INTERNATIONAL NURSING MANAGEMENT CONFERENCE

8th INMC

8th INTERNATIONAL NURSING MANAGEMENT CONFERENCE

27-29 October 2022, Istanbul / TÜRKİYE

Nurses Creating a New Era in Patient Safety and Quality

Abstract Book

TÜBİTAK

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INVITATION

Dear Friends and Colleagues,

It gives me great pleasure to invite you to participate in the **8th International Nursing Management Conference (INMC)** which will be held in October 27 - 29, 2022 in in Polat Renaissance Bosphorus Hotel, İstanbul, Türkiye.

This Conference will explore nurses' power of creating a new era for patient safety and quality. We hope participants will experience the new era concept and develop skills in designing systems, developing strategies, and practicing tools for win-win situations for all parties.

The conference theme is **"Nurses creating a new era in patient safety and quality"**

Sub-themes emerged from this theme:

· Leadership for patient safety and quality in high technology health care environments

· Evidence-based nursing practices shaping the future of healthcare

· Patient safety and quality in nursing education

· Patient safety and quality in nursing management

· Patient safety and quality in research

· Advocating safety and quality in health care

· Empowering patients for patient safety and quality

· Legal and ethical issues in patient safety and quality

· Nursing management in the pandemic: Sharing experiences

Organizing Committee is trying to develop an interesting and memorable program and to draw first-rate experts to speak about these topics as well as presentation of oral/ poster papers.

We will be requesting International Continuing Nursing Education Credits (ICNEC) from the International Council of Nurses for conference attendance as we did in previous INMC conferences.

We would be happy to see you at our conference, which will be held on 27-29 October 2022 in Istanbul, where Florence Nightingale carried out the studies to honor the modern nursing. Please join us at the 8th International Nursing Management Conference, which we hope will make significant contributions to our country and the scientific world.

We look forward to welcoming you. Join us in Istanbul!

Assoc. Prof. Sergül Duygulu
Conference Chair

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Süheyla Abaan

Conference Chair
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* The names are listed in alphabetical order.

CONFERENCE THEME
AND TOPICS

THEME

- Nurses creating a new era in patient safety and quality

TOPICS

- Leadership for patient safety and quality in high technology health care environments
- Evidence based nursing practices shaping future of health care
- Patient safety and quality in nursing education
- Patient safety and quality in nursing management
- Patient safety and quality in research
- Advocating safety and quality in health care
- Empowering patients for patient safety and quality
- Legal and ethical issues in patient safety and quality
- Nursing management in the pandemic: Sharing experiences

CONFERENCE PROGRAM
27-29 OCTOBER 2022

CONFERENCE PROGRAM
October 27-29, 2022

OCTOBER 27th, 2022, THURSDAY

	MAIN HALL	HALL 1*	HALL 2*	HALL 3*
08.00-09.30	Conference Registration			
09.30-10.00	Welcome Speeches Sergul Duygulu *Hacettepe University, Türkiye* Suheyla Abaan *Hacettepe University, Türkiye*			
10.00-10.35	Plenary Lecture I Patient Safety and Quality in High Technology Health Care Environments Miaofen Yen *National Cheng Kung University, Taiwan*			
10.35-10.55	COFFEE BREAK			
10.55-11.40	Plenary Lecture II Nursing Leadership for Evidence Based Practice in the 21st Century Anne E. Sales *University of Missouri, USA*			
11.45-12.45	CONCURRENT SESSIONS (I)			
	Title of Session *Advocating safety and quality in health care (Online session)* Moderator: Stephen Tee *Bournemouth University, UK*	Title of Session *Evidence-based nursing practices shaping the future of healthcare* Moderator: Fatoş Korkmaz *Hacettepe University, Türkiye* *Hacettepe Nursing Undergraduate and Graduate Alumni Association, Türkiye*	Title of Session *Patient safety and quality in nursing education* Moderator: Susan Fetzer *University of New Hampshire, USA*	Title of Session *Patient safety and quality in nursing management* Moderator: Gülhan Erkuş Küçükkelepçe *Adıyaman University, Türkiye*
	O-18 The Relationship between Perceived Power in Nurse Managers and Nurses' Political Tactical Behaviors ***Miray Aksu***	O-49 Validity and Reliability Study of the Stress-Related Presenteeism Scale among Nurses ***Nihal Beklemiş***	O-26 Determination Nursing Students' Patient Safety Competencies and the Influencing Factors ***Ayşegül Yılmaz***	O-07 Consider Using Group Mental Simulation to Develop Nursing Management Skills ***Guillaume Alinier***
	O-15 Speak Up Behavior of Oncology Nurses: Organizational Trust and Structural Empowerment as Its Determinants ***Özge Gençer***	O-59 Predicting Nurses' Evidence-Based Practice Attitudes: The Role of Healthy Work Environment ***Yasemin Ayhan Öncü***	O-08 Evaluation of the Effectiveness of Online Communication Training Focused on Maintaining Perinatal Patient Safety for Nursing Students ***Sevda Yıldırım Hamurcu***	O-14 The Relationship between Nurses' Work Environment Characteristics and Job Performance and Patients' Care Satisfaction ***Filiz Özbey***
	O-05 Effects of Hospital Ethical Climate on Voice Behavior Among Oncology Nurses: Mediating Role of Courage ***Şenay Sarmasoğlu Kılıkcıer***	O-73 The Effect of Mindfulness-Based Stress Reduction on the Conflict Management Styles of First Line Nurse Managers: A Quasi-Experimental Study ***Esengül Elibol***	O-09 Patient Safety Competencies of Nursing Students ***Hülya Fırat Kılıç***	O-27 Performing Psychometrics of Diversity Management Scale for Hospitals and Diversity Management Scale for Nurses among Nurses Working in Clinical Settings ***Hanife Çakır***
12.45-13.45	LUNCH			

Time				
13.10-13.40	POSTER SESSIONS (I)			
13.45-14.35	Plenary Lecture III Nursing Workforce Retention – A Global Issue – Why Nurses Leave or Stay and Creating Positive Working Environments Stephen Tee *Bournemouth University, UK*			
14.35-15.20	Plenary Lecture IV Prerequisites for Cultivating Quality Susan Fetzer *University of New Hampshire, USA*			
15.20-15.40	COFFEE BREAK			
15.40-16.40	CONCURRENT SESSIONS (II)			

CONCURRENT SESSIONS (II) (15.40-16.40)

Title of Session *Patient safety and quality in nursing education (online session)* Moderator: Sevda Arslan Şeker *Munzur University, Türkiye*	Title of Session *Advocating safety and quality in health care* Moderator: Guillaume Alinier *Hamad Medical Corporation, Qatar* *University of Hertfordshire, UK*	Title of Session *Empowering patients for patient safety and quality* Moderator: Arzu Kader Harmancı Seren *Fenerbahce University, Türkiye*	Title of Session *Legal and ethical issues in patient safety and quality* Moderator: Gülnur Akkaya *Çanakkale Onsekiz Mart University, Türkiye*
O-65 The Impact of an Education Program Based on the Reproductive Health of LGBT Individuals Developed for Nursing Students on Knowledge, Skills, and Attitudes of Students *Merve Mert Karadaş*	O-52 The Impact of Patient Safety Culture on Nurses' Voice Behavior in Türkiye: The Mediating Effect of Nurses' Autonomy *Erdoğan Yolbaş*	O-38 Determination of the Relationship Between Work Intensification and Occupational Fatigue in Nurses *Serkan Güngör*	O-12 Clinical Nurses' Views about Diversities: A Phenomenological Study *Hanife Çakır*
O-25 Nursing Students Evaluate of the Hidden Curriculum: How Does the Hidden Curriculum in Their Faculties? *Sultan Türkmen Keskin*	O-71 Speak Up about Patient Safety Questionnaire's Turkish Adaptation, Validity and Reliability Study *Seda Girgin Tezcan*	O-72 Level of Nurse- Nurse Collaboration and Influencing Factors in Türkiye and Italy: Mixed Method Study *Serpil Çelik Durmuş*	O-13 Investigation of Discrimination Attitudes of Healthcare Professionals Working in Hospitals in Şanlıurfa *Suat Tekin*
O-54 Relationship between the Professional Attitudes with Tendencies of Medical Errors of Nursing Students *Sultan Türkmen Keskin*	O-70 Determining the Perceived Barriers and Supportive Behaviors of Intensive Care Nurses towards End-of-Life Care *Güler Ağgün*	O-16 Effect of the Personalized Patient Engagement Plan on Type 2 Diabetes Treatment Compliance, Self-Efficacy, and Patient Engagement: Study Protocol of a Randomized Controlled Trial *Dilara Cengiz*	O-28 The Impact of Perceived Fairness of Performance Appraisal and Organizational Commitment on Job Performance *Besher Gharaibeh*

Time	
21.00-23.00	Welcome Reception

OCTOBER 28th, 2022, FRIDAY

	MAIN HALL	HALL 1*	HALL 2*	HALL 3*
09.00-09.45	Plenary Lecture V Introduction to patient safety and quality improvement using simulation Guillaume Alinier *Hamad Medical Corporation, Qatar* *University of Hertfordshire, UK*			
09.45-10.30	Plenary Lecture VI Who Responses for Iatrogenia, Legislation, Ethics in Patient Safety Fred Manrique-Abril *National Columbia University, Columbia* *Pedagogical and Technological University of*			

Time	CONCURRENT SESSIONS (III)			
10.50–12.30	**Title of Session** *Patient safety and quality nursing research (Online session)* Moderator: Gülden Basit *Necmettin Erbakan University, Türkiye*	**Title of Session** *Leadership for patient safety and quality in high technology health care environments* Moderator: Miaofen Yen *National Cheng Kung University, Taiwan*	**Title of Session** *Evidence-based nursing practices shaping the future of healthcare* Moderator: Hülya Fırat Kılıç *Dogu Akdeniz University, Cyprus*	**Title of Session** *Patient safety and quality in nursing education* Moderator: Marcelline Harris *University of Michigan, USA*
	O-02 Interruptions During Nursing Care Activities in 3 Different Clinics: An Observational Study ***Zibel Koc***	O-31 The Effect of Critical Thinking on Job Performance Among Nurses: A Descriptive Survey Study ***Nimet Ateş***	O-53 The Effect of Pediatric Nurses' Individual, Occupational and Work Environment Characteristics on Their Individual Innovative Behaviors ***Begüm Yalçın***	O-36 Analyzing the Relationship between Students' Attitudes toward Brain Drain and Their Future Career Prospects at the Faculty of Health Sciences ***Ergin Toros***
	O-03 Lean Perspective in Nursing Services ***Zibel Koc***	O-30 Programs and Strategies to Develop Nurses' Patient Safety Culture ***Ayşegül Yılmaz***	O-62 Pressure Injury Risk Assessment Teaching: A Situation Analysis ***Özlem Arıburnu***	O-57 The Relationship between Nursing Students' Self-Leadership Skills and Locus of Control ***Eda Eren***
	O-66 Sexist Approaches Faced by Nurses during Their Career Development and Management: A Qualitative Research ***Yasemin Ergün***	O-39 The Attitude toward Compulsory Citizenship Scale: Development and Psychometric Evaluation ***Esengül Elibol***	O-04 Nurses' Views on the Clinical Career Advancement System: A Descriptive Study ***Betül Sönmez***	O-43 The Association between Professional Competency, Work Engagement and Perceived Future Employability in Nursing Students ***Duygu Gül***
	O-44 Determining the Effects of the Organizational Commitment on Contextual Performance: A Correlational Study with Nurses ***Ayşegül Sarıoğlu Kemer***	O-33 Nurse-Nurse Collaboration in Public Hospitals: A Cross- Sectional Study ***Manar Aslan***	O-50 Symptom Cluster Subgroups among Patients Undergoing Hemodialysis in Indonesia ***Dhea Natashia***	O-17 Use of Standardized Patient in Clinical Simulation to Improve Patient Safety ***Nelly Michel Chammas***
12.30–13.30	LUNCH			
13.00–13.30	POSTER SESSIONS (II)			
13.30–14.50	SYMPOSIUM Creating a new era in patient safety and quality Moderator: Susan Fetzer *University of New Hampshire, USA* Speakers Nurse Staffing and Patient Safety Peter Griffiths *University of Southampton, Southampton, UK* Patient Safety on the Axis of Quality and Accreditation Gülsen Koralay *Türkiye Healthcare Quality and Accreditation Institute, Ankara, Türkiye* Leadership for Person-Centred Safe Care Birsen Civil Subas *Anadolu Medical Center, Türkiye*			
14.50–15.30	Plenary Lecture VII Toward Nurse Leader Participation in Information Infrastructure and Infrastructuring Initiatives Marcelline Harris *University of Michigan, USA*			

Time	
15.30-15.50	**COFFEE BREAK**
15.50-16.30	Plenary Lecture VIII Creating and Sustaining an Evidence-based Environment Linda Roussel *University of Texas Houston, USA*

16.30-17.50 CONCURRENT SESSIONS (IV)

Title of Session *Patient safety and quality in nursing management*	Title of Session *Patient safety and quality in research*	Title of Session *Advocating safety and quality in health care*	Title of Session *Empowering patients for patient safety and quality*
Moderator: Seher Basaran Acil *Hacettepe University, Türkiye* *Hacettepe Nursing Undergraduate and Graduate Alumni Association, Türkiye*	Moderator: Yasemin Ayhan Öncü *İzmir Katip Çelebi University, Türkiye*	Moderator: Iris Meyenburg-Altwarg *Com-P-Tense, Germany*	Moderator: Leyla Dinc *Hacettepe University, Türkiye*
O-56 Determination of Factors Affecting the Workaholism, Work-Life Balance and Burnout Levels of Nurses and the Relationships between Them *Emine Çeribaş*	O-63 Examination of Relationship between Intellectual Capital and Innovative Business Behavior in Nursing *Tuğba Uluocak Köse*	O-20 When Travel Nurses Aren't Available: Short and Long Term Strategies to Stabilize Nurse Resources in a Pandemic *Elizabeth Maister*	O-01 Evaluation of Working Status of Specialist Nurses in Units Suitable for Their Fields of Expertise *Nimet Ateş*
O-37 Demonstration of Relational Autonomy in Medical Decisions among Adults *Dung Thi Le*	O-24 The Relationship Between Emotional Intelligence and Nurse-Nurse Collaboration *Zaid Al-Hamdan*	O-22 A New Tool for Effective Communication in Perinatal Patient Safety: LISTEN②ME *Sevda Yıldırım Hamurcu*	O-55 Patient-Reported Missed Care: Relationship with Care Dependency, Trust in Nurses, and Satisfaction with Nursing Care *Öznur Ispir Demir*
O-45 A Psychometric Assessment of Nurses: Development of the Innovative Leadership Scale *Ayşegül Sarıoğlu Kemer*	O-51 A Review of Literature on the Effect of Employee Engagement on Job Performance of Critical Care Nurses *Ahmed Abdullah Shimas*	O-42 Health Policy and Political Efficacy among Hospital Nurses in Jordan: A Cross Sectional Study *Raeda Abualrub*	O-69 The Effect of Executive Nurses' Transformational Leadership Behaviors on Nurses' Happiness *Gülnur Akkaya*
O-23 Disaster Ready Status of Intensive Care Nurses *Yasemin Ergün*		O-34 Qualitative Study on a New Role Emerging in Neonatal Intensive Care Units: Treatment Preparation Nursing *Yeşim Köse Dolu*	O-21 The Relationship between Nurses' Caring Behaviors and Attitudes to Their Caregiver Roles *Gülden Basit*

OCTOBER 29th, 2022, SATURDAY

	MAIN HALL	HALL 1*	HALL 2*	HALL 3*
09.00-09.45	Plenary Lecture IX Interprofessional Competence - Acquisition in Healthcare in Times of VUCA Iris Meyenburg-Altwarg *Com-P-Tense, Germany*			
09.45-10.30	Plenary Lecture X Enhancing Nursing Care Quality Using ICNP® and a Nursing Ontology Ernesto Jorge Morais			

