors (nurses' image toward profession, communication, collaboration and relationship between colleagues and other health professionals).
- Social supporting factors (public image)

## **4.9 Operational definition**

- Favorable attitude – those who were scored greater than or equal to mean value.
- Unfavorable attitude – those who were scored score less than mean value (31).

## **4.10 Data Collection Tools**

The data collection was carried out by using semi-structured questionnaires which were adapted from previously conducted studies in Jordan and south west Ethiopia which were taken from Hall's professionalism inventory guideline (20,31). These questionnaires used a five-point Likert scales (strongly disagree, disagree, neutral, Agree, and strongly agree). Prepared in English and contained three parts. The first part contains socio demographic characteristics (age, gender, marital status, working experience, educational status and monthly income,). The second section contains attitude test questions obtained from Hall's professionalism inventory guideline. Hall's professionalism inventory is a guideline that is used to test the attitude of nurses toward professional nursing. The third part contained questionnaires related to factors associated with professional attitude which includes, organizational related factors, health professional related factors and social supporting factors.

## **4.11 Data Collection Technique**

Self-administered technique was used to collect data.

#### **4.12 Data Quality Control**

Five data collectors and one supervisor were involved in the data collection. Training was given to the data collectors on the purpose of the study and process of data collection. Close supervision was made at the end of every data collection by the supervisor. Collected data was reviewed by the principal investigator for completeness and corrective measures were taken timely. Again, a pretest was conducted on 5% of nurses working at Gandhi Memorial Hospital to assess the validity and reliability of the method and materials, after which the principal investigator made the necessary revisions. The overall Cronbach's Alpha of this tool during pretest was 0.78 or 78%.

#### **4.13 Data Processing and Analysis**

To enter data, code data and analyze the data, the statistical package for social science (SPSS) version 25 programs was used. The descriptive data analyses were presented by using frequency, percentage, mean and standard deviation. Bivariate logistic regression with 95% C.I was used to identifying the existence of an association between professional attitude and independent variables separately. Then, all variables with p-values less than 0.2 were transferred to multiple logistic regressions and that p-value  $\leq 0.05$  with 95% CI was taken as statically significant. The model fitness and multicollinearity among independent variables were checked. Finally, the result was presented using narrative text, tables, graphs and charts.

#### **4.14 Ethical Considerations**

Ethical clearance and approval were obtained from the Institutional Review Board (IRB) of the school of nursing and midwifery of Addis Ababa University. The permission letter was obtained from the public health research and emergency management directorate and administrative office of selected public hospitals. Again, verbal and written consent was obtained from the respondents and their confidentiality was ensured and names of respondents were excluded from the questionnaires.

#### **4.15 Dissemination Plan of the result**

The study result will be presented at Addis Ababa University, college of health science, department of nursing. The study results will be submitted to department of nursing and respective hospitals for planning and intervention purposes. Finally, an attempt will be made to publish the findings of the study in a reputable international journal.

## 5. RESULT

### 5.1 Socio demographic characteristics of respondents

A total of 357 nurses were selected to participate in this study, among these, 348 participated making a 97.5% of response rate. A total of 60.6% (n=211) of study participants were female and 39.4% (n=137) were male. A larger proportion of the study respondents, 37.9% (n=132) were in the age group of 26-30, 28.7% (n=100) were in the age group of 31-35 and 22.7% (n=79) were in the age group of 36-40. With their educational status, the majority of the respondents, 71% (n= 270) were BSc degree holders, 20.8% (n=71) were master's degrees and only 16 (4.6%) had a Diploma. The marital status of the respondents showed that 57.8% (n=201) were married and the remaining 42.2% (n=147) were single. In terms of professional working experience, about 56.6% (n=197) had six-ten years of work experience, 31.3% (n=109) had less than five years of work experience and about 12% (n=42) of participants had more than ten years of work experience. Finally, the economic characteristics of respondents revealed that 51.4% (n=179) of nurses' monthly salaries ranged from 7000-9999 ETB, 42.0% (n=146) earned 4000-6999 ETB and only 6.6% (n=23) earned more than 10,000 ETB per month.

**Table 1: Frequency distribution of demographic characteristics of nurses' in Addis Ababa public hospitals, Addis Ababa, Ethiopia, 2021(n=348).**

No	Characteristics	Freq	Percent	
1	Gender	Male	137	39.4
		Female	211	60.6
2	Age	Less than 25	15	4.3
		26-30	132	37.9
		31-35	100	28.7
		36-40	79	22.7
		41 and above	22	6.3
3	Educational status	Diploma	16	4.6
		Bachelor degree	261	75.0
		Master's degree	71	20.4
4	Marital status	Single	147	42.2
		Married	201	57.8
5	Work experience	Less than five	109	31.3
		Six –Ten	197	56.6
		Eleven –fifteen	29	8.3
		Sixteen and above	13	3.7
6	Monthly net salary	4000-6999	146	42.0
		7000-7999	179	51.4
		10,000 and above	23	6.6

## 5.2 Attitude toward nursing profession

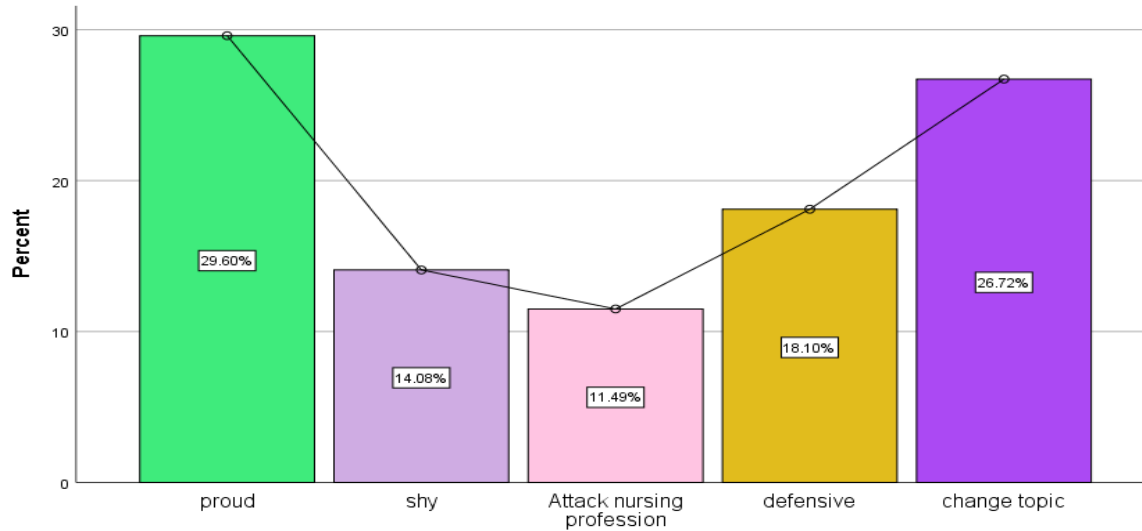
Attitude toward nursing profession was measured by 18 questionnaires which was obtained from Halls' Professionalism Inventory guideline. The mean and standard deviation of respondents were 2.92 and 0.29 respectively. The score above the mean of respondents indicates a favorable attitude toward nursing profession and the score below the mean had an unfavorable attitude toward nursing profession. From the study participants 46.3 % ( n=161) of them had favorable attitude toward their profession and the remaining were had unfavorable attitude.