10.50-12.30	CONCURRENT SESSIONS (V)			
	Title of Session *Evidence-based nursing practices shaping the future of healthcare* Moderator: Anne E. Sales *University of Missouri, USA*	**Title of Session** *Nursing management in the pandemic: Sharing experiences* Moderator: Betül Sönmez *Istanbul University-Cerrahpaşa Florence Nightingale Faculty of Nursing, Türkiye*	**Title of Session** *Patient safety and quality in nursing education* Moderator: Begüm Yalçın *Istinye University Faculty of Health Sciences Department of Nursing, Türkiye*	**Title of Session** *Leadership for patient safety and quality in high technology health care environments* Moderator: Öznur İspir Demir *Osmaniye Korkut Ata University, Türkiye*
	O-32 The Relationship Between Collaboration Amongst Nurses and Satisfaction Levels of Patients *Merve Tarhan*	O-29 Before and After Covid-19 Outbreak: Examining the Positioning of the Nursing Profession in Turkish Media *Hilal Ersan Yaman*	O-10 Health Science Students' Readiness for Interprofessional Education *Hülya Fırat Kılıç*	O-67 The Relationship between Leadership Styles of Nurses and Organizational Commitment of Nurses Determination *Gülnur Akkaya*
	O-47 Implementing (I)SBAR Tool into Nurse-to-Nurse Patient Handover Process: Action Research at a University Hospital – Part I *Emine Kuruca Özdemir*	O-60 Being a Nurse Manager in the COVID –19 Process: A Qualitative Study *Sevda Arslan Şeker*	O-40 High-Fidelity Simulation: A New Method for Improving Medication Administration Skills of Undergraduate Nursing Students in Jordan *Anas A. Mohammad*	O-61 The Relationship between the Conflict Management Strategies and Ethical Leadership Behaviors of Nurse Managers Perceived by Nurses *Duygu Gül*
	O-48 Nurses' Assessments about the Nurse-to-Nurse Patient Handover Process Using (I)SBAR Tool: A Focus Group Interview Study – Part II *Emine Kuruca Özdemir*	O-58 Evaluation of the Nursing Workforce in Surgical Clinics during Covid-19: A University Hospital Experience *Derya Özcan*	O-19 Worry and Hope Levels of Nursing Students about Climate Change *Seda Tuğba Baykara Mat*	O-64 The Determining Role of Implementation Leadership in The Agile Leadership Behaviors of Nurse Managers *Eda Eren*
	O-68 Determination of Affecting Factors and Career Problems in Nursing: A Descriptive and Cross-Sectional Study *Serpil Çelik Durmuş*	O-46 Effectiveness of Mindfulness on Student Depression during the Covid-19 Pandemic: A Systematic Review and Meta-Analysis of Randomized Controlled Trials *Gst Kade Adi Widyas Pranata*	O-06 Optimizing Reasoning Skills through Structured Clinical Reasoning Models *Guillaume Alinier*	O-35 The Relationship between Inclusive Leadership, Organizational Justice, Work Engagement and Organizational Citizenship: A Study in a Sample of Healthcare Professionals *Ayse Akgerman*
	O-11 (In)visibility of Professional Practices on Nursing Observation Chart: A Descriptive Study *Yıldız Erdat*	O-74 Video-Based Laboratory Practice during the Covid-19 Pandemic: Nursing Students' Skill Levels and Opinions *Pelin Karaçay*	O-41 Turkish Version of The Self-Assessment Wisdom Scale among Senior Nursing Students: A Validity and Reliability Study *Sema Koca*	
12.30-13.30	LUNCH			
13.00-13.30	POSTER SESSIONS (III)			
13.30-14.00	Closing Remarks Sergul Duygulu *Hacettepe University, Türkiye*			

*Simultaneous translation will not be available.

POSTCONFERENCE COURSE**

OCTOBER 29th, 2022, SATURDAY			
14.00-14.30	Course Registration		
	MAIN HALL		HALL 1
14.30-16.30	Writing for publication in International Peer Reviewed Journals Peter Griffiths *University of Southampton, Southampton, UK*	14.30-17.30	Simulation: Using simulation for teaching managerial and communication skills Guillaume Alinier *Hamad Medical Corporation, Qatar* *University of Hertfordshire, UK*

ORAL
PRESENTATIONS

[O-01]

Evaluation of Working Status of Specialist Nurses in Units Suitable for Their Fields of Expertise

Nimet Ateş[1], Rujnan Tuna[2], Arzu Kader Harmancı Seren[3]
[1]Deparment of Infection Control Comittee, Cerrahpasa Faculty of Medicine, Istanbul University – Cerrahpasa, Istanbul, Türkiye
[2]Department of Health Management, Faculty of Health Sciences, Istanbul Medeniyet University, Istanbul, Türkiye
[3]Department of Nursing Administration, Hamidiye Faculty of Nursing, University of Health Sciences Türkiye, Istanbul, Türkiye

Objective: This study was carried out to evaluate whether the specialist nurses work in units appropriate with their areas of expertise.

Materials-Methods: It is a descriptive study. The data were collected from 83 specialist nurses who worked in a university hospital between November and December 2019. A nine itemed questionnaire was used as a data collection tool, aiming to question the demographic characteristics of the nurses, their areas of expertise, their working settings, and the appropriateness of their fields of specialty and working setting.

Results: It was determined that the highest rate of 24.1% (n: 83) was preferred in the field of surgical diseases nursing, and the lowest ones were 2.4% (n: 83) specialization in the field of nursing education and public health nursing. When the working settings of specialist nurses were examined, it was found that 85.7% (n: 7) of those who were experts in the field of nursing were employed in units related to their expertise. It was determined that those who were experts in the fields of fundamentals of nursing, surgical diseases nursing, internal medicine nursing and nursing management predominantly assume executive roles, those who were experts in the field of female health nursing mostly work in the bedside units and those who were experts in the field of pediatric health mostly worked in the special units. It was determined that 65.1% (n: 83) of specialist nurses thought that they were working in the field that is suitable for their specialty, but the majority of those who did not think so (68.97%; n: 29) did not submit any request to work in a field that is suitable for their specialty.

Conclusion: Specialist nurses are mostly employed in areas suitable for their areas of expertise and are employed in appropriate positions.

Keywords: specialist nurse, nursing specialties, nursing roles

[O-02]

Interruptions during Nursing Care Activities in 3 Different Clinics: An Observational Study

Zibel Koc, Şule Ecevit Alpar
Faculty of Health Sciences, Head of Nursing Fundamentals Department, Marmara University

Objective: Interruptions are a situation that nurses encounter in their daily work, which adds to the complexity of the decision-making process and poses significant safety risks. The aim of the study is to provide information to nursing managers in order to improve the processes by identifying the interruptions and their causes during the activities performed by the nurses.

Materials-Methods: An observational study was conducted in three different clinics of a private hospital in Türkiye between August 2019 and January 2020

Results: A total of 1467 interruptions were detected in 320 hours of observation. The frequency of outages is on average 4.54 per hour. There are significant differences between clinics (internal, surgical, mixed) in terms of interruption times (morning-afternoon), nursing practices, interruption sources (by the nurse herself, other colleagues, and patient/patient relatives), and causes (warning/alarm, informing, and asking questions). Most of the interruptions occurred in the service corridor, and when using the pyxis medicine cabinet. Nursing colleagues are the most common source of these interruptions. Drug administration, documentation, and nurse handover were the tasks with the most interruptions. Asking questions, and communicating with patients is the most common reason for the interruption and they occur face to face.

Conclusion: The findings show that interruptions are frequently experienced in nursing practice and culture change is needed to limit preventable interruptions, especially during complex or high-risk activities such as medication.

Keywords: drug administration, interruption, nursing, shift delivery

[O-03]

Lean Perspective in Nursing Services

Zibel Koc, Şule Ecevit Alpar
Faculty of Health Sciences, Head of Nursing Fundamentals Department, Marmara University

Due to the increase in the demand for patient care in the health sector, the expectations in service quality and the increase in costs, hospitals have to increase the quality and efficiency of health service delivery. At the same time, hospitals are under pressure around the world to increase patient safety, reduce patient waiting times, and minimize errors and related litigation.

The aim in lean management is to separate value-added activities from non-value-added activities (waste), starting from the patient perspective. Lean practices in health services help to eliminate waste and errors and improve service quality performance such as health care, hospital environment, patient safety, length of stay, and waiting time. The increasing demands of the current health system also affect the work of nurses. Changes in roles and expectations may mean that nurses spend less time on directly patient-focused activities. However, the nurse needs to focus on activities that have a direct impact on the patient's recovery, comfort, and well-being.

The participation of all members of the organization is the first requirement. Then lean tools "5S, Standardized work, Value Stream Mapping, Kaizen" etc. should be implemented. Unlike other process improvement strategies, lean is an approach based on the involvement of both management and employees. It is based on two pillars, namely gradual and continuous improvement specific to lean theory, and respect for people. The role of leaders is to discuss the problem on the spot (Gemba) rather than at the desk or in a committee. In health practices, the best course of action is to "prevent error(poka-yoke)" or "stop it(jidoka) if it occurs." Lean is a quality initiative and not a preferred practice to reduce costs. When practices focus on quality and patient safety, costs will come down. Lean is a journey, not a destination.

Keywords: lean, lean management, lean techniques

[O-04]

Nurses' Views on the Clinical Career Advancement System: A Descriptive Study

Betül Sönmez[1], Aytolan Yıldırım[2], Serpil Aytaç[3], Keziban Avcı[4], Duygu Gül[1]

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[2]Istanbul Atlas University, Faculty of Health Sciences, Istanbul, Türkiye
[3]Fenerbahçe University, Faculty of Economics, Administrative and Social Sciences, Istanbul, Türkiye
[4]Ankara Yıldırım Beyazıt University, Faculty of Health Sciences, Ankara, Türkiye

Objective: In this first phase of the study, which was planned to develop a Clinical Career Advancement System (CCAS) for nurses working in hospitals in Türkiye, it was aimed to determine the views of nurses about the horizontal career advancement system.
Material-Methods: The population of this descriptive study consisted of all nurses across Türkiye. The data were collected with a questionnaire developed by the researchers. Using the snowball sampling method, 390 nurses who agreed to fill out the online questionnaire were reached. Ethical approval was obtained for the study.

Results: Most of the nurses stated that the CCAS is necessary for their professional development and will motivate them (90.8%).Nurses mostly stated that they want their institutions to have the CCAS (90.8%), they will see this as a criterion in choosing the institution (88.2%), and this will increase the permanence in the institution (84.6%). Only 12.1% of the nurses stated that the career advancement system (clinical laddering or competency level) was implemented in their institutions, 30.5% stated that it was partially applied, and 57.5% did not. Of them 72.8% suggested that the CCAS should be optional. Three levels (41%) were mostly recommended for the number of levels in the CCAS. It was stated that education (83.6%), duration of work in the clinic (80.5%), nurses' competencies (89.5%) should be considered as criteria in advancement between levels, and that competencies should differ at each level (84.9%). The majority of nurses (45.1%) suggested giving financial rewards to encourage participation/permanence in the advancement system. In addition, most of the nurses stated that the CCAS would improve patient outcomes (87.9%).

Conclusion: This study shows that the majority of nurses have positive views on CCAS and that there is a need for an objective and well-managed CCAS that encourages the advancement of nurses in hospitals.

Keywords: clinical career advancement system, clinical ladder, hospital, nurse, Türkiye

[O-05]

Effects of Hospital Ethical Climate on Voice Behavior Among Oncology Nurses: Mediating Role of Courage

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Objective: To investigate the effects of the ethical climate on nurses' voice behaviors, considering courage as a mediator.

Materials-Methods: This study was designed as a predictive cross-sectional study. The sample of this study consisted of 71 registered nurses who were employed as staff nurses in inpatient care services in a university oncology hospital, between October and December 2018. The data of the study were collected using the Descriptive Characteristics Questionnaire, developed by the researchers, the Courage Scale (CS), the Hospital Ethical Climate Survey (HECS), and the Employee Voice Scale (EVS). Ethical approval of this study was obtained from the Ethics Commission of a University (June 5, 2018, Number: 35853172-000). Confirmatory factor analysis (CFA) was used to test how well the data fit the factor structures of the CS, HECS, and EVS scales. Descriptive statistics and reliability analysis were performed using SPSS version 21 (SPSS/IBM, Inc., Chicago, IL, USA).

Results: The correlations between the HECS-CS (r=0.381, p=0.001), the HECS-EVS (r=0.719, p<0.001), and the EVS-CS (r=0.451, p<0.001) were significant. There is a positive and significant relation between a hospital's ethical climate and oncology nurses' voice behaviors, and that courage has a positive partial mediating effect.

Conclusion: Since the relationship between a hospital's ethical climate and its nurses' voice contains many different variables, courage can be deemed a mediator in this relationship, but is not directly effective on its own.

Keywords: courage, ethical climate, mediating, oncology nurse, voice behavior

[O-06]

Optimizing Reasoning Skills through Structured Clinical Reasoning Models

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Introduction: Clinical reasoning is described as a complex cognitive process that uses formal and informal thinking to gather and analyze patient information [1]. Effective clinical reasoning depends upon the nurse's ability to collect the right cues and to take the right action for the right patient at the right time, and for the right reason [2]. Effective clinical reasoning is essential to ensure patient safety and to enhance patient outcomes; therefore, having structured clinical reasoning models for clinical and educational purposes would be helpful to optimize the reasoning process of clinical staff [3]. This work describes a scoping review conducted to find out the best available clinical reasoning models.

Methods: A scoping review was undertaken to answer the questions: What are the best available clinical reasoning models? We searched Medline, Scopus, Education Research Complete, and Google Scholar to identify relevant recent primary research conducted on this topic from the year 2000 onwards. The search included MeSH topics of: "Clinical reasoning", and "Clinical Reasoning models". The inclusion criteria were primary studies that described the use of models for clinical and educational practices. This review followed the review guidelines of the Joanne Briggs Institute.

Results: Five valid and reliable models to structure the clinical reasoning process were found: Tanner's model, Debriefing for Meaningful Learning DML, Outcome-Present State-Test (OPT), Self-Regulation Model SRL, and Clinical Reasoning Model CRM.

Discussion: The current models were established to develop general nursing clinical reasoning skills, rather than being focused on specialty, seniority, competence, and case complexities which are influencing factors in the clinical reasoning process. That highlights the importance and significance need to develop new models or re validate the current models.

Conclusion: There are clinical reasoning models to structure the clinical reasoning, however, to optimize the reasoning process, it is recommended to consider all influencing factors.

Keywords: clinical reasoning, reasoning models, structured reasoning skills

[O-07]

Consider Using Group Mental Simulation to Develop Nursing Management Skills

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Background: Mental simulation has been used in many healthcare disciplines to enhance technical skills as well as non-technical skills. However, mental simulation is mostly conducted individually which is not suitable to practise skills requiring teamwork skills. We propose an enhanced mental simulation modality which enables nurses to practise skills such as communication, conflict resolution, managing human relation situations which is called Visually-Enhanced Mental Simulation (VEMS).

Objective: We aim to introduce an interactive mental simulation method for teaching nursing management skills.

Method: VEMS is a combination of mental simulation and think-aloud with external representations of a patient and the treatments applied by the participants (1). It differs from the mental simulation which occurs in the minds of participants individually and in isolation, because in VEMS they are expected to collectively verbalise their thinking and actions, including equipment setting and communication with the patient. In original VEMS, visual representations such as a laminated patient poster and cards of equipment (IV catheter, IV fluid, ECG monitor and so on) are used to visually support the cognitive activity. However, in teaching management skills, less visuals can work well since it would be mainly about communication. The decisions and interventions made by participants are noted on a whiteboard by a facilitator with the time, and participants are expected to interact with the patient poster and verbalising their actions and communicating with the patient poster. Another facilitator takes that acting part if more actors needed. Overall, they facilitate the case scenario but do not guide the participants, as in a full-scale immersive simulation scenario.

Conclusion: VEMS provides an interactive environment for nursing management skills to be simulated with a team.

Keywords: mental simulation, visually enhanced, team work, nursing management skills

[O-08]

Evaluation of the Effectiveness of Online Communication Training Focused on Maintaining Perinatal Patient Safety for Nursing Students

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This research was conducted as a mixed design in order to evaluate the effectiveness of online and given by using the elements of the LISTEN2ME communication tool, which was developed as a result of the needs analysis, communication training focused on maintaining perinatal patient safety to nursing students. The research sample consisted of 79 students (intervention n=40, control n=39) who were studying in the 4th grade of the Faculty of Nursing in the fall semester of the 2021-2022 academic year at Hacettepe University and accepted to participate in the study. During two sessions, a training program including theoretical training, video demonstration and discussion of effective and ineffective communication processes, and standard participant practices was given. The research data were collected using a survey, Effective Communication Skills Evaluation Form among the Health Professionals, Self-Assessment Form for the Effective Communication between Health Professionals and Semi-Structured Focus Group Interview Form. In the analysis of data; number, percentage distributions, mean, standard deviation, and T-test were used. In the study, there was a significant increase in the mean scores of students' effective communication skills (p<0.001) and effective communication skills self-assessment (p<0.001) scores in the intervention group was determined at the end of the training program. The themes that emerged in the focus group interviews held to determine the views of the students on the education program are theoretical education, video demonstration and discussion, standard participant application, LISTEN2ME communication tool, general and its effect on the learner. According to the data obtained from the research, it was determined that the communication training program focused on maintaining perinatal patient safety was effective in gaining effective communication skills to students. It is recommended to integrate LISTEN2ME communication tool elements into the education programs to be given to nursing students to maintain perinatal patient safety.