**Table 2: Hall's Professionalism Each question's inventory mean and standard deviation**

No	Questionaries	Mean	SD
1	Respectful profession	3.78	1.02
2	A well appreciated profession in the society	2.69	1.07
3	A Women's profession	2.39	1.03
4	Similar to that of the servants' job.	2.45	1.02
5	An occupation and not a profession	1.69	0.93
6	A prestigious profession	3.56	1.08
7	A creative profession	3.37	1.01
8	An extremely hard profession that does not receive enough appreciation	3.79	1.25
9	An essential profession in any society	3.77	1.00
10	Nursing is a human profession	3.88	1.20
11	An independent profession by which nurses make decisions for themselves	3.51	1.12
12	Provide self-actualization	2.90	1.23
13	Nurses obey doctors' orders without questioning them.	2.72	1.18
14	Nursing is a holy profession	3.01	1.00
15	Nurses waste a lot of time being busy doing nothing.	1.95	1.21
16	I would like my child to become a nurse	2.27	1.07
17	Easily anyone could be a nurse	2.29	1.00
18	Actually equal to other professions	2.59	1.29

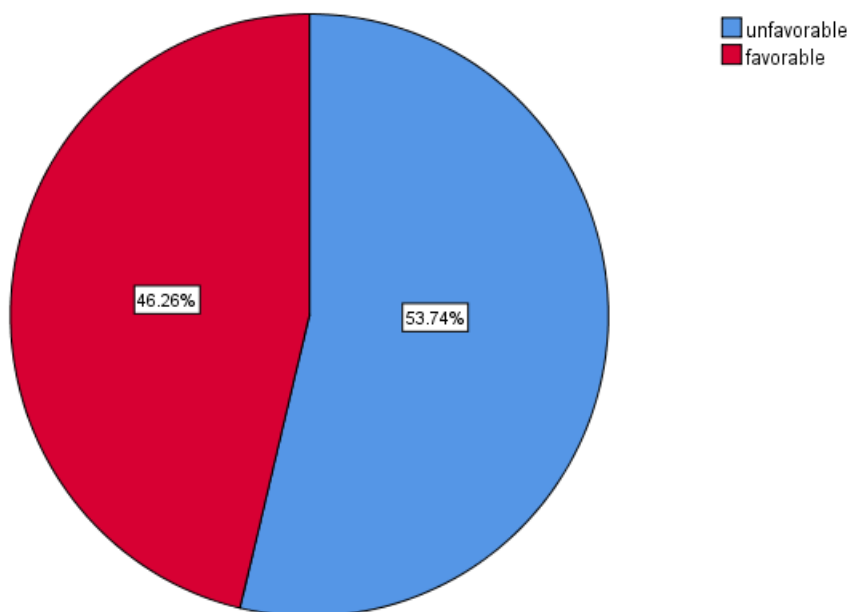
**Key: SD- Standard Deviation**

The study result depicted that, question was asked on nurses feelings about their profession when talk about nursing with others, 103 (29.6%) were proud, 93 (26.7%) changed topic, 49 (14.1%) were felt shy, 11.5 % (n=40) were attack nursing profession and 18.1 % (n=63) were defense for nursing.



**Figure 3: feelings of nurses toward nursing profession when talk about nursing with others among nurses in Public hospitals, Addis Ababa, Ethiopia, 2021.**

Another variable was about belongings to the Ethiopia nursing Association. According to the study findings, only 36.5% (n=127) of study participants were members of the Ethiopian Nursing Association. When asked why study participants did not belongs to the Ethiopian Nursing Association, 56.1% (n=124) responded that the association does not stand for the rights of the nurses and nursing. Out of nurses who participated in this study, 64.7% (n=225) were intended to resign from their profession. The primary reasons for planning to leave their profession were a low salary and fear of professional risk which accounts 62.7% (n=141) and 16.9% (n=38) respectively.



**Figure 4: Attitude of nurses towards nursing profession in Addis Ababa Public hospitals, Ethiopia, 2021.**

### **5.3 Factors affecting professional attitude**

According to this study, factors affecting nurses' attitude toward professional nursing were classified into four categories. Those factors were socio-demographic factors, organizational related factors, social supporting factors and health professional related factors. Binary logistic regression was computed to see the existence of an association between nurses' attitude toward their profession and each independent variable separately. The variables showed P- value of less than 0.2 were transferred to multivariate logistic regression analysis.