Keywords: communication, LISTEN2ME, nursing students, patient safety, perinatology

[O-09]

Patient Safety Competencies of Nursing Students

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Background: Today, patient safety is the basic principle of health services and is an important element of nursing care.

Aim: This study was conducted to determine the competencies of nursing students regarding patient safety.

Material-Methods: Research was conducted as descriptive. The sample of the study consisted of 191 students studying at a Nursing Undergraduate Program in the spring semester of 2021-2022 academic year at a foundation university in Northern Cyprus. Descriptive information form and patient safety competency self-evaluation tool (PSCSE) were used for data collection., independent sample t-test and ANOVA were used to test the difference between groups. In case the ANOVA showed significant difference, Scheffe test was used for multiple comparisons. Pearson's correlation test was used to analyze the relationship between two continuous variables.

Results: It has been observed that knowledge, skills and attitude of nursing students competencies on patient safety are at a good level. The patient safety competence self-assessment level of the students increased as the grade level and age increased. In addition, the patient safety competencies of the students who expressed their opinions about the suggestions to prevent medical errors were also found to be high. It was determined that the self-assessment level of patient safety competency of the students who saw their knowledge about patient safety as insufficient was lower.

Conclusion: Knowledge, skills and attitudes of nursing students on patient safety were satisfactory. In future studies, it will be beneficial to examine the course contents related to patient safety in nursing curricula in detail. In addition, it is recommended to develop and encourage interprofessional learning environments to improve patient safety.

Keywords: nursing, nursing students, patient safety, patient safety competencies

[O-10]

Health Science Students' Readiness for Interprofessional Education

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Background: Health science students should be professionally competent and collaborate with other health professionals to provide quality health care.

Aim: This study was conducted to determine the readiness levels of health sciences students for interprofessional education.

Methods: This is a descriptive and comparative study. The sample of the research consisted of 376 students in the field of health sciences (Faculty of Medicine, Faculty of Pharmacy, Faculty of Health Sciences, Faculty of Dentistry) in a foundation university in Northern Cyprus in the fall semester of the 2021-2022 academic year. "Descriptive Characteristics Information Form" and "Interprofessional Learning Readiness Scale" were used as data collection tools in the research.

Results: The median score of the students' Readiness for Interprofessional Learning scale was found to be 74.0 (min:30 max:95). According to the faculties of the students, it was found that the highest median was the students of the Faculty of Health Sciences (75.0) and the lowest was the students of the Faculty of Dentistry (70.0). There was no statistically significant difference between the scale scores of the students according to other demographic and educational characteristics (p>0.05).
Conclusion: Students studying in the field of Health Sciences have a high level of readiness for interprofessional learning. It is recommended that curriculum arrangements be made in order to increase the level of interprofessional readiness of the students of other faculties, especially those studying outside the faculty of health sciences.

Keywords: education, interprofessional education, health care, multidisciplinary, student

[O-11]

(In)visibility of Professional Practices on Nursing Observation Chart: A Descriptive Study

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The Nursing Observation Charts are used to collect patient-related data such as general condition, physiological parameters, laboratory results, fluids, and special needs. This study aimed to determine the nurses' views regarding the nursing observation chart and the visibility of nursing practices in this form. The descriptive study was conducted in two hospitals with over 500 beds in Türkiye. The sample included 218 nurses working in these hospitals for at least six months. The data collection instruments were Demographic Data Form and the Visibility of Professional Practices Form developed by the researcher. Frequencies and percentages were used to analyze the data. 48.6% of nurses thought that the interventions they performed on patients were completely visible in the records. Of the nursing interventions, 51% were complex physiologic practices and 25% were basic physiologic practices that were performed but not recorded on the nursing forms. The top three practices that nurses reported were "always" recorded were vital sign assessment (98.2%), fall risk assessment (93.3%), and intravenous fluid monitoring (92.2%). The three least frequently recorded practices were assessment of leisure activities (53.1%), assessment of need for social support (53.5%), and assessment of sexual functioning (55.6%). It is recommended that the use of current documentation approaches such as the use of standardized nursing terminology, integration of electronic record systems, etc. Another recommendation is to revise the nursing observation chart based on a nursing theory and scientific framework. Further research should be conducted to determine the reasons for the invisibility of nursing interventions in nursing records.

Keywords: nurse observation chart, documentation, profession, visibility, nursing

[O-12]

Clinical Nurses' Views about Diversities: A Phenomenological Study

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Aim: To explore nurses' ideas about diversities. Nurses provide nursing care to people from diverse cultures, ethnicities, religions, and genders.

Materials Methods: It was a phenomenological qualitative study. The study used a snowball sampling and reached out to 40 nurses. The participants from different positions and units were included in the sample. The study collected data via semi-structured interviews. Interviews were conducted outside the working hours of the nurses and took 30-60 minutes. MaxQda software program was used for content analyses. The themes and sub-themes were determined based on coding.

Findings: Thirty-four nurses defined themselves as female. Most nurses were between the ages of 25-40. Twenty-two nurses had postgraduate, and 18 had undergraduate degrees in nursing education. Thirty-six of the participants were working in public hospitals. Twenty-four participants had 5-15 years of professional experience. Thirty-one nurses had not received training on diversities. Four themes were determined as "Nurses' perceptions of diversity," "Nurses' perceptions of diverse towards patients," "Nurses' perceptions of diverse towards healthcare professionals," and "Nurses' perceptions of diverse towards the institution."

Conclusion: Participant nurses reported both positive and negative attitudes towards diversities. Nevertheless, they mainly revealed that although there were legal and organizational procedures that aim to prevent discriminative attitudes in clinical environments, discriminatory attitudes of nurses and health care professionals toward diverse people still occurred.

Keywords: nursing, diversity management, clinical setting, healthcare, qualitative research

[O-13]

Investigation of Discrimination Attitudes of Healthcare Professionals Working in Hospitals in Şanlıurfa

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Objective: Health professionals serve individuals from many different ages, genders, sexual orientation, education levels, ethnicities and cultures during the treatment and care process. In this process, healthcare professionals are expected to provide equal and holistic care to all patients without discrimination. However, in some cases, it has been documented that health professionals can exhibit discriminatory attitudes. This study was conducted to examine the discrimination attitudes of healthcare professionals working in hospitals in Şanlıurfa.

Materials-Methods: 376 health personnel participated in the descriptive-cross-sectional study, which was conducted between January and March 2020. The data obtained using the Sociodemographic Characteristics Information Form and the Discrimination Attitude Scale were analyzed through the SPSS 21 program.

Results: When the data were examined; It was determined that 36.4% of the health professionals participating in the study were between the ages of 26-30, and 56.4% were male. In addition, it was determined that the discrimination attitudes of health professionals were above the average, and the highest average score (3.67±1) belonged to the sub-dimension of discrimination against foreigners. In addition, it was determined that the age, gender, education and income level of the participants affected their discrimination attitudes ($p < 0.05$). It was determined that the discrimination attitudes of health professionals working in public and surgical units with a working period of 3-5 years were higher than the others ($p < 0.05$).

Conclusion: Discrimination attitudes of health professionals are affected by many factors such as gender and income level. For this reason, it is recommended to evaluate the discrimination attitudes of health professionals, and to plan and implement appropriate intervention programs to prevent discrimination.

Keywords: discrimination, health professionals, physician, nurse

[O-14]

The Relationship between Nurses' Work Environment Characteristics and Job Performance and Patients' Care Satisfaction

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Objective: The purpose of this descriptive and correlational study is to determine the relationship between nurses' work environment characteristics and job performance and patients' care satisfaction.

Materials-Methods: The sample of the study consisted of 367 nurses working in the internal and surgical departments of three training and research hospitals in Istanbul and 538 inpatients who were cared by these nurses during the data collection period. The data of nurses were collected between March-June 2019 through the Nurse Information Form, the Practice Environment Scale of the Nursing Work Index and the Task Performance Scale; the data of patients were collected through the Patient Information Form and the Newcastle Satisfaction with Nursing Care Scale.

Results: Nurses' work environment evaluation was found slightly above average (2,50±0,38) while nurses' job performance (5,43±1,18) and patients' care satisfaction were found high (82,42±18,60). Nurses' job performance was not differed significantly according to nurses' demographic and working characteristics. Patients' care satisfaction was significantly higher if average weekly working hours of the nurses is <=45, the rate of nurses per bed is <=2 and the average number of patients per shift is <=18. There was no significant relationship between nurses' work environment assessment, job performance and patients' care satisfaction scores.

Conclusion: Patients' care satisfaction were significantly differed according to the working characteristics such as the working hours of nurses and the number of patients that nurses care. The high evaluations of both nurses and patients and the fact that the sample consisted of public hospitals with similar working environment may have caused the lack of a significant relationship between the variables. Different results can be obtained in the public-private hospital sample and using different evaluation methods.

Keywords: hospital, job performance, nursing care satisfaction, nursing work environment, patient

[O-15]

Speak Up Behavior of Oncology Nurses: Organizational Trust and Structural Empowerment As Its Determinants

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Objective: Organizational trust can contribute to a good work environment. Structural empowerment is a critical factor affecting the speak-up behavior of nurses. The intermediary roles of organizational trust and structural empowerment on speak-up behavior are not specific.The aim of this study is to examine the effects of organizational trust and structural empowerment on the speak-up behavior of oncology nurses.

Materials-Methods: A correlational descriptive research design was used and 232 nurses from two different hospital levels (training and research hospital and university hospital) responded to four questionnaires.

Results: The results has shown that organizational trust and structural empowerment have an effect on nurses' speak-up behavior.

Conclusion: The findings show that a work environment where organizational trust is ensured and access to structural power factors are two contributing factors to nurses' speak-up behavior. It also shows that positive speak-up behavior is a factor that can both prevent medical errors and increase patient safety. The effect and role of nurse executives on the speak-up behavior of nurses is indisputable. Executives should adopt actual leadership practices to improve nurses' speak-up behavior and make efforts to promote speaking up in the work environment, improve organizational trust, and empower nurses.

Keywords: oncology nurses, organizational trust, speak up, structural empowerment

[O-16]

Effect of the Personalized Patient Engagement Plan on Type 2 Diabetes Treatment Compliance, Self-Efficacy, and Patient Engagement: Study Protocol of A Randomized Controlled Trial

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Objective: This paper aims to describe the protocol of a two-parallel-group randomized trial, evaluating the effect of the Personalized Patient Engagement Plan (PHEinAction®) on treatment adherence, self-efficacy, and patient engagement in adults with type 2 diabetes.

Methods: Fifty-nine type 2 diabetes patients diagnosed within at least six months will be randomized to PHEinAction® (intervention, 30 patients) or the usual diabetes care group (control, 29 patients). The PHEinAction® consisted of two individual face-to-face interview sessions at four-week intervals with patient-conducted home-based written exercises and a brief telephone consultation. Individual interview sessions involve promoting awareness of engaging in diabetes management, action planning, setting health care goals, and sustaining motivation for behavior change, including defining possible resistances against health behaviors. At the end of the first session, patients will be invited to follow their strategy for the next four weeks and encouraged to actively adopt the home-based written exercises to reach their specified health goals. Two weeks after the first session, the researcher will provide a telephone consultation to check the participants' progress, support them in maintaining motivation and define the potential difficulties encountered in carrying out the home-based exercises. Study outcomes are changes from baseline in treatment compliance, self-efficacy, and patient engagement. Sociodemographic and diabetes-related characteristics, latest HbA1c, and body mass index will be recorded at baseline. A two-sample independent group t-test will compare the four-week changes in outcomes between the study groups.

Conclusion: If effective in improving treatment adherence, self-efficacy, and patient engagement, the PHEinAction® will provide clinicians with an evidence-based and personalized intervention combined with the patient education method to actively engage patients in diabetes self-management. Engaging in self-management skills addressed by the PHEinAction® can be used by patients over time to respond to changing healthcare needs and priorities

Keywords: nursing, patient engagement, personalized care, self-management, type 2 diabetes

[O-17]

Use of Standardized Patient in Clinical Simulation to Improve Patient Safety

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The use of Standardized Patients to improve patient safety.

Abstract protocols and checklists have been shown to improve patient safety through standardization and communication. Standardization of practice to improve quality outcomes is an important goal in achieving the shared vision of patients and their health care providers; Standardized Patients (SPs) are used extensively in healthcare education, where they have proven to be valuable educational tools.

Practice with SPs may provide durable benefits regarding communication skills. The use of Standardized Patients has several advantages such as effectiveness, convenience, standardization, efficiency and especially improving patient safety.

This presentation will highlight the importance of transforming professional perfonmance through the power of human interaction in a controlled setting.

Objectives: Provide an overview of the current knowledge about the use of SP to improve patient safety.

Procedure: Share the experience of the Lebanese American University-Clinical Simulation Center

Procedure/Methods: Power Point Presentation may include video presentation: 20 to 25 minutes

Keywords: standardized, patient, safety, simulation, quality

[O-18]

The Relationship between Perceived Power in Nurse Managers and Nurses' Political Tactical Behaviors

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Objective: In this study, it was aimed to determine the relationship between nurses' perceived power in nurse managers and their political tactical behaviors.

Materials-Methods: This study is a research in descriptive and relational design. The study will be conducted a city hospital and a university hospital in Ankara, Türkiye. The sample of the study was calculated as at least 102 nurses with 90% power and 0.05 type I error. (R 3.0.1 open source program). Nurse Descriptive Information Form, Perceived Power of Nurse Managers Scale, Political Tactics Scale and Social Desirability Scale will be used to collect data. The study was approved by Hacettepe University Ethical Commitee and the written consent was obtained from the hospital managers and nurse managers. Written consent was approved from the nurses who will be participant.

Results: Data will be collected between 01 August – 30 August 2022.

Conclusion: In the literature there are limited research related with nurses' political tactical behaviors. There is no research related with nurses' perceived power in nurse managers and nurses political tactical behavior. By this way this research results help nurse educators, nurses, nurse managers to identify and develop using affective politcal tactics for nurses. Nurses should affect the others in heltlcare organizations to manage the healthcare limited resurces such as money, man, material. Also nurses should use their political tactics to develop patient safety culture.

Keywords: nurse, nurse manager, political tactic, power

[O-19]

Worry and Hope Levels of Nursing Students about Climate Change

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Objective: Creating a sustainable health system will be possible by revealing the worry and hope levels of nursing students, who are equipped with knowledge, skills and values, about climate change. This study was conducted to determine the worry and hope levels of nursing students about climate change.

Materials-Methods: This descriptive study was conducted with nursing students studying at a foundation university in Istanbul between February and March 2022. 260 students between the ages of 18-45 were included in the study. Personal Information Form, Climate Change Hope Scale (CCHS) and Climate Change Worry Scale (CCWS) were applied to the participants.

Results: 46.5% of the students participating in the study have knowledge about global climate change, 58.5% know the effects of climate change on health, 70% follow the effects of climate change on health on the internet, and 68.1% of the students has no information about the institutions working on the effects of global climate change on health. It was found that the students participating in the study had a mean of CCHS score of 42.67±6.09 and a mean score of CCWS of 33.72±7.83. Those who have knowledge about global climate change and its effects on health, those who follow its effects on health, and those who have knowledge about the institution working in this field have higher CCHS and CCWS scores. A slightly significant correlation was found between the CCHS scale score and the CCWS scale score.

Conclusion: It has been revealed that nursing students have high hope levels for climate change and moderate levels of worry, as well as they feel worry and helplessness. The data can guide nursing students to cope with negative emotions and it will help universities to develop nursing curriculum in this field.

Keywords: nursing education, nursing student, climate change, hope, worry

[O-20]

When Travel Nurses Aren't Available: Short and Long Term Strategies to Stabilize Nurse Resources in a Pandemic

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Nursing shortage is a problem experienced worldwide. If left unaddressed, quality of care can be significantly impacted. Employing multilayer strategies to stabilize staffing during shortages is vital to provide safe nursing care and retain experienced nurses. Ensuring that nursing units are adequately staffed directly relates to nurse job satisfaction and absenteeism rates. When unit staffing is stable, both care and nurse satisfaction improve.

Operational capacity at UCLA was evaluated for average daily census, historical turnover, existing leave of absence, staff redeployment and absenteeism to determine FTE replacement needs. Over the past two years, UCLA experienced approximately 35% operational vacancy related to leave of absence and redeployment to other areas. At the same time, absenteeism rates doubled from previous trended data and employee turnover increased 7%.

Both short and long term strategies were utilized to assess and address operational capacity including revised hiring practices, nurse recruitment, expanding the internal nursing resource team and incentive pay. As a result of both short and long term strategies, UCLA Health successfully maintained staffing levels without having to exceed normal patient ratios in all patient care areas.

Keywords: nurse staffing strategies, operational vacancy, workforce stabilization

[O-21]

The Relationship between Nurses' Caring Behaviors and Attitudes to Their Caregiver Roles

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Objective: This study examines the relationship between nurses' caring behaviours and their attitudes towards their caregiver roles. There is a positive relationship between nurses' attitudes towards their caregiver roles and their perceptions of care behaviours. It is recommended that administrators support nurses in displaying their caregiver roles and that the research is repeated in other samples.

Materials-Methods: This descriptive study was conducted with 152 nurses working in a university hospital between October and December 2021. Ethics committee and institutional permissions were obtained. Data were collected face-to-face using a datasheet, Attitude Scale for Nurses in Caregiving Roles (ASNCR), and Caring Assessment Questionnaire (CAQ). In the evaluation of the data, descriptive statistics, Kolmogorov Smirnov test, independent sample t-test, ANOVA, Tukey and Pearson tests were used.

Results: It was determined that 67.8% of the nurses participating in the study were female, 74.3% had a bachelor's degree, 86.8% worked in shifts, and 73.0% were satisfied with their profession. Nurses' ASNCR total score average was 66.15 ± 10.65, and CAQ total score average was 277.81 ± 43.34. It was determined that the ASNCR total score averages of female and postgraduate nurses and the ASNCR and CAQ total score averages of the nurses who were satisfied with the profession were statistically significantly higher. In addition, it was determined that there was a positive, moderate and significant relationship between nurses' ASNCR and CAQ scores.

Conclusion: There is a positive relationship between nurses' attitudes towards their caregiver roles and their perceptions of care behaviours. It is recommended that administrators support nurses in displaying their caregiver roles and that the research is repeated in other samples.

Keywords: attitudes, caring behaviours, caregiver roles, nursing

[O-22]

A New Tool for Effective Communication in Perinatal Patient Safety: LISTEN②ME

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This research was conducted as a qualitative design to reveal the communication patterns and content among health professionals working in the Labor and Delivery (L&D) unit and obstetrics (postpartum and high-risk pregnancies) service. We conducted 10 in-depth inteviews with nurses and physicians, five cases analysis with nurses, and 96 hours (eight shifts) of observation: four shifts in Labor and Delivery unit and four shifts in obstetrics (postpartum and high-risk pregnancies) service in a university hospital in Ankara, Türkiye. The research data were collected using a Semi-Structured Observation Form, Semi-Structured In-depth Interview Form, and cases. In the analysis of data content analysis was used. During the observations, it was observed that the room number and door/window expressions were used instead of the patient's identity, file number, etc. when describing the patient, and especially during the patient handoff the nurses' voice were hoarse, some nurses had difficulty in hearing, and some did not even listen. The main findings obtained from in-depth individual interviews with nurses and physicians regarding the content and process of communication are as follows: active listening, feedback mechanism, main health problem of mother and fetus/newborn and accompanying problems, language used, presence of two individuals. In the case analysis conducted with nurses, nurses defined the communication process as introducing themselves, introducing the mother and the fetus/newborn, revealing the existing problem of the mother and fetus/newborn, deciding on the treatment plan, and terminating the communication using the feedback mechanism. The data obtained from the research were analyzed considering the communication tools in the literature and LISTEN②ME (L: Language, I: Introduction and Involvement, S: Situation, T:Transfer, E: Evidences, N: New Action, ②: two person [mother-newborn/pregnant-fetus], M: Mind out, E: Ensure) communication tool was created for the perinatal area. Structured communication tools have an important place in maintaining communication effectively.

Keywords: communication tool, LISTEN②ME, patient safety, perinatology

[O-23]

Disaster Ready Status of Intensive Care Nurses

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Objective: This research was conducted in a descriptive type to determine the disaster preparedness of intensive care nurses.

Materials-Methods: The study population consisted of intensive care nurses (N=500) working in three private branch hospitals affiliated to the Ministry of Health between May-June 2022, while the sample consisted of 310 intensive care nurses who could be reached and agreed to participate in the study. The data were collected from the nurses by face-to-face interview method, through the personal information form and the disaster preparedness perception scale, after obtaining the necessary ethics committee and institutional permission. In addition to descriptive statistics, parametric and non-parametric tests were used to evaluate the data.

Results: Although more than half (63.9%) of intensive care nurses receive disaster education, knowing his duty in the disaster plan (55.8%) and 26.1% of them have a disaster management certificate, more than half (63.5%) did not know about HDP (Hospital Disaster and Emergency Plan), and It was determined that he did not participate in any disaster drills (54.8%). The disaster preparedness level of the participants is moderate (3,44). The disaster preparedness of graduates, married people, between the ages of 30 and 36, those with 15 years or more of professional experience and 8 to 14 years of intensive care experience was found to be statistically higher than the others (p<0.05). In addition, those who have disaster management certificate, receive disaster training and know their duties in the disaster plan have higher levels of preparedness for disasters (p<0.05).

Conclusion: As a result, it was determined that the disaster management training and certification of the participants were insufficient. For this reason, it is recommended to be aware of the disaster management plans of the participants and to ensure their more active participation in the process and disaster exercises, and to support their continuous training on the subject.

Keywords: disaster preparedness, ıntensive care, nurse

[O-24]

The Relationship between Emotional Intelligence and Nurse-Nurse Collaboration

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Objective: The aim of this study was to examine the relationship between Emotional Intelligence and Nurse-Nurse Collaboration among registered nurses

Materials-Methods: A cross-sectional design was used. A convenience sample of 342 registered nurses participated in this study.

Results: Emotional Intelligence was positively and significantly correlated with the nurse-nurse collaboration subscales. The results also indicated a statistically significant mean difference in communication subscale by gender and nursing unit

Conclusion: The present study demonstrated that Nurse-Nurse Collaboration is linked with positive benefits for nurses in terms of improved job satisfaction, better nurse retention, improved quality of patient care, and enhanced healthcare efficiency and productivity. This suggests that improving nurse-nurse collaboration may have spillover effects of benefits, not only for nurses but for patients, organizations and the overall health care system.

Keywords: emotional ıntelligence, nurse-nurse collaboration, communication, teamwork

[O-25]

Nursing Students Evaluate of the Hidden Curriculum: How Does the Hidden Curriculum in Their Faculties?

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Objective: The hidden curriculum is norms and values that are not formally disclosed and implicitly transmitted. The hidden curriculum plays an important role in nursing education and helps students take on their professional roles appropriately. A well-developed professional identity enhances nursing as a profession and contributes to better quality healthcare. Therefore, how professional values are learned in nursing is of critical importance. The aim of this study is to determine how nursing students evaluate the hidden curriculum.

Materials-Methods: This study was conducted cross-sectional study. Participants were 288 nursing students aged 18–29 years who educated in the Nursing Faculty located in Ankara in Türkiye. Self-reported data on variables including attitudes toward hidden curriculum were collected and analysed using an independent t-test and one-way analysis of variance.

Results: The students' total score average on the Hidden Curriculum Evaluation Scale in Nursing Education was 161.99 ± 25.30. The mean score of "school climate" one of the sub-dimensions of the scale, was 71.01 ± 12.32; the mean score of "professional attainments" was 48.75 ± 11.09 and the mean score of "student-teacher-school interaction" was 42.23 ± 8.38. It was determined that the mean scores of the scale differed according to the gender, grade level, academic achievement and career choices of the students.

Conclusion: In general, it can be said that the education given in the faculty has a positive effect on the perceptions of the students' hidden curriculum. It is extremely important for institutions and educators to take advantage of the potential of the hidden curriculum to positively influence students' professional identity development and patient care. In this context, institutions and educators are advised to be aware of the hidden curriculum and to pay attention to the role of the hidden curriculum in formation professional values, norms and behaviours.

Keywords: hidden curriculum, nursing students, professionalism, quality healthcare

[O-26]

Determination Nursing Students' Patient Safety Competencies and the Influencing Factors

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Objective: In order to ensure patient safety, nurses are required to be competent in the issue before they start their professional life. The patient safety competency of nursing students is considered critical for quality and safe care in particular. In this study, it was aimed to determine nursing students' patient safety competencies and the influencing factors.

Materials-Methods: This cross-sectional, descriptive and relation-seeking study was conducted at two public universities and one private university located in a city center in Türkiye between February 1st and June 1st, 2022. The sample of the research consisted of nursing faculties of public universities (A and B), and one private vocational department of nursing (C) 3. and 4. class students. A total of 441 students participated in the study with a participation rate of 62%.

Results: The average age of the students participating in the study was 21.99, and 64.17% stated that they received training on patient safety. It was found that 78.91% actively participated in patient care and medication administration process during their internship at the hospital. In all three schools where the study was conducted, students rated themselves above the intermediate level for the overall scale and subscales regarding patient safety competency. Determined that the overall patient safety competency scores and subscale scores of students of University C were statistically higher than others. Students who were aged 21 and under, received training on patient safety, and participated in seminars/courses etc., and in patient care and medication administration process in the hospital also had higher levels of patient safety competency.

Conclusion: Determining the variables influencing patient safety competency may shed light on the regulations to be executed in this regard. In order to develop nursing students' level of patient safety competency, it is urgently necessary to include the patient safety in nursing curriculum as a compulsory course.

Keywords: nursing student, patient safety, competency, influencing factors

[O-27]

Performing Psychometrics of Diversity Management Scale for Hospitals and Diversity Management Scale for Nurses among Nurses Working in Clinical Settings

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Objective: The research aimed to develop two scales for evaluating nurses' attitudes towards diversity in different aspects of health care settings.

Materials-Methods: The study collected data from nurses via an online survey. The survey included two scales consisting of 82 items. Content and construct validity tests and internal consistency analysis was conducted, respectively.

Results: The study reached out to 302 clinical nurses who had a bachelor's degree in nursing and were primarily female. As a result of the analysis, "Diversity Management Scale for Hospitals" with 13 items and "Diversity Management Scale for Nurses" with 14 items were created.

Conclusion: "Diversity Management Scale for Patients" and "Diversity Management Scale for Nurses" are valid and reliable.

Keywords: nursing, scale development, attitude, clinical setting

[O-28]

The Impact of Perceived Fairness of Performance Appraisal and Organizational Commitment on Job Performance

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Objective: This study aims at assessing the perceived fairness of performance appraisal, organizational commitment and job performance for registered clinical nurses in Jordan, and exploring the relationship between these variables

Materials-Methods: Using a convenience sampling method, the descriptive correlational design was utilized and Online-Based survey was shared with the participants from 6 Jordanian hospitals. Meanwhile, the descriptive statistics and multiple regression were all utilized to analyze the obtained data. The significant level for the study variables was set at.05.

The data were collected using Online-Based questionnaire which composed from 4 scales (Schwirian's.,1978) Six-Dimension of Nursing Performance, Thurston Jr and McNall (2010) Perceived fairness of performance appraisal, Meyer and Allen (1991) Three-Component Organizational Commitment and demographical data). A total of 365 registered clinical nurses answered the survey from 6 Jordanian hospitals.

Results: The results showed that the nurses reported a high level of job performance with mean score 3.13 (SD= 0.611) with slight variation among the diverse health sectors, the reported mean score for the perceived fairness of performance appraisal was 4.16 (SD=1.33), and the continuance organizational commitment was the dominant type with a mean score 5.70 (SD=1.29). Where age, monthly salary, continuance commitment, education level, perceived fairness of PA and years of experience at the current hospital were significant predictors for the job performance (R^2 =.528, P <.001), and the whole regression model was significant (F= 44.171,P <.001).

Conclusion: registered nurses job performance is affected by the perceived fairness of performance appraisal, education level, years of experience in the current hospital, continuance organizational commitment, age, and monthly salary. Furthermore, their job performance is self-reported to be at a high level, as well as the continuance organization commitment is the highest type of the organization commitments among hospitals from all health sectors.

Keywords: job performance, perceived fairness, perception of fairness, performance appraisal, organization commitment

[O-29]

Before and After Covid-19 Outbreak: Examining the Positioning of the Nursing Profession in Turkish Media

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Introduction: The COVID-19 pandemic has affected almost all areas of life all over the world. One of these affected areas is the positioning of the nursing profession, which is one of the occupational groups that ensure that patients with COVID 19 receive quality and safe care. Online media tools that provide rapid information flow play a strategic role in shaping and positively building the accepted positioning of nursing.

Aim: The aim of this research is to examine the change in the positioning (frequency and form of coverage) of the nurses in online newspaper news in a year before Covid-19 (03/10/2019-03/10/2020) and the first year after Covid-19 (03/11/2020-03/11/2021).

Method: The phenomenology study design, which is a qualitative research approach, was used. According to Alexa data, the three most visited online newspapers, were scanned one year before Covid-19 and one year after Covid-19. The online newspaper news was evaluated separately by 2 independent researchers in terms of compliance with the inclusion and exclusion criteria.

Results: Themes were created as themes with neutral, negative and positive effects. After Covid 19, there was an increase in the number of positive news in newspaper news. The number of negative news decreased proportionally in all news. The first two themes that stand out in positive news are health impact and social respect, while those that affect negatively are working conditions and unprofessionalism.

Conclusion: In this study, which was carried out by examining media news, it was observed that COVID 19 had a positive effect on the positioning of the nursing profession. In order to create this positive positioning for the nursing profession, it can be suggested that the media be consciously used by nurses and administrators. It can be recommended to conduct qualitative studies that deeply evaluate how the nursing profession is perceived by the society.

Keywords: nursing, newspaper, mass media, coronavirus, professional image

[O-30]

Programs and Strategies to Develop Nurses' Patient Safety Culture

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Bacground: Developing the patient safety culture of nurses in health institutions forms the basis of quality and safe care. For this reason, it is necessary to use a number of programs and strategies to improve the patient safety culture of nurses.

Aim: This study aims to compile strategies and programs that can be used in the development of nurses' patient safety culture and to reveal the effectiveness of these programs and strategies.

Methods: In this review study, the relevant literature was reviewed and the programs and strategies for improving nurses' patient safety culture were explained. At the same time, in this study, the effectiveness of patient safety culture programs and strategies in developing nurses' patient safety culture was examined.

Results: Strategies and programs to develop a culture of patient safety; Leadership walk rounds, Team-based strategies, Simulation-based training programmes, Multi-faceted unit-based programs, Multi-component organizational interventions, Other patient safety culture strategies, Qualitative data and implementation lessons and Structured educational programs etc. It has been determined that these programs and strategies are effective in various dimensions of nurses' patient safety culture.

Conclusions: Developing a patient safety culture, which is a component of organizational culture, is difficult and takes a long time. Therefore, leaders, managers must demonstrate their commitment to safety, provide the necessary resources to achieve results and manage culture change. In this context, it is necessary to measure nurses' perceptions of patient safety culture at regular intervals, to implement appropriate programs and strategies for patient safety culture dimensions that are less than 50%, and to determine the effectiveness of strategies and programs.

Keywords: patient safety culture, improvement, nurse, strategy and program, efficiency

[O-31]

The Effect of Critical Thinking on Job Performance among Nurses: A Descriptive Survey Study

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Objective: Nurses' professional development, patient and employee safety, service quality, patient and employee satisfaction, and professional development depend on the reflection of nurses' critical thinking skills in clinical settings to performance. The more nurses can use their critical thinking skills, the more their performance will increase, and the quality of care and performance rease. Critical thinking skills improve nurses' ability to analyze and synthesize, support their autonomy and freedom of practice by enabling them to realize themselves and increase their performance. This study investigated the relationship between nurses' critical thinking skills and performance and the degree of influence.

Materials-Methods: This cross-sectional study was conducted with 368 nurses working in the inpatient wards of a university hospital in Istanbul Türkiye. The collected data through a questionnaire consisting of demographic information form, Critical Thinking Scale in Clinical Practice for Nurses, and Nurses' Job Performance Scale. The collected data were evaluated descriptive statistics, comparisons, validity, reliability, normality tests, correlation, and regression analysis. Ethical approval was obtained from the Scientific Ethics Board of Istanbul University- Cerrahpasa 02.02.2021-A11.

Results: Nurses got average scores from the critical thinking and job performance scale and sub-scales. There was a positive, mid-level, and statistically significant correlation between the scale scores. According to the multiple linear regression analysis results, Personal critical thinking, Interpersonal and self-management critical thinking, and total critical thinking scores positively affected job performance scores of nurses.

Conclusion: The concepts of critical thinking and nurse performance should be considered holistically in the context of nursing education. It should be given especially during vocational training and developed when they graduate. Critical thinking in nursing; trustworthy providing quality care with nursing practices problems systematically and logically practice thinking reasoning processability. Since critical thinking positively affects nurses' job performance, hospital and nurse managers should consider training programs or activities to increase nurses' critical thinking competencies.