#### **5.3.1 Socio-demographic factors**

For Multivariable analysis variables such as; marital status, monthly income, age of respondents, gender, educational level and work experience were candidate and entered for analysis. Among those variables under socio demographic factors only, monthly income and age of respondents were showed statically significant. Study result revealed that, Older age nurses' were 1.19 times more likely to have a favorable attitude than younger age group nurses' [(AOR: 1.19; 95% CI: 0.625,13.37)]. Another variable shows significant association in Multivariate analysis was monthly income. Nurses who earned a better salary were 3 times more likely to have a favorable attitude toward professional nursing than those who paid less salary [(AOR: 3.25; 95% CI: 1.873, 68.226)].

Table 3: Bivariate and Multivariate analysis of socio demographic factors and attitude toward nursing profession in Addis Ababa public hospitals, Ethiopia 2021

Independent Variables	Categories	Attitudes		COR	AOR	Cl.of AOR	P-value
		Fav	Unfav				
Sex of respondent	Male	53	84	1	1		
	Female	108	103	0.51	0.330	0.017-5.407	0.634
Age of respondent	Younger	96	134	1	1		
	Older	65	53	2.78	<b>1.19</b>	0.625-13.37	<b>0.005*</b>
Monthly salary	Less paid	49	123	1	1		
	Better paid	112	64	4.19	<b>3.25</b>	1.873-68.226	<b>0.000**</b>
Work experience	Shorter	123	179	1	1		
	Longer	38	8	1.30	0.879	0.243-4.125	0.519
Educational status	Diploma	7	9	1	1		
	BSc and above	159	173	1.80	0.274	0.002-3.347	0.554
Marital status	Single	48	99	1	1		
	Married	113	88	0.97	0.518	0.166-3.075	0.536

### 5.3.2 Health professional related and social supporting factors

In Multivariable analysis variables such as; nurses image toward their profession, communication between nurses and physician's, relationship between nurses and other health team and public image toward nursing profession were candidate for multivariable analysis by having p- value less than 0.2 during bivariate analysis. But at end, variables such as nurses' image toward their profession and public image toward nursing were significantly associated with nurses' attitude toward nursing profession. Nurses who had a positive image toward their profession were 2times more likely to have a favorable attitude toward professional nursing than nurses who had a negative image toward their profession [(AOR: 2.32; 95% CI: 0.166, 34.950)]. Again, Nurses who agreed with the statement "our community has a positive image toward our profession" were 5times more likely to have a favorable attitude toward professional nursing than nurses who disagreed with the statement [(AOR: 4.73; 95% CI: 2.136, 88.109)].

**Table 4: Bivariate and Multivariate analysis of health professional and social supporting factors and attitude toward nursing profession in Addis Ababa public hospitals, Ethiopia 2021**

Variables	Categories	Attitudes		COR	AOR	Cl.of AOR	P-value
		Fav	Unfav				
Self-image	Negative	80	146	1	1		
	Positive	81	41	3.605	<b>2.32</b>	0.166-34.950	<b>0.003**</b>
Public image	Negative	13	154	1	1		
	Positive	148	33	3.973	<b>4.73</b>	2.136-88.109	<b>0.000**</b>
Relationship within health team	Poor	38	95	1	1		
	Good	123	92	1.207	0.609	0.170-5.390	0.937
Communication within physician	Poor	59	111	1	1		
	Good	102	76	0.971	0.308	0.065-1.384	0.124

### 5.3.3 Organizational related factors

For multivariable analysis variable such as availability good managerial support, availability of opportunity for staff development and on-job ethical related training were shows significant association with nurses' attitude toward nursing profession. Nurses who agreed with the availability of good managerial support in their institution were 2 times more likely to have a favorable attitude toward professional nursing than those who disagreed with the statement [(AOR: 2.40; 95% CI: 0.197, 26.702)]. Again, Nurses who agreed with the availability of opportunity for staff development at their institution were 1.37times more likely had a favorable attitude toward nursing profession as compared with counterpart [(AOR: 1.37; 95% CI: 0.123, 5.884)] and availability of on-job ethical related training [(AOR: 1.50; 95% CI: 0.35, 6.407)]. But work place doesn't show any association with nurses' attitude toward nursing profession.

**Table 5: Bivariate and Multivariate analysis of organizational related factors and attitude toward nursing profession in Addis Ababa public hospitals, Ethiopia 2021**

Variables	Categories	Attitudes		COR	AOR	Cl.of AOR	P-value
		Fav	Unfav				
Working environment	Not conducive	62	108	1	1		
	Conducive	99	79	0.78	0.014	0.003-2.478	0.985
Managerial support	Poor	60	158	1	1		
	Good	101	29	2.61	<b>2.40</b>	0.197-26.702	<b>0.001**</b>
Opportunity for staff development	Not available	53	134	1	1		
	Available	112	49	1.86	<b>1.37</b>	0.123-5.884	<b>0.028*</b>
Ethical related training	Not available	52	109	1	1		
	Available	97	90	2.99	<b>1.50</b>	0.35-6.407	<b>0.012**</b>

## 6. DISCUSSION

The aim of this study was to determine the attitudes of nurses toward their profession and the factors that affect those attitudes. A total of 357 nurses were selected to participate in the study, among these, 348 nurses were participated and made a response rate of 97.5 percent. According to the study's findings, 46.3% of study participants had a favorable attitude toward their profession. This result is lower than that of the study done in Arsi zonal public hospitals (58.7%)(13). This difference may be the due to study area and study tool. In contrary, this finding is higher than study conducted at public hospitals in South West Ethiopia (30.3%)(20). The possible reason behind is may be related to the existence of continual education opportunities in my study area than those who were working in public hospitals in south west Ethiopia. Again, the overall percentage of nurses believed in "nursing is a well appreciated profession in society" was 37.6 %( n=131). This study result is lower than study conducted in Nigeria at tertiary hospitals in Enugu, 61.1 %( n=165)(17). This difference might be due to study setting. Really, our communities perceive this profession as a physician's assistant and unable to do any task independently. Besides this, study participants reported that only 29.6 %( n=103) felt proud and 14.1 %( n= 49) felt shy. This study result is much lower than the study conducted in Jeddy, which showed that 59.1% of them felt proud and 6.9% felt shy(6). These differences might be due to low payment, low health facilities and the absence of job description in our setup as compared to nurses in Jeddy. According to the findings of this study, monthly income was significantly associated with nurses' attitude toward nursing profession. This result showed that nurses who earned a better salary were 3times more likely to have a favorable attitude towards the nursing profession as compared to those nurses who earned less salary.

This study result is in line with study done in West Shewa zonal public hospitals(23). In fact, monthly income determines our attitude and the service we provide. Similarly, this study result showed that older age nurses were 1.19 times more likely to have a favorable attitude towards professional nursing than other age groups. This study result is parallel with research done in Southern-Turkey(7). In fact, as you advance in your career, you may face numerous challenges. This difficulty tests you and makes you a good professional. Good nurses expected to have favorable attitude toward nursing profession. Another variable significantly associated with nurses attitude is managerial support. This study result showed that, nurses who agreed with the availability of good managerial support in their institution were 2 times more likely to have a favorable attitude toward professional nursing than those who disagreed with the statement. This result is similar with study done in Mekelle public hospitals(26).

A compassionate leader will encourage you to have a favorable attitude and will assist you in providing qualified services. Study result revealed that, nurses' image toward their profession was significantly associated with nurses' attitude toward nursing profession. Nurses who had a positive image toward their profession were twice more likely to have a favorable attitude toward professional nursing than nurses who had a negative image toward their profession. This is congruent with study done in Jimma town public hospitals(20). In-fact we manifest what is inside of us. Those who believe in positive were considering themselves as a cost-benefit in a health care setting.

Besides, the public image toward professional nursing was significantly associated with nurses' attitude toward nursing profession. According to a study report, nurses who agreed with the statement "our community has a positive image toward our profession" were 5times more likely to have a positive attitude toward professional nursing than nurses who disagreed with the statement. This is similar to the study conducted in Egypt(29). In-fact, people on the world has poor perception toward nursing profession due to historical back-ground of nursing(4).The study result revealed that nurses who had updated on-job ethical related training were about 2 times more likely to have a favorable attitude toward professional nursing than those who had no training. This is consistent with research conducted in Iran(21). Really, having ethical related training and the availability of continual educational opportunity makes you to learn new things and encourages you as a raw material for self-change.