Keywords: critical thinking, job performance, hospital, nurse, nursing care

[O-32]

The Relationship between Collaboration Amongst Nurses and Satisfaction Levels of Patients

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Objective: Communication and collaboration among nurses are essential in terms of ensuring the continuity of nursing care. Therefore, working units with effective communication and collaboration among nurses may increase patient satisfaction. This study aimed to determine the relationship between the perceptions of nurse-nurse collaboration among nurses and the satisfaction levels with nursing among patients.

Materials-Methods: The descriptive-correlational study was conducted between December 2021 and April 2022 in the internal medicine and surgical wards of a private hospital in Istanbul. The sample of this study consisted of 218 nurses working in 16 different units and 218 patients who were provided healthcare by these nurses. Data were collected from nurses with Personal Information Form and Nurse-Nurse Collaboration Scale, and from patients using Personal Information Form and Newcastle Satisfaction with Nursing Scale. Data were analysed using descriptive tests, and Spearman correlation analysis. The study protocol was approved by an ethics committee of a foundation university (Date: 11.01.2019, Number: 85) and written approval was obtained from the hospitals.

Results: Nurses had high perceptions of nurse-nurse collaboration, with a median score of 3.36 (3.07-3.57) out of 4. The level of satisfaction with nursing of the patients was high, with a median score of 91.57 (83.15-97.89) out of 100. There was a statistically significant correlation between collaboration perceptions among nurses and the levels of satisfaction with the nursing of patients (rs=0.43; p<0.001).

Conclusion: Nursing managers seeking to improve patient satisfaction should focus on collaboration among nurses which is an essential key to providing effective and safe patient care.

Keywords: interprofessional relations, interdisciplinary communication, nurses, patient satisfaction

[O-33]

Nurse-Nurse Collaboration in Public Hospitals: A Cross- Sectional Study

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Objective: When collaboration among nurses is efficient and of high quality, medical errors are reduced and patient outcomes are positive. Clinical nurse managers can play an important role in the collaboration process. Though there is sufficient research on nurse-doctor collaboration, only a few studies have examined nurse-nurse collaboration. The study's purpose to determine the effectiveness of nurse-nurse collaboration.

Materials-Methods: A cross-sectional study design. Data were collected using the Nurse-Nurse Collaboration Scale and description forms. The Nurse-Nurse Collaboration Scale consists of five subscales: problem-solving, shared process, communication, coordination, and professionalism.

Results: The total score on the Nurse-Nurse Collaboration Scale (3.04) was higher than the expected collaboration status (2.5). Moreover, the lowest average scores among the subscales were problem-solving (2.94) and shared process (2.98). There was a significant difference between the total score of the collaboration regarding the hospitals and the subscale scores, excluding communication.

Conclusion: Factors such as problem-solving and shared processes were domains that needed support. It may be suggested that organizational culture and structure (horizontal-vertical) in the hospitals affect collaboration among nurses. Collaboration among nurses can be improved by clinical nurse managers. While there are studies on collaboration between nurses and other healthcare team members, there are a few studies on collaboration between nurses. This article contributes to the literature in this sense.

Keywords: collaboration, hospitals, nurse, nursing staff

[O-34]

Qualitative Study on a New Role Emerging in Neonatal Intensive Care Units: Treatment Preparation Nursing

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Objective: The aim of this research is to depth examine the reasons underlying the formation of the role of treatment preparation nursing in neonatal intensive care units and the experiences and opinions of nurses on this issue.

Materials-Methods: In this research, the "Explanatory/Descriptive" type of the "Case Study" type of qualitative research designs was used. The research was conducted in four Training and Research Hospitals in Istanbul between August 2021 and November 2021. As data collection tools, an individual introduction form, a voice recorder and a semi-structured interview questionnaire were used. Face-to-face and one-on-one interviews were held with twenty volunteer nurses. The interviews were audio recorded with the knowledge and consent of the participants. Analysis of the data was carried out using the MAXQDA 2020 program.

Results: Study findings were gathered under five themes: nursing care models, interaction of nursing models, treatment preparation nursing, workflow in the treatment process, and medication errors.

Conclusion: It was determined that due to the high workload of the nurses in the intensive care units in the newborn unit, the role of the treatment preparation nurse, responsible for the supply of drugs, their control, their preparation under appropriate conditions and the delivery of the baby to the intensive care nurse, emerged. The opinions of the participants were determined that because it reduces the workload of treatment preparation nursing and increases the time allocated to the care of the baby, better quality care can be provided and contributes to the reduction of medication errors and infections.

Keywords: drug preparation, neonatal nursing, newborn, newborn intensive care units, treatment

[O-35]

The Relationship between Inclusive Leadership, Organizational Justice, Work Engagement and Organizational Citizenship: A Study in a Sample of Healthcare Professionals

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Objective: The aim of this study is to determine the relationship between perceived inclusive leadership, organizational justice, job engagement and organizational citizenship in healthcare workers.

Materials-Methods: In this study, a cross-sectional and correlational research design was used. The sample of the study, using the convenience sampling method, consisted of 330 healthcare workers, consisting of nurses, physicians, midwives, radiology technicians, anesthesia technicians and medical secretaries, who worked in a city hospital in Bursa for at least 6 months. Data were collected with personal information form, Inclusive Leadership Scale, Organizational Justice Scale, Work Engagement Scale and Organizational Citizenship Scale between February and July 2022. Descriptive statistics, correlation and regression analysis were used in the analysis of the data. Hypotheses were tested using Hayes' PROCESS macro.

Results: In this study, more than half (55.5%) of the health workers in the sample were nurses. The mean scores of inclusive leadership, organizational justice, work engagement and organizational citizenship of healthcare professionals were above the average. It was determined that inclusive leadership affected organizational justice, work engagement and organizational citizenship positively and significantly. Moreover organizational justice affected work engagement and organizational citizenship positively and significantly. In addition, job engagement had a significant effect on organizational citizenship ($p < 0.05$). The indirect effect of organizational justice on the effect of inclusive leadership on organizational citizenship was not significant ($p > 0.05$). However, organizational justice partially mediated the effect of inclusive leadership on job engagement (VAF=0.621). Moreover, job engagement partially mediated the effect of inclusive leadership on organizational citizenship (VAF=0.261).

Conclusion: This study reveals to managers the importance of inclusive leadership and organizational justice as a way to increase healthcare professionals' work engagement and organizational citizenship behavior.

Keywords: healthcare workers, inclusive leadership, organizational citizenship, organizational justice, work engagement

[O-36]

Analyzing the Relationship between Students' Attitudes toward Brain Drain and Their Future Career Prospects at the Faculty of Health Sciences

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Objective: The purpose of this study is to identify the relationship between the future career prospects of students at the faculty of health sciences and their attitudes concerning brain drain.

Materials-Methods: The population of the study, which used a descriptive, cross-sectional, and correlational design, included 2349 students enrolled in the 2019–2020 academic year at the health sciences faculty of a public university. The 860 students who consented to participate in the study made up the sample. An initial information form was used to collect data for the study, which included questions about nursing students' attitudes toward brain drain and potential career paths, as well as questions about demographic, career, and brain drain data.

Results: The students that took part in the study had a mean age of 20.64 ± 1.65. There are 10.9% foreign students and 80.3% female students. 83.6% of the students want employment abroad. 87.1% of the students do not receive support from any career unit. When it comes to countries where students wish to work abroad, Germany tops the list. The career future scale total score averages, career optimism from the sub-dimensions, and perceived knowledge of job markets among nursing department students were statistically significantly higher than those of nutrition and dietetics, physiotherapy and rehabilitation, and health management department students. A moderate positive correlation was found between the students' attitude scale scores towards brain drain and their career future scale total score averages ($r = 0.414$ $p < 0.05$).

Conclusion: Nursing students' total scores on the attitude scale towards brain drain and their career future scale mean scores are higher than the students studying in other departments. It is thought that the results of this study, which reveal the attitudes of students towards brain drain and their career future, will contribute to policymakers and hospital managers in the employment process.

Keywords: brain drain, career future, nursing, students

[O-37]

Demonstration of Relational Autonomy in Medical Decisions among Adults

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Background: Relational autonomy is the new concept of autonomy in which an individual is recognized as embedded into society and influenced by relational factors. The relational approach has been applied in clinical practice to present relational factors impacting patient autonomy and decision-making. Yet, there is a knowledge gap in how these factors influence the demonstration of relational autonomy in a medical decision context among adults.

Aim: To explore how relational factors influence an individual's relational autonomy in a medical decision context.

Design: A meta-synthesis of qualitative studies was conducted.

Data sources: Embase, OVID Medline, CINAHL, and PubMed, were searched

Results: A total of 23 primary studies, including 21 qualitative and two mixed-method studies, were critically appraised for further analysis. A thematic synthesis was employed to identify themes. Two themes are generated from qualitative findings: (1) barriers to exercising relational autonomy; (2) facilitators to support relational autonomy demonstration. The themes draw a big picture of how relational factors affect an individual's relational autonomy in the decision-making process.

Conclusions: Applying relational autonomy in clinical practice to assist adults in making well-considered decisions is essential. The findings reveal that during the decision-making process, adults confront many barriers as well as facilitators that impact relational autonomy demonstration. Our results suggest that healthcare professionals should pay attention to these factors in order to foster individuals' autonomy in clinical practice.

Keywords: adult, medical decision, relational autonomy, meta-synthesis

[O-38]

Determination of the Relationship between Work Intensification and Occupational Fatigue in Nurses

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Objective: The aim of this study was to determine the relationship between work intensification and occupational fatigue in nurses, and the effects of work intensification and nurses' socio-demographic characteristics on occupational fatigue.

Materials-Methods: This cross-sectional and correlational study was conducted with 597 nurses in public, private and university hospitals operating in Istanbul. Data were collected using the Nurse Information Questionnaire, the Intensification of Job Demans Scale (IDS) and Occupational Fatigue Exhaustion Recovery Scale (OFER). Descriptive statistics, Pearson correlation and hierarchical linear regression were used for the data analysis.

Results: The chronic fatigue sub-dimension mean score of the Occupational Fatigue Exhaustion Recovery Scale was 59.87 ±26.81, the acute fatigue sub-dimension mean score was 64.31 ±22.98, and the recovery sub-dimension mean score was 45.42 ±20.88. There was a positive correlation between chronic fatigue and acute fatigue sub-dimension; statistically significant negative correlation was found between the recovery sub-dimension and chronic fatigue and acute fatigue. All sub-dimensions and total scores of the Intensification of Job Demands Scale were found to be above the average. It was found that the IDS sub-dimensions and the total scale score had a statistically significant relationship with the OFER sub-dimensions. In the regression analysis, it was determined that demographic and working characteristics of nurses other than age, work intensification, acute fatigue and recovery between shifts explained 59.8% of chronic fatigue, 11.2% of acute fatigue and 12.8% of recovery between shifts.

Conclusion: As a result, it was determined that work intensification in nurses had a significant and positive effect on occupational fatigue. It is anticipated that the findings of this study will contribute to both the literature and the nurse managers and decision makers who prioritize quality and safety.

Keywords: fatigue, job demans, nurse, occupational fatigue, work instensification

[O-39]

The Attitude toward Compulsory Citizenship Scale: Development and Psychometric Evaluation

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Objective: This study aimed to develop a new measurement tool to determine the nurses' compulsory citizenship attitudes.

Materials-Methods: The psychometric properties of the scale were tested with 317 nurses who work in different hospitals in Istanbul. The inclusion criteria for participating in the study were to have a bachelor's degree and to work in the same hospital for at least one year. This methodological study was conducted between May-October 2020. The item pool was obtained from a qualitative study and the related literature review. Data were collected using the Personal Information Form and the draft scale. Content validity and six steps R-based psychometrics protocol were used for psychometric properties. This protocol includes investigation of item distributions and summary statistics (1), item properties by nonparametric (2) and parametric item response theory (3), scale structure by factor analysis (4), reliability via classical test theory (5), and description and calculation of total scores (6).

Results: As a result of content validity analysis 19 items were excluded from the scale and the content validity index of the scale was 0.933. After the six steps R-based psychometrics protocol, 41 items were excluded from the scale. The scale formed with good homogeneity (H=0.468) and reliability (a=.0.96). The goodness of fit statistics with 12 items and two subdimensions were found to be excellent (GFI = 0.94, CFI = 0.98, TLI = 0.98, SRMR = 0.03, RMSEA = 0.07). There was found a positive significant correlation between test-retest mean scores (r=0.701; p<0.001), and no significant difference between mean scores (p>0.05).

Conclusion: The attitude toward compulsory citizenship scale is a valid and reliable measurement tool and can be used to evaluate the attitudes of nurses about compulsory citizenship. The scale consists of 12 Likert-type items with a five-point scale covering two subdimensions.

Keywords: compulsory citizenship, nurses, organizational behavior, psychometrics, scale development

[O-40]

High-Fidelity Simulation: A New Method for Improving Medication Administration Skills of Undergraduate Nursing Students in Jordan

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Objective: To investigate and compare the effectiveness of High-Fidelity Simulation (HFS)-based education and traditional lecture to decrease nursing student medication administration errors in an actual medical-surgical setting in Jordan

Materials-Methods: A randomized, two-group, observer-blind, repeated measures (one pretest measurement and two posttest measurements) experimental design was utilized. A convenience sample of 89 second-year BSN students who had no previous experience with simulation and medication administration was recruited. Nursing students were randomly assigned to either HFS group (n = 45), who attended a 1.5-hour HFS scenarios on medication administration, or traditional lecture group (n = 44) who received a 1.5-hour PowerPoint presentation on the same topic. Five blind raters, who demonstrated high inter- and intra-rater reliability, scored students medication administration practices during the 3rd week (Time 1: pretest), 6th week (Time 2: posttest one), and 11th week (Time 3: posttest two) of Adult Health Nursing II Clinical rotation using a valid and reliable tool called the Medication Administration Safety Assessment Tool (MASAT).

A two (lecture vs. HFS) by three (T1-pretest vs. T2-posttest one vs. T3-posttest two) mixed ANOVA was used to examine within group changes, between group difference, and the interaction between time and group.

Results: The means medication error score on the MASAT for the two treatment groups significantly decreases over time. However, the HFS group had a larger decrease in the mean ME score on the MASAT at T2:posttest one (M = 2.29) and T3:posttest two (M = 1.29) compared to the lecture group (T2:posttest one mean= 5.14; T3:posttest two mean= 4.00).

Conclusion: HFS is superior and significantly improves students' medication administration safety skills. This study can contribute to a needed paradigm shift in nursing education, moving to more advanced educational methods.

Keywords: nursing education, high fidelity simulation, medication administration, medication error

[O-41]

Turkish Version of the Self-Assessment Wisdom Scale among Senior Nursing Students: A Validity and Reliability Study

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Objective: To adapt the Self-Assessment Wisdom Scale to Turkish with senior nursing students and to conduct validity and reliability study.

Background: Wisdom is at the center of the nursing profession and guides decision making in clinical practice. Wisdom is an indispensable resource in having an ethical understanding and transferring it to other nurses. Wisdom is a guide in making the right decision and applying the decision in nursing, so a nursing-specific measurement tool is needed in the evaluation of wisdom.

Materials-Methods: This study was a methodological study. The sample of the study consisted of 306 students enrolled in the last year of the nursing school of three state universities in Ankara, Türkiye. Students Information Form and Self-Assessment Wisdom Scale were used in data collection. Data were collected between 15 April 2022 and 31 May 2022. Expert opinion was sought for the content validity of the scale. Confirmatory factor analysis and structural equation modeling were used for construct validity. Chronbach's alpha value, test-retest method and Pearson correlation coefficient were used for internal consistency.

Results: The model fit of the scale was good. The alpha values among the sub-dimensions of the scale vary between 0.757 and 0.850. The total Cronbach's alpha value of the scale was found to be 0.909. Since the 16th, 39th and 40th items had low factor loadings, the results were calculated by removing them from the scale. Turkish version of the scale had 5 sub-scales and 37 items. Test-retest was applied with one week interval and it was not statistically significant ($p < 0.05$).

Conclusion: The Self-Assessment Wisdom Scale is a valid and reliable tool that can be used self evaluating wisdom among Turkish senior nursing students.

Keywords: wisdom, nursing, nursing students, practical wisdom

[O-42]

Health Policy and Political Efficacy among Hospital Nurses in Jordan: A Cross Sectional Study

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Aim: The aims of this study were to (a) examine the levels of involvement in health policy and nurses' political efficacy; (b) explore the relationships between study varaibles.

Background: Nurses as citizens and health care providers have the right to express their opinions and beliefs in regard to issues that are concerned with the health care system or the public health domain.

Methods: A descriptive, cross-sectional design using was utilized. A self-administered questionnaire (Political Efficacy Scale & Involvement in Health Policy Scale) was completed by a convenience sample of 302 nurses.