## **6.1 Limitations and Strengths of the study**

### **Strength of the study**

- The sampling method used was systematic random sampling, so generalization can be made.
- All public hospitals in Addis Ababa were included

### **Limitation of the study**

Quantitative method and self-administered questionnaires technique was used to assess nurses attitude and its predictors. Therefore, researchers should consider this issue to measure professional attitude.

## **7. Conclusion and Recommendations**

### **7.1 CONCLUSION**

The overall attitude of nurses toward their profession in Addis Ababa city public hospitals was falls below average level (46.3%). Majority of study participants were intended to resign from their profession due to low payment. Managerial support, availability of opportunity for staff development, age of respondent, monthly income, ethical related training, public image toward nursing and nurses' image toward their profession were found to be statically significant at p-value less 0.05 with 95% of class interval.

### **7.2 RECOMMENDATIONS**

- ✓ The Ethiopian Nursing Association, as well as other stakeholders should work hard to raise community awareness of nursing profession and contribute their role in development of this profession through various media.
- ✓ Human resource office and CEO's of each hospital should develop different ethical related training programs for nurses and open for continual educational opportunity.
- ✓ Hospital managers should give consistent support and guidance to enhance the level of nurse attitude toward their profession at their institutions.
- ✓ Ethiopian government and public service should conduct national survey on the fairness of salary of nurses by considering work burden and role of nursing in health care services and give corrective action accordingly.
- ✓ Further investigation should be conducted to identify problems of nurses and nursing.

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## **9. APPENDIXS**

### **ANNEX ONE: INFORMATION SHEET ENGLISH VERSION**

Dear Respondent:

My name is Abdurkie Defa. I am the principal investigator for the study titled "Assessment of nurses' attitudes toward the nursing profession and associated factors in Addis Ababa public hospitals. The permission letter was obtained from selected public hospitals administrative office. The purpose of this questionnaire is to gather data on the level of nurses' attitude toward their profession and associated factors among nurses in Addis Ababa public hospitals. I am going to ask you some questions that are very important about nurses' attitude toward professional nursing and associated factors. However, your willingness and support to answer all of the questions would be appreciated and thank you.

#### **Title of study**

Assessment of nurses' attitudes toward nursing profession and associated factors among nurses' in Addis Ababa public hospitals, Ethiopia, 2021.

#### **Objective of the study**

To assess nurses' attitude toward nursing profession and associated factors among nurses in Addis Ababa public hospitals, Ethiopia 2021

#### **Procedure and duration**

The questionnaires was self-administered to provide me with pertinent data that is helpful for the study. The questionnaires was taken about 20 minutes.

#### **Risks and benefits of study**

The risk of being participating in this study is very minimal, but only taking your time. There would not be any direct payment for participating in this study. But the findings from this research may reveal important information for the hospital mangers and staff members can be used for different purpose.

## **Rights of participants**

Participant of this study was fully voluntary. You have the right to declare to participate or not in the study. If you decide to participate, you have the right to withdraw from the study at any time. You do not have to answer any question that you do not want to answer.

## **Confidentiality**

Confidentiality of the participants was provided. There was no any information that identified study participant in particular. Any information forwarded was kept private and name was excluded.

## **Contact address**

If there are any questions or enquires any time about the study or the procedures, you can contact by using the following addresses.

Principal investigator: Abdurkie Defa

E-mail: [dafaabdurke58@gmail.com](mailto:dafaabdurke58@gmail.com)

Mobile phone: +251- 912952419

**ANNEX TWO: CONSENT FORM ENGLISH VERSION**

It is clear that the purpose of this study is to assess nurses' attitude toward the nursing profession and associated factors. Similarly, I understand that participating in this study is completely voluntarily and provided my privacy is guaranteed and is not exposed to third parties. I promised to answer honestly all questions and not provide any false information or, in any other way purposely mislead the researcher.

Signature of participant ..... Date .....

Name of the data collector who sought the consent.....Signature.....

Name of the supervisor..... signature.....

**ANNEX THREE: QUESTIONNAIRES ENGLISH VERSION**

Name of your organization \_\_\_\_\_

Code Number \_\_\_\_\_

**PART I: SOCIO DEMOGRAPHIC CHARACTERISTICS OF RESPONDENT**

101. Your age \_\_\_\_\_ in years

102. Work experience \_\_\_\_\_ in years

103. Monthly income /Net salary \_\_\_\_\_ in ETB

104. Gender: A male                      B Female

105. Educational status: A. Diploma    B. Bachelor degree    C Master’s degree

106. Marital status: A. Single    B. Married    C. Divorced    D. Widowed

**PART II: HALL’S PROFESSIONALISM INVENTORY ATTITUDE TEST QUESTIONNAIRES**

Please tick (√) to indicate your answer for the following questions

No-	Nursing is:	SA	A	N	D	SD
201	Respectful profession					
202	A well appreciated profession in the society					
203	A Women's profession					
204	Similar to that of the servants' job.					
205	An occupation and not a profession					
206	A prestigious/ambiguous/ profession					
207	A creative profession					
208	An extremely hard profession that does not receive enough appreciation					
209	An essential profession in any society					
210	Nursing is a human profession					
211	An independent profession by which nurses make decisions for themselves					
212	Provide self-actualization					
213	Nurses obey doctors’ orders without questioning them.					
214	Nursing is a holy profession					

215	Nurses waste a lot of time being busy doing nothing.					
216	I would like my child to become a nurse					
217	Easily anyone could be a nurse					
218	Actually equal to other professions					

**KEY:** SA-strongly agree, A- agree, N-neutral, D-disagree, SD- strongly disagree

219. Please tick (v) to indicate your feelings about the nursing profession when you talk with others:

- A. Proud
- B. Shy
- C. Change topic
- D. Defensive
- E. Attack nursing profession

**220.** Are you a member of Ethiopian nursing association?

- A. Yes
- B.No

**221.** If 'No Q 222" .what is the major reason for? Because;

- A. I'm not happy to be within a nurse
- B. Nurses are not united
- C. Association is not stands for right of the profession
- D. I'm not went to long stay in the profession
- E. Another reason, specify .....

### PART III: FACTORS ASSOCIATED WITH NURSES' ATTITUDE QUESTIONERS

Please tick (√) to indicate your answer for the following questions

No	Statement	SA	A	N	D	SD
301	My work environment is safe and free from hazards.					
302	Necessary instruments are available in your organization					
303	Our hospital administrative was compassion leaders					
304	My organization answer our questions timely					
305	Opportunity exist to make inputs into staffing policies & procedures					
306	There is a good balance between people who supervise work and people who do their work					
307	Allocated staff in my unit is sufficient to cover the current work Load					
308	Good opportunities for continuing education are available					
309	Ethical related training is given to ensure job effectiveness					
310	Job specific refresher courses are available					
311	Incompetent nurses are identified and provided with necessary support					
312	People do not respect nursing profession					
313	Community does not appreciate nursing profession					
314	Majority of people down grade nurses					
315	Most of people did not wanted to treated by nurses					
316	Nurses have good communication within physicians'					
317	Nurses have good relationship within health team					
318	Nurses have good relationship within other nurses					
319	Nurses have good self-image					

KEY: SA-strongly agree, A- agree, N- neutral, D-disagree, SD- strongly disagree

320. Did you want to continue by this profession in the future?

A **Yes**

B.**No**

321. If Yes Question No-317 .....What is the Major reason you intended to leave this Profession?

A. Dissatisfied within salary

B. I'm want to take rest

C. Gets worried

D .Afraid of professional risk

E. Other reason specify-----

You can write any comment related to the title -----  
-----  
-----

**Thank you for your cooperation! 2021**