Results: The results of this study showed low levels of involvement in health policy and political efficacy, and a positive weak correlation between political efficacy and involvement in health policy. The perceived level of political efficacy was associated positively with nurses' age and experience.

Conclusions: Nurse administrators and managers may empower, support and encourage nurses to enhance their involvement in health policy.

Implications for nursing management: The findings have implications for nursing leaders and administrators to design appropriate strategies to enhance nurses' involvement in health policy development.

Keywords: health policy, political efficacy, nurses, jordan

[O-43]

The Association between Professional Competency, Work Engagement and Perceived Future Employability in Nursing Students

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Objective: To determine the relationship between professional competency, work engagement and perceived future employability in nursing students and the mediating role of work engagement in this relationship.

Materials-Methods: The study population of this cross-sectional and correlational study was comprised of senior nursing students in the nursing departments of two state and three private universities in Istanbul in the 2021-2022 academic year. With the convenience sampling method, 322 nursing students who agreed to participate in the study were reached. Data were collected online with the Student Information Form, Nursing Students' Self-Assessment of Professional Competency Scale, Utrecht Work Engagement Scale-Student Forms, and Perceived Future Employability Scale between January and June 2022 after obtaining ethical committee and institutional permissions. Data were analyzed by descriptive analyses, Pearson correlation analysis and linear regression analysis. Hayes' PROCESS macro was used in mediation analysis.

Results: While the students' professional competency (266.21, SD 30.33) and their perception of future employability (121.72, SD 18.43) was found to be high, work engagement (2.87, SD 0.95) level were average, their perception of future employability (121.72, SD 18.43) was found to be high. The direct association of professional competency with work engagement (β =0.0052; p=0.0031) and perceived future employability (β =0.4260; p<0.001) was found to be significant. In addition, it was determined that work engagement had a significant association with the perceived future employability (β =3.0774; p=0.0001). Although work engagement had a significant (0.0159) effect in the relationship between the level of competency and the perceived future employability, its mediating role was not found (VAF=0.037).

Conclusion: This study reveals the importance of work engagement as well as professional competency for the employment of nursing students. In order to prepare nursing students for working life, integrative strategies with nursing should be developed by increasing their competencies.

Keywords: nursing students, perceived future employability, professional competency, work engagement

[O-44]

Determining the Effects of the Organizational Commitment on Contextual Performance: A Correlational Study with Nurses

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Objective: This study aimed to determine the effects of the organizational commitment levels of nurses on their contextual performance.

Materials-Methods: This descriptive and correlational study was conducted in in a university hospital with 331 nurses the east of Türkiye. The data were collected using The Contextual Performance scale and The Organizational Commitment Scale. The data were analyzed using descriptive statistics, correlation, and hierarchical multiple regression analysis

Results: The mean total score of nurses' organizational commitment was moderate at 2.71 ± 0.835. The mean total score of the contextual performance of nurses was at a high level at 3.84 ± 0.604. Correlations between the organizational commitment and the contextual performance ($r=0.253$; $p<0.001$) were significantly positive. Multiple regression analysis was done in order to find whether or not organizational commitment and demographic characteristics and affected contextual performance. It was seen that demographic variables accounted for the contextual performance by 4% (Adj.$R2=0.04$; $p=0.002$). In the model-2 was established by adding organizational commitment to demographic variables and was tested. It was noted that independent variables significantly accounted for contextual performance by 7% with a rise of 3% (Adj.$R2=0.07$; $p<0.001$).

Conclusion: Nurses are moderately committed to their organizations, and they exhibit a high level of contextual performance in their institutions. The results revealed that the organizational commitment of nurses significantly explained their contextual performance. This study can support to extent to which the contextual performance of nurses is affected by organizational commitment can be determined.

Keywords: contextual performance, hierarchical multiple regression, nurse, organizational commitment

[O-45]

A Psychometric Assessment of Nurses: Development of the Innovative Leadership Scale

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Objective: The study aims to develop a measurement tool that will determine the innovative leadership levels of nurses.

Materials-Methods: This methodological paper was conducted with 615 nurses. The content validity, factor analyses, and Cronbach's alpha test were used for psychometric assessment.

Results: As a result of the exploratory factor analysis, the scale consists of 43 items and five subscales. Confirmatory factor analysis showed that the innovative leadership scale (ILS) is a valid model.

Conclusion: The psychometric assessment showed the ILS is a valid and reliable scale. There is a need for innovative leading nurses in the healthcare field.

Keywords: innovative leadership, instrument development, leadership, nurse, organizational innovation

[O-46]

Effectiveness of Mindfulness on Student Depression during the Covid-19 Pandemic: A Systematic Review and Meta-Analysis of Randomized Controlled Trials

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Background: Depression is one of the most psychological problems experienced by students during the COVID-19 pandemic. Mindfulness has been reported to reduce student depression, but there are limited studies reviewing its effectiveness. This study aims to evaluate the effectiveness of mindfulness on student depression during the COVID-19 pandemic.

Methods: A systematic search on relevant databases such as Embase, Medline-OVID, Central-Cochrane Library, CINAHL-EBSCOhost, Web of Science, and Scopus was conducted in December 2021 using the keywords based on the PICO Question. Studies were included if they met the following inclusion criteria: (1) the design of study must be RCTs, (2) students are active or enrolled in schools, (3) mindfulness therapy was given during the COVID-19 pandemic, and (4) depression measured using a valid and reliable instrument. PRISMA 2020 flow diagram was used in mapping out the number of records identified. Two investigators worked independently at all of stages. The Risk of Bias 2 (RoB 2) tool was used to assess the potential of bias, and Review Manager 5 (RevMan 5) was used to analyze data.

Results: Only five articles met the criteria and were included in this review. Most of the studies were conducted in East Asia, especially China. University students, aged around 20 and female, were at higher risk of experiencing depression than other groups. Mindfulness was given online using various digital applications from one month to two months. All studies used valid and reliable instruments in measuring depression, such as PHQ-9, SDS, and PROMIS. Mindfulness effectively reduces student depression during the COVID-19 pandemic with a small effect size (0.35, 0.25, and 0.29 respectively). The reduction in depression occurred significantly not only after the intervention but until follow-up.

Discussion: More mindfulness RCTs studies with diverse demographic characteristics are needed to help overcome student depression during the COVID-19 pandemic.

Keywords: student, mindfulness, depression, covid-19, pandemic

[O-47]

Implementing (I)SBAR Tool Into Nurse-to-Nurse Patient Handover Process: Action Research at a University Hospital - Part I

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Objective: To determine the effects of the standardized patient handover process using the (I)SBAR communication tool on transferring patient-care related information accurately, completely, and clearly during nurse-to-nurse patient handover.

Materials-Methods: This study is the first part of a project conducted at a university hospital. Nurse-to-nurse patient handover procedure was revised and the (I)SBAR tool was integrated into this procedure. Before the implementation of the (I)SBAR tool, two hours of theoretical training about revised handover procedures were provided to all nurses working at the hospitals and providing direct patient care. Data was collected via observation using a standardized patient handover form prepared based on the (I)SBAR communication tool. A total of 503 nurse-to-nurse patient handover processes were observed at medical-surgical units by trained researchers, 253 of which were pre-implementation and 250 post-implementation. Descriptive statistics, Mann-Whitney U test, and Fisher's test were used to analyze data.

Results: After implementing the (I)SBAR tool to the patient handover process, the rate of providing clear, accurate, and complete information about patient diagnosis and current situation, clinical background, nursing care plan, and expressing current needs of the patient and relatives, and recommending for meeting needs were found to be significantly higher (p<0,05). The duration of the patient handover process was significantly higher (p<0,05).

Conclusion: (I)SBAR can be an effective tool to transfer patient-care related information in an accurate, complete, and clear way during the handover process. Future research should be done using validated data collection tools and focus on the opinions of patients and relatives about the handover process.

Keywords: patient handoff, communication, continuity of care, evidence-based nursing, nursing care

[O-48]

Nurses' Assessments about the Nurse-to-Nurse Patient Handover Process Using (I)SBAR Tool: A Focus Group Interview Study – Part II

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Objective: This study investigated the nurses' assessments related to the standardized patient handover process using the (I)SBAR communication tool during nurse-to-nurse patient handover as a second part of a project.

Materials-Methods: The study is the second part of a project conducted at a university hospital. Nurse-to-nurse patient handover procedure was revised and (I)SBAR tool was integrated into it. Before the implementation of the (I)SBAR tool, two hours of theoretical training about revised handover procedures were provided to all nurses working at the hospitals and providing direct patient care. A purposeful sample of 19 nurses with different roles (clinical nurses, unit charge nurses, and assistant nurse managers) and working in three hospitals affiliated with the same university hospital (Adult, Child, and Oncology Hospitals) were involved in three focus group interviews after 2-months of implementing revised patient handover procedure. Focus group interviews were audio-recorded and transcribed verbatim. The data were thematically categorized by induction.

Results: Five main themes were extracted as nurses' assessments regarding the use of the (I)SBAR tool in the patient handover process: a) General opinions about (I)SBAR tool, b) Change management process, c) Positive experiences with (I)SBAR tool, d) Struggles of the process, and e) The aspects that need to improve in the handover process with (I)SBAR tool.

Conclusion: The present study provides a greater and more focused understanding of the assessments of nurses regarding a new patient handover process including (I)SBAR tool. This study could offer perspectives into improvement of an effective and useful nurse-to-nurse patient handover procedures.

Keywords: patient handoff, communication, continuity of care, evidence-based nursing, nursing care

[O-49]

Validity and Reliability Study of the Stress-Related Presenteeism Scale among Nurses

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Objective: This study aimed to assess the psychometrics of the Job-Stress-Related-Presenteeism Scale in Turkish among nurses.

Materials-Methods: A methodological study included 261 nurses working in an Istanbul training and research hospital. One of the researchers collected data between August 2021 and September 2021. The Lawshe technique, confirmatory factor analysis, internal consistency analysis, and the parallel forms' test were performed to assess the content validity, construct validity, reliability, and stability of a Turkish version of the Job-Stress-Related Presenteeism Scale.

Results: The content validity ratios of the items ranged between.50 and.87. The content validity index of the scale was.65. and the item-total score correlation values varied between.44 and.77. The confirmatory factor analyses confirmed the six-items and one-factor construct. The Cronbach's alpha internal consistency coefficient was.86. Results indicate that our translation of the Job-Stress-Related Presenteeism Scale is valid and suitable for use in Türkiye.

Conclusion: Results indicated that the Job-Stress-Related Presenteeism Scale is valid and suitable for use in Turkish.

Keywords: job stress, nursing, organizational behavior, presenteeism

[O-50]

Symptom Cluster Subgroups among Patients Undergoing Hemodialysis in Indonesia

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Objective: Patients with chronic kidney disease undergoing hemodialysis experience physical and psychosocial symptoms due to the disease, its treatment, or comorbid conditions. This cumulative symptom burden can be debilitating and contributes to poor patient prognosis. Improved understanding of the disease-related problem and symptom burden could be used as the basis for treatment options and priorities to improve their health status and quality of life. Latent class clustering analysis is an advanced tool for classifying patients' symptom experiences. The study aimed to identify subgroups of patients at greatest risk for high symptom burden and its predictors among this group of population.

Materials-Methods: In this cross-sectional study, a total of 320 patients undergoing hemodialysis were recruited from the two dialysis units in Indonesia. Latent class cluster modeling using 12 items on Kidney Disease Quality of Life symptom profile was employed to identify patents subgroups based on similar observed physical symptom response patterns. Multinomial logistic regression models were estimated with demographic variables, disease characteristics, and self-reported measures of physical and mental component summaries of quality of life.

Results: Three symptom-based subgroups were identified, with differing severity. Feeling drained or washout had the highest average symptom score that bothered patients across clusters. In low symptom subgroups, symptoms profile such as dry skin, dizziness, and nausea were reported as the most bothersome by patients. Pain and neuromuscular problems were mostly experienced by patients in moderate to high symptom subgroups. Factors associated with membership in the high-symptom subgroup included higher duration of hemodialysis, and lower physical and mental component summary.

Conclusion: Symptoms experiences should be comprehensively assessed to carry out scientific and effective symptom interventions. Further research is needed to determine if symptom subgroups are stable over time to improve patient clinical outcomes.

Keywords: hemodialysis, latent class analysis, symptom cluster, quality of life

[O-51]

A Review of Literature on the Effect of Employee Engagement on Job Performance of Critical Care Nurses

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Objective: Nursing care services are the heart of health care services and nurses constitute the largest number of health professionals in each hospital therefore, the quality of services is affected directly by the job performance of nurses as they provide the most direct patient care. This is especially for the nurses in the critical care area who are expected to provide the highest levels of care and experience compared to the other areas in the hospital.
In spite of many factors that may influence nurses' job performance, this literature review aims to examine the relationship between employee engagement and job performance of critical care nurses working in different hospitals internationally.

Results Work Engagement Scale (UWES) and Individual Work Performance Questionnaire (IWPQ): Most of the studies reviewed have adopted the descriptive cross-sectional design. Data collection was done using Work Engagement Scale (UWES) and Individual Work Performance Questionnaire (IWPQ). Most of the studies found that engagement of employees significantly affected job performance. The most important limitations in other studies were less variables and recommended to add more variables as there are other factors that may impact on job performance of nurses.

Conclusion: The literature review explored studies that minimized poor healthcare delivery outcomes, which may be caused by low levels of employee engagement and job performance in any healthcare organization. The engagement of employees significantly affected job performance among nurses.

Results of studies already conducted will provide empirical support of the relationship between nurses' employee engagement and their job performance. Hence, will help to improve standards of nursing care in critical care units.

Keywords: employee engagement, job performance, critical nurses

[O-52]

The Impact of Patient Safety Culture on Nurses' Voice Behavior in Türkiye: The Mediating Effect of Nurses' Autonomy

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Objective: To examine the relationship between patient safety culture and nurses' voice behavior in Türkiye and further explore whether nurses autonomy can play a mediating role.

Materials-Methods: This descriptive and correlational study was conducted 258 nurses from two hospitals in Ankara, Türkiye. Nurse Information Form, Employee Voice Behavior Scale, Patient Safety Scale and Nursing Authority and Autonomy Scale were used to collect data. Research data were analyzed using IBM SPSS Statistics 26 and IBM SPSS Amos 23 programs. Pearson Correlation analysis was used to examine the relationship between numerical variables. Structural equation modeling was used in the study to determine the mediator role of nurses' autonomy status between patient safety culture and voice behavior. $P<0.05$ was accepted as the level of significance for statistical evaluations.

Results: The power of the study was calculated with the G*Power 3.1.9.2 package program. According to the power analysis results, the power of the study was determined as 84% for 258 samples. As a result of the Pearson Correlation test; there was a moderately positive and significant linear relationship between the employee voice score and the patient safety score ($r=0.326$; $p<0.001$), and there was a low-level positive and significant linear relationship between patient safety score and nursing authority and autonomy score ($r=0.128$; $p<0.05$), there was no significant linear relationship between employee voice score and nursing authority and autonomy score ($p>0.05$).

Conclusion: The relationship between patient safety culture and employee voice is not mediated by the role of nursing authority and autonomy. In addition, if organizations and nurse managers want to develop patient safety culture in their organizations, they should give more importance to practices that will develop employee voice behavior and nursing authority and autonomy.

Keywords: patient safety, nurse, autonomy, voice behavior, mediation analysis

[O-53]

The Effect of Pediatric Nurses' Individual, Occupational and Work Environment Characteristics on Their Individual Innovative Behaviors

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Background: Nurses are expected to contribute to the organization's capacity for innovation by improving their innovative behaviors. In order to improve nurses' innovative behaviors assessing and creating a healthy working environment is essential.

Aim: This study aimed to determine the effects of pediatric nurses' individual, professional and work environment characteristics on their individual innovative behaviors.

Method: In this cross-sectional study, data were collected via an online survey, with 125 pediatric nurses participating in the study. The first part of the data collection form included questions related to individual and occupational characteristics; the second part included the Practice Environment Scale of the Nursing Work Index (PES-NWI); and the third part included the Individual Innovativeness Scale. Descriptive statistics and linear regression analysis were used in the analysis of the data.

Results: The vast majority (73.6%) participant are working as staff nurses. 20.4% have BSN degrees. More than half of the respondents (67.2%) stated that they do not have any resources problem when implementing new ideas and 94.4% of them indicated that they have high autonomy in their work environment. The total score average of the PES-NWI was found to be 2.15 ±.45 and their Individual Innovativeness Scale was found to be 69.91 ± 6.73. As a result of the linear regression analysis the following subdimensions of the PES-NWI; nurse participation in hospital affairs, nursing foundations for quality of care, nurse manager ability, leadership, support of nurses staffing and resource adequacy and suitability of working conditions to develop new ideas and new methods while practicing nursing profession was found to be significant (R2: %30,7 F: 9,67 p: 0,000 Durbin Watson: 2,261).

Conclusion: The result of this study shows that pediatric nurses practice environment affects their induvial innovativeness behavior. Nurse managers should create work environment which encourages innovative behaviors.

Keywords: innovation, pediatric nurses, nurse work environment

[O-54]

Relationship between the Professional Attitudes with Tendencies of Medical Errors of Nursing Students

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Objective: Today, medical errors pose an important risk for patient safety. Ensuring patient safety and preventing medical errors are essential elements of quality health care. Gaining professional attitudes in the vocational education process is very important for increasing the quality/ safe of care and patient satisfaction. This study was carried out to determine the relationship between the professional attitudes of nursing students and their tendency to make medical errors.

Materials-Methods: A cross-sectional design was used. It was conducted in a nursing faculty located in Ankara in Türkiye. Data was collected face to face in the spring semester of the 2019-2020 academic year. A total of 363 nursing students participated in the study. The information form, the "Instrument of Professional Attitude for Student Nurses" and the "Medical Error Tendency Scale in Nursing" were used for collecting data. Data were analysed in independent groups t-test, ANOVA and regression analysis.

Results: The point averages of the students were 3.91±0.59 for the Instrument of Professional Attitude and 4.44 ± 0.47 for the Medical Error Tendency Scale. It was determined that students' Professional Attitude Instrument scores affected the Medical Error Tendency Scale score (F=11.26 Beta= 0.174, t= 3.36, p=0.001) and accounted for medical error tendency at a rate of 3 %. In addition it was detected that some descriptive characteristics of students had a significant effect on their professional attitudes and medical error tendencies ($p < 0.05$).

Conclusion: It was determined that the students exhibited a professional attitude above the average, they had a low level of medical error tendencies, and their professional attitudes affected their tendency to make medical errors. The high professional attitudes of nursing students will contribute to ensuring patient safety by reducing their tendency to make medical mistakes, and thus directly affect the quality of nursing care.

Keywords: medical error, nursing students, patient safety, professionalism

[O-55]

Patient-Reported Missed Care: Relationship with Care Dependency, Trust in Nurses, and Satisfaction with Nursing Care

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Objective: This study aimed to examine the relationships between patient-reported missed nursing care, care dependency, trust in nurses, and satisfaction with nursing.

Materials-Methods: This cross-sectional study was conducted May- August 2022 in two public hospitals in Türkiye. Its sample consisted of inpatients in adult medical and surgical inpatient units in two medical faculty hospitals (n=374). The data were collected from the patients using the Nursing Care Dependency Scale, the MISSCARE Survey–Patient, Newcastle Satisfaction with Nursing Scale, the Trust in Nurses Scale. The data were analyzed with descriptive statistics and Pearson correlation analysis.

Results: Patients were found to have low levels of care dependency (69.64±14.59). The patients' missed care basic care mean score was above the medium (3.31±1.23), while the other subscales (communication 2.10±0.77; timeliness 1.56±0.67) and overall missed care scores (2.09±0.58) were low. The patients' level of trust in the nurses (25.68±4.41) and satisfaction with the nursing care (74.03±15.27) were at a good/high level. Of the patients, 53.2% had experienced adverse events during their hospitalization, and those who did most frequently experienced intravenous running dry (44.4%). It was determined that care dependency had a significant positive relationship with trust in nurses and satisfaction with nursing care, as well as a negative relationship with patient-reported missed care (communication). Additionally, it was determined that missed care (communication and basic care) had a negative relationship with trust in nurses and satisfaction with nursing care.

Conclusion: This study revealed that as nurse-assessed patients' care dependency decreases, the missed care score decreases, and the missed care score is negatively related to trust in the nurse and satisfaction with nursing care. Supporting nurses to provide better nursing care meeting patients' needs may patients enable to have more positive experiences during their hospitalization.

Keywords: care dependency, misscare, trust in nurses, satisfaction with nursing care, patient reported outcome

[O-56]

Determination of Factors Affecting the Workaholism, Work-Life Balance and Burnout Levels of Nurses and the Relationships between Them

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Objective: Nurses' workaholism, work-life balance and professional burnout levels, which are important in the delivery of health services, are important in terms of directly affecting the quality of health care.This research was conducted to examine the relationship between nurses' workaholism, work-life balance, and the factors affecting their burnout levels.

Materials-Methods: The research is descriptive and relationship-seeking. The sample of the study consisted of volunteer nurses participating in the study in three Ministry of Health hospitals, one public university hospital and eight private hospitals in Adana and Nevşehir city center, between September 2018 and January 2019 (n=1321). Data were collected with the "Participant Information Form, Workaholism Scale, Work-Life Balance Scale and Burnout Scale". Descriptive, correlational and multiple regression analysis were used in the statistical analysis of the data.

Results: The mean score of workaholism of nurses was 3.20±0.69; work-life balance mean score was 3.05±0.69; the mean score of the emotional exhaustion sub-dimension of the burnout scale was 3.00±0.93; burnout scale depersonalization sub-dimension mean score 2.24±0.88; burnout scale personal achievement sub-dimension mean score was 3.50±0.65, burnout mean score was 3.50±0.65. Negative relationship between workaholism and work-life balance of nurses; positive between workaholism and emotional exhaustion, depersonalization and personal accomplishment; negative between work-life balance and emotional exhaustion and depersonalization, positive with personal achievement; positive between emotional exhaustion and depersonalization and personal accomplishment; a negative relationship was found between depersonalization and personal achievement.

Conclusion: It was concluded that nurses' gender, age, standard of living, institution/unit, working hours, number of patients cared for affect their workaholism, work-life balance and burnout levels. In this context, it is important to make the working conditions of nurses more suitable.

Keywords: nurses, workaholism, work-life balance, burnout

[O-57]

The Relationship between Nursing Students' Self-Leadership Skills and Locus of Control

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Objective: This study aims to determine the relationship between nursing students' self-leadership (SL) skills and locus of control (LOC).

Materials-Methods: The population was 1st, 2nd, 3rd, and 4th-year undergraduate nursing students in Türkiye. No sampling method was used, and 142 students participated in the study. The power was determined to be 99.9% with a margin of error of 5% by post hoc analysis. Data collection was conducted online between 05/01/2021 and 08/27/2021 through Google Forms using the Demographics form, LOC scale, and Renewed SL Scale. Kruskal Wallis, Mann Whitney U tests, and Spearman correlation coefficient were used in data analysis. Regression analysis was also performed to determine predictiveness.

Results: The median SL score was 113 (Min: 27-Max: 147) and the median LOC score was 117 (Min: 58-Max: 171). There is a significant relationship between SL scores and LOC (p<0.001), which is negative and low (r=-.366). The relationship between the students' SL and LOC scores and the status of receiving any training on leadership within the nursing curriculum or outside of school was found to be statistically significant (p<0.05). Moreover, LOC score, type of university, and having taken a course on leadership in nursing education significantly predicted the SL score. Taking a leadership course in nursing education (β=6,069, p=0.057), and type of university (β=10,158, p=0.026) were positive predictors, whereas the LOC score (β=-0.307, p<0.005) was a negative predictor of the SL score.

Conclusion: According to the study results, it is recommended to add leadership courses that can contribute to the development of nursing students' internal LOC and SL skills to nursing education programs, and provide students with leadership-related mentoring, coaching, and peer leadership opportunities.

Keywords: nursing students, self-leadership skills, locus of control, internal locus of control

[O-58]

Evaluation of the Nursing Workforce in Surgical Clinics during Covid- 19: A University Hospital Experience

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Introduction: During the pandemic period, elective surgical operations were postponed in line with the decisions of the Ministry of Health, and no patients were admitted to the surgical clinics except for emergencies. In these plans, new services were opened and closed, and additional manpower was needed. This study was aimed to evaluate the nurse workload of surgical clinics, since elective surgical operations started to be performed again in our hospital in the second year of the epidemic period.

Material-Methods: The descriptive and cross-sectional study was carried out in the surgical clinics of a tertiary university hospital in Ankara. Data were collected from 17.09.2021 to 23.09.2021 with using nurse documentation form and Nursing Activity Score (NAS) in order to measure nursing activities. The NAS form was filled once a day over 7 days, at the bedside, same time during the day shift. Necessary institutional permission was obtained for the study. Nurse workload was assessed for each inpatient using the NAS. The number of nurses needed for each service was calculated according to their NAS scores. Data analysis was performed using SPSS program.

Findings: The mean age of the patients (n:266) was 48,3±18,3; 65% female, 35% male, and 57.5% had a concomitant chronic disease. 45% of the patients were followed up preoperatively and 54.9% postoperatively. The mean hospitalization day in the wards was calculated as 11.6±21.8 days. According to the one-week NAS score, it was determined that an average of 5±2 nurses was needed in addition to the existing nurses in each service.

Discussion and Conclusions: Determining the workforce according to patient nurse ratios is insufficient in providing patient care. Results of this study revealed that more nurses are needed in these services to allocate sufficient time to nursing activities

Keywords: covid-19, nurse workload, nursing activity, NAS

[O-59]

Predicting Nurses' Evidence-Based Practice Attitudes: The Role of Healthy Work Environment

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Objective: The aim of this study was to investigate the predictors of nurses' evidence-based practice attitudes through healthy work environment variables.

Materials-Methods: In this study methodological and descriptive design was used. In order to provide data diversity in the study, it was tried to reach all nurses who were working with a bachelor's degree in Türkiye. The study was conducted with 627 nurses from public, university and private hospitals. The data were collected using a demographic and organizational characteristics form, Attitude towards Evidence-Based Nursing Questionnaire, Evidence-Based Practice Nursing Leadership and Work Environment Scales via Google Forms. Social media was used to reach more nurses. Mean and percentage values, t-test, ANOVA test, and linear regression analysis were used in the analysis of the research data.

Results: Of the 627 nurses aged 22-54. 81.8% of the nurses work in public hospitals and 31.8 of nurses were in intensive care units. 52.3% of sample described their work environment as "bad". A statistically significant difference was found between educational level, hospital status (public, university and private), healthy work environment variables (Nurse Workload, Development and Career Planning, Social Rights, Occupational Health and Safety, Appropriate Physical Conditions and Sufficient Tools and Equipment, Team Collaboration, Communication, Recognition and Recognition, Effective Management and Leadership) and attitudes towards evidence-based practice. As a result of the multivariate linear regression analysis established in the research, it was found that nurses healthy work environment variables explained 92.3% of their evidence based practice attitudes, with statistical significance.

Conclusion: According to the results of the study, healthy work environment variables are an important predictor of nurses' attitudes towards evidence-based nursing practice. A healthy work environment should be created for nurses to support and maintain the use of evidence in professional nursing practice.

Keywords: evidence based nursing, nursing practice, work environment

[O-60]

Being a Nurse Manager in the COVID -19 Process: A Qualitative Study

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Objective: This study was carried out to examine the experiences of nurses working in managerial positions during the COVID-19 pandemic related to this process.

Materials-Methods: This is a descriptive qualitative study. A purposive sample of 20 nurse managers were recruited working in inpatient treatment institutions in different geographical regions in Türkiye. The study was terminated when no new data were revealed. Participants were interviewed using audio–video teleconferencing. Data were collected using a semi–structured interview guide. After recording and transcribing interviews, the concepts were extracted using the content analysis method. Ethics committee approval (31.12.2020/14-01) was obtained from Munzur University Non-Interventional Research Ethics Committee in order to conduct the study.

Results: The five major themes that emerged were as follows: strengthening of managerial skills, institutional factors, psychosocial effects, change in perception of professional values, and expectations of nurse managers for the profession.

Conclusion: The pandemic process has contributed to the strengthening of nurse managers in their managerial competencies. In addition, it has been observed that there are processes in which they are negatively affected in terms of institutional and psychosocial aspects. Initiatives should be initiated to regulate the necessary interventions by decision-making mechanisms to meet the psychosocial needs of nurse managers.

Keywords: COVID-19, nurse manager, experience, pandemic

[O-61]

The Relationship between the Conflict Management Strategies and Ethical Leadership Behaviors of Nurse Managers Perceived by Nurses

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Objective: To determine nurse managers' level of ethical leadership perceived by nurses and relationship with conflict management strategies.

Materials-Methods: The data of this descriptive, correlational and cross-sectional study were collected from 285 nurses between April-June 2019 after obtaining ethical committee and institutional permissions. The data were collected by the introductory information form, the Ethical Leadership Scale and The Rahim Organizational Conflict Inventory-II. Data were analyzed by descriptive analyses, Pearson correlation analysis and linear regression analysis.

Results: Ethical leadership scores perceived by nurses in nurse managers were higher (3.78 ± 0.86) than the average. The highest score was the behavioral ethics (3.88 ± 0.86) subscale. In conflict management strategies, nurses perceived collaborating style (3.76 ± 0.90) the most, and competing style (2.90 ± 0.94) the least in their nurse managers. It was found that there was a positive, moderate relationship with nurses' Ethical Leadership Scale scores and collaborating, compromising and accommodating scores of The Rahim Organizational Conflict Inventory-II subscales ($r=.744$, $r=.706$, $r=.747$ $p<.001$); while there was while there was a weak positive relationship with avoiding subscale ($r=.466$, $p<.001$). Communicative ethics was found to have a positive effect on collaborating ($\beta=.045$; $p<.001$), accommodating ($\beta=.037$; $p<.001$) and compromising ($\beta=.034$; $p<.000$) subscales of conflict management strategies.

Conclusion: The study shows that communicative ethics subscale significantly affects the conflict management strategies of nurse managers. Therefore, it is important for nurse managers to communicate bilaterally and be a role model for nurses. Nurse managers should consider their own ethical values and behaviors when determining their strategies for resolving conflicts. Nurses who perceive that their managers demonstrate ethical leadership behaviors will also evaluate their role in conflict resolution.

Keywords: conflict management, ethical leadership, nurses, nurse managers

[O-62]

Pressure Injury Risk Assessment Teaching: A Situation Analysis

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Pressure injuries, which threaten patient safety, remain as problems that cause unfavorable conditions, such as increasing patient morbidity and mortality rates, increasing the financial burden of healthcare services, and causing burnout in healthcare workers. For this reason, pressure injuries, which are a burden to the patient, health professional, and health system, are included in the nursing core education program. This review aims to present pressure injury risk assessment teaching in nursing education in its current form and to analyze what can be done for the better. Risk assessment, the first step in preventing pressure injuries, is given to nursing students in detail in the Fundamentals of Nursing and Surgical Diseases Nursing main courses. In the content of these courses, the assessment of risk in pressure injury is explained, and frequently used valid and reliable pressure injury risk assessment scales are introduced. Then students were expected to assess the patient's pressure injury risk with the risk assessment scales available in the clinic. Risk assessment scales classify the risk according to the total score gained and determine risk levels. Even though the risk factors are explained in detail during courses, students still plan the care according to the scale's total score and risk level. However, as international guidelines recommend, pressure injury risk assessment should include using a valid and reliable risk assessment scale and clinical decision-making. Therefore, teaching nursing students how to use the clinical aspect of a patient's status is crucial, even if the scale defines the risk as none. Based on these facts, reviewing the risk assessment teaching and revising the content, which helps students assess each factor's effect on the injuries and plan accordingly, is essential.

Keywords: nursing education, nursing student, pressure injury, risk assessment

[O-63]

Examination of Relationship between Intellectual Capital and Innovative Business Behavior in Nursing

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Objective: The research was carried evaluate if there was a relation between intellectual capital and innovative business behaviors of nurses.

Methods: In the research were used relationship seeking and descriptive designs. The sample of the study composed of 422 nurses working in public, university and private hospitals. Study data was collected using "personal and professional Information Form", "Intellectual Capital Scale (ICS)" and "Innovative Behavior Scale (IBS)". An ethical committee permission was obtained from the Istanbul University–Cerrahpaşa Rectorate Social and Human Sciences Studies Ethical Committee. Study data was transferred to electronic environment using Microsoft Excel 2016 software, and SPSS 26 and AMOS 24 statistical software programs were utilized in running analyses.

Results: The intellectual capital scale mean general score of the nurses was identified as human capital mean score of 3,48 (±0,72), structural capital mean score of 3,01(±0,70), social/customer capital mean score of 3,56 (±0,72) and intellectual capital total mean score of 3,35 (±0,60). According to the results of the research, medium level significant, positive relation between intellectual capital and innovative business behavior was identified in nurses. It was detected that there was a medium level significant relation between the sub-dimension human capital of the intellectual capital and the research sub dimension of the innovative business behavior, an extremely high level significant relation between the structural capital, the sub-dimension of the intellectual capital, and the implementation sub-dimension of the innovative business behavior and a medium level significant relation between the social/customer capital, the sub-dimension of the intellectual capital and the implementation sub-dimension of the innovative business behavior.

Conclusion: A medium level of positive and significant relation was determined between the intellectual capital and innovative behavior of nurses.

Keywords: innovative business behavior, intellectual capital, nursing

[O-64]

The Determining Role of Implementation Leadership in the Agile Leadership Behaviors of Nurse Managers

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Objective: Today, nurse managers are expected to have leadership qualities and to develop them. Agile leadership is also expected to contribute to the creation and dissemination of a culture of quality assurance. The aim of this study is to examine the determining role of implementation leadership behaviors in the agile leadership behaviors of nurse managers.

Materials-Methods: The population was nurses who work in different four hospitals in Ankara, Türkiye. Purposive sampling method was used and 293 nurses participated in the study. The power was determined to be 100% with a margin of error of 5% by post hoc analysis. Data collection was conducted face to face between 28/07/2022 and 22/08/2022 by using the Demographics form, AL Scale, and IL Scale. Kruskal Wallis, Mann Whitney U tests, ANOVA tests, Spearman correlation coefficient, and Bonferroni correction, were used in data analysis. Regression analysis was also performed to determine predictiveness.

Results: The median AL scores of the nurse managers were 3.94 (3.11- 4.62) and the median IL score is 41 (32-53). There is a significant relationship between AL and IL scores (p<0.001), which is positive and strong (rs=+.790). Also, IL behaviors explain 54.4% of AL behaviors (p<0.001; R2:.544).

Conclusion: Since agile leadership includes behaviors such as proactivity agility, emotional agility, digital literacy, openness to innovations, and adaptability, emergency management facilitates the implementation of evidence-based practices and compliance with technological developments in the field of health. Since implementation leadership has a decisive role in agile leadership behaviors, executive nurses who want to work with nurse managers who exhibit agile leadership behaviors in their institutions should support nurses who are manager candidates with activities that will improve their implementation leadership.

Keywords: agile leadership, implementation leadership, nurse manager, nursing

[O-65]

The Impact of an Education Program Based on the Reproductive Health of LGBT Individuals Developed for Nursing Students on Knowledge, Skills, and Attitudes of Students

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Objective: This study aimed to determine the impact of an education program based on the reproductive health of LGBT individuals developed for nursing students on the students' knowledge, skills, and attitudes.

Materials-Methods: This study involved a quasi-experimental (single group pre-post-test) design. The research sample consisted of 48 students who were studying in the 4th year of the Faculty of Nursing in the Spring semester of the 2020-2021 Academic year at the university. During eight weeks, an education program was given including a discussion of modules developed for the reproductive health of LGBT individuals, film screening and analysis, sample video display, role-playing activities, and standardized patient practices. The research data were collected using a survey, Information Evaluation Test for LGBT Individuals, Attitude Scale Towards LGBTI Individuals, Reproductive Health History Taking Skills Checklist, Effective Communication Skills Evaluation Form, and Student Satisfaction Evaluation Form. In the data analysis, mean, standard deviation, frequency, percentage distributions, and Wilcoxon test were used.

Results: In the study, there was a significant increase in the median of students' knowledge about LGBT individuals ($p<0.001$), a significantly positive development in their attitudes towards LGBT individuals ($p<0.001$), and a significant increase in the median scores of effective communication with LGBT individuals and taking reproductive health history ($p<0.001$) was determined at the end of the education program.

Conclusion: In order to ensure patient safety and quality reproductive health care for minority groups such as the LGBT community, it is recommended to integrate education programs using interactive methods should be integrated into undergraduate nursing curricula.

Keywords: education program, LGBT, nursing students, reproductive health

[O-66]

Sexist Approaches Faced by Nurses during Their Career Development and Management: A Qualitative Research

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Objective: The study was conducted as a qualitative study based on content analysis in order to reveal the sexist approaches faced by nurses during their career development and management.

Materials-Methods: The study was carried out between April 2017 and December 2017 with 19 nurses, who work in one Public Hospital and five Private Hospitals. In the study, maximum diversity sampling method, which is one of the purposeful sampling methods that maximally reflect the diversity of individuals who can be a party to the study, was used. Data were collected through semi-structured in-depth individual interviews using face-to-face interviews and voice recording. The data of the research was evaluated with maxquda 2018 program.

Results: Nurses stated that gender has an effect on career choice with respect to social perception, economic factors and individual awareness. Also the participants stated that being a woman or a man could affect their professional career plan and goals positively or negatively and they were exposed to obstacles arising from individual problems, family problems, organizational problems, problems with colleagues, social problems and political policies. On the other hand, it was determined that female employees do not prefer to come to the senior management senior management because of the learned helplessness as a result of inhibition, contention between women and taking on multiple roles. The participants stated that male nurses would make positive contributions to nursing physically, organizationally and socially in the female weighted nursing profession

Conclusion: Reflecting the sexist structure of society in organizations, employees faced important career barriers and had to develop various individual and organizational strategies to overcome these barriers. Male participation in nursing, which is regarded as a women's profession in the understanding of gender, is seen as positive from a professional perspective, but measures are still needed to reduce social prejudice.

Keywords: sexist approach, nurse, career barriers, glass ceiling

[O-67]

The Relationship between Leadership Styles of Nurses and Organizational Commitment of Nurses Determination

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Objective: This study was conducted in a descriptive and relationship-seeking style to determine the relationship between the leadership of nurse management and the organizational commitment of staff nurses.

Materials-Methods: A cross-sectional correlational design was employed.The data were collected after the participants were contacted via e-mail between April 2019 and August 2019. Data were collected online using Multifactor Leadership Questionnaire MLQ 5X Short Scale and Organizational Commitment Scale.

Results: Nurses' emotional and normative commitment was found to be moderate, but continuance commitment was low. As a result of the regression analysis performed to evaluate the effect of the leadership on organizational commitment, it was found that transformational leadership positively affects organizational commitment and part of the change in organizational commitment is caused by transformational leadership and individual support.

Conclusion: It was found that the leadership style of the executive nurses affected the hospital commitment of the staff nurses by 15%.Manager nurses can determine some strategies to increase the commitment of the staff nurse to the hospital; they can improve their leadership skills, and in order to strengthen their continuance commitment, the staff can make an effort to improve the nurse's personal rights, and they can use the appreciation and reward system. It may be recommended that executive nurses receive leadership training. It is very important for hospitals to make improvements in their socio-economic and personal rights in order not to experience a nurse crisis and to increase their commitment to the organization.

Keywords: executive nurse, leadership style, nurse, organizational commitment

[O-68]

Determination of Affecting Factors and Career Problems in Nursing: A Descriptive and Cross-Sectional Study

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Objective: This study aims to describe the career problems of nurses and the factors affecting them in Türkiye.

Materials-Methods: The research was conducted in descriptive and cross-sectional types. The sample of the study consisted of 400 nurses working in Türkiye. To collect the data, the Introductory Characteristics Form and the Career Problems in Nursing Scale were collected.

Results: Nurses' career problems scale mean total score was 79.06 ± 26.68; stress and burnout sub-dimension mean score was 34.64 ± 12.30, organizational pressure and occupational incompatibility sub-dimension mean score was 21.65 ± 9.94, the mean score of the dual-career problem sub-dimension score was 9.85 ± 4.95, and the mean score of the gender-related problems in the career sub-dimension was 12.92 ± 4.26. Factors affecting nurses' career problems; educational status, institution, position, the working year, working hours, being willing and satisfied with the profession, personality structure, supporting the institution to make a career, burnout, and chronic fatigue.

Conclusion: In the study, it was found that the career problems of nurses were at a moderate level. It is recommended to provide consultancy and training that nurse need in career planning and development. It is very important to realize the institutional barriers in front of the career development of nurses and to produce solutions at this point. Nurse managers should attach importance to the career development of nurses and encourage, encourage and support nurses in this regard. The success of the professionalization processes of nurses will be possible with the provision of career developments.

Keywords: nurses, career, problem, burnout, stress

[O-69]

The Effect of Executive Nurses' Transformational Leadership Behaviors on Nurses' Happiness

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Objective: To determine the effect of nurses' transformational leadership behaviors on nurses' happiness

Materials-Methods: This study used a descriptive and correlational design. The sample consisted of 474 nurses. The Transformational Leadership Inventory (TLE) and the Oxford Happiness Questionnaire short-form (OHQ- S)were used to collect data.

Results: As a result of the research, it was determined that the TLE and OHQ-S scores of the executive nurses were above the average and that there was a significant relationship between the transformational leadership (TFL) behaviors of the executive nurses and the happiness of the nurses. It was found that four independent variables affected the happiness of the nurses participating in the study by 15%. According to the results of the multiple regression analysis, the variables affecting the happiness of the nurses were the TLE behaviors of the executive nurses, the department where the nurse worked, the leadership training, and being a member of a nursing association, respectively.

Conclusion: In order for nurses to work happily in the workplace, improving the working environment; evaluating the professional skills and leadership competencies of nurses together in the promotion system; working more actively in nursing associations where unity and solidarity are ensured; participation of nurses in decisions; and regular leadership training recommended. Being a member of nursing associations is especially important as it will provide professional empowerment.

Keywords: nurse, happiness, transformational leadership, executive nurse

[O-70]

Determining the Perceived Barriers and Supportive Behaviors of Intensive Care Nurses towards End-of-Life Care

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Aim: The aim of this study was to determine the highly perceived barriers and supportive behaviors of intensive care nurses while providing end of life care.

Material and Methods: The sample of this descriptive study consisted of 278 intensive care unit nurses working at Ankara City Hospital. Data collected via Demographic Data Form and Intensive Care Nurses Perceived Barriers to End-of-Life Care and Supportive Behaviors Scale between 22 September and 15 November 2020.

Results: The results of the study indicated that intensive care nurses' highly perceived barriers while providing end of life care were "Families not accepting poor patient prognosis." (POBS=10.31). "Family not with the patient when he/she is dying." (POBS=9.41) and "Family not understanding the term life-saving measures and its implications" (POBS=9.22). The three highly perceived supportive behaviors of intensive care nurses while providing end of life care have been found as "Physicians meet in person with the family after the patient's death." (PSBS=12.51), "Staff compiles all paper work to be signed by the family before they leave the unit." (PSBS=11.78) and "Nurses having a supportive person outside of the work setting to listen after the death of a patient." (PSBS= 8.96).

Conclusion: The highly perceived barriers to providing end of life care by intensive care unit nurses are related to the patients' families, and the highly perceived supportive behaviors are mostly related to healthcare professionals. This study is a guide for manager nurses in developing supporters and eliminating obstacles in intensive care nurses' end-of-life care.

Keywords: Covid-19, end of life care, intensive care unit, nurse, palliative care

[O-71]

Speak Up about Patient Safety Questionnaire's Turkish Adaptation, Validity and Reliability Study

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This study was carried out as a methodological design to adapt the "Speaking up about patient safety questionnaire" into Turkish and to establish its validity and reliability. The questionnaire consists of two sub scale and 8 sub dimensions. In order to adapt the questionnaire to Turkish, linguistic validation was completed through translation-back translation procedures. Content validity was determined using the viewpoints of the panel of 6 experts, and computing the content validity index: 1.00. The sample consists of 333 health care professional, including 170 nurses and 163 physicians working at all units of Gazi University, Health Research and Application Center, Gazi Hospital. Construct validity of the questionnaire was evaluated through exploratory factor analysis and confirmatory factor analysis method for both of the two scale each of which includes total 11 items in 3 subscales. The Kaiser-Meyer-Olkin value was good enough for both of the two scales (0,834 and 0,881, respectively), and The Bartlett's test of sphericity was significant ($p < 0,05$), suggesting that there is substantial correlation in the data. Exploratory factor using principal components analysis and varimax rotation yielded that all factor loadings were above 0.3. Total variance explained was found to be 77. 856% for Speak Up–Related Behaviour, and 76,009% for Speak Up Related Climate. Confirmatory factor analysis results showed that the scale has an acceptable goodness of fit. Cronbach's alpha (α) values for all sub scales ranged from 0.77 to 0.92, indicating high internal consistency or reliability of total and sub scales. Test-retest reliability results ($r = 0,987$ and $r = 0,991$) were statistically significant ($p < 0,05$). Based on the statistical analysis none of the items was removed from the questionnaire. As a result, this study confirmed that the Speaking Up About Patient Safety Questionnaire, can be utilized as a validated and reliable instrument in Turkish health care contexts.

Keywords: patient safety, speak up, nurse, validity, reliability

[O-72]

Level of Nurse– Nurse Collaboration and Influencing Factors in Türkiye and Italy: Mixed Method Study

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Objective: Collaboration between nurses has been discussed in a limited number of studies and its importance for patient safety has been emphasized. A limited number of cross-country studies have been reached, and this study is valuable in terms of both the level of collaboration between nurses (quantitative) and the views of nurses and manager nurses on collaboration between nurses. The aim of this study is to determine the collaboration levels of nurses working in Türkiye and Italy and to determine the determinants of collaboration in line with their views on nurse-nurse collaboration.

Materials-Methods: This study was carried out as mixed-method research including both qualitative and quantitative methods in order to determine the collaboration level of nurses working in Türkiye and Italy, as well as the views of nurses on collaboration.

Results: Nurse-nurse collaboration was moderate in both Turkish and Italian nurses. Participating nurses emphasized the importance of collaboration, teamwork, critical thinking and coordination. They stated that collaboration is affected by personality traits, educational status and workload factors; social activities, in-service training, being understanding to inexperienced nurses and correct communication will increase collaboration. In addition, executive nurses argued that factors such as manpower planning, suitable working conditions, sufficient materials, empathy, job satisfaction, motivation and effective communication affect collaboration.

Conclusion: The level of collaboration of nurses working in both Türkiye and Italy is similar. Future studies should be carried out in more than one hospital and especially nurses with at least a bachelor's degree should be included in the research.

Keywords: collaboration, mixed metod, Italy, nurse, Türkiye

[O-73]

The Effect of Mindfulness-Based Stress Reduction on the Conflict Management Styles of First Line Nurse Managers: A Quasi-Experimental Study

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Objective: Crises like Covid-19 pandemic effects nurses' stress level and workload so the conflicts increase in the workplaces. Especially first-line nurse managers usually deal with difficult situations with interprofessional and interpersonal conflicts. So, they need directions and resolutions to support their wellbeing by lowering conflicts. The aim of the study was to determine the effect of mindfulness-based stress reduction program on conflict management strategies of first-line nurse managers.

Materials-Methods: A quasi-experimental one-group pre-/post-test design was conducted with 11 first-line nurse managers and their subordinates (n:53) who work in a university hospital between February and April 2022. Ethics committee approval and institutional permission were obtained from the committee on Ethics in Research on Humans of a university (2022-40034-18) and the institution where the study was conducted. First-line nurse managers participated in mindfulness-based stress reduction program for 8 weeks (2,5 hours per a week). In pre-test and post-test, data were collected with Personal Information Form, the Rahim Organizational Conflict Inventory-II (form a and b) for nurse managers and their subordinates. IBM SPSS Statistics 25.0 package program was used for statistical analysis and $p < .05$ was considered as statistically significant. Descriptive statistics and Wilcoxon signed-ranks test were used to analyze data.

Results: The self-reported mean scores of avoiding conflict management style ($p=.024$), and conflict resolution skills ($p=.004$) were statistically higher in the post-test than the pre-test. According to their subordinates, the post-test mean score was significantly higher than the pre-test mean score in the integrating ($p=.002$), obliging ($p=.000$), avoiding ($p=.022$), compromising ($p=.008$) subscales of ROC II, and conflict resolution skills of nurse managers ($p=.000$).

Conclusion: Mindfulness based stress reduction program effected the conflict management styles of first-line nurse managers, such as integrating, obliging, avoiding, compromising.

Keywords: conflict management, mindfulness, MBSR, nurses, quasi-experimental

[O-74]

Video-Based Laboratory Practice during the Covid-19 Pandemic: Nursing Students' Skill Levels and Opinions

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Objective: The aim of this study is to evaluate sophomore nursing students' skill levels and opinions in a video-based health assessment laboratory course conducted by distance education

Materials-Methods: This study was a semi-experimental, single-group post-test design. The study sample consisted of 26 sophomore nursing students who took the Health Assessment Course. After students recorded and uploaded skills videos, online education sessions were conducted. Data were collected online between February and March 2021 using a Questionnaire, and "Skill Assessment Tools". Data were analyzed using descriptive statistical methods.

Results: The students' average skill scores were 92.05±6.50 (min-max:76.60-100), the average time of recording and uploading the examination video was 2.80±2.13 (min-max:1-10) hours, the average satisfaction with the application was 8.50 ±1.70 (min-max:4-10), and the average physical examination skills acquired by the students at the end of the course was 7.23 ± 1.36 (min-max:4-10). While 80.8% of the students found the method adequate, 92.3% reported improved physical examination skills and self-confidence. Additionally, 50% of the students expressed uncertainty about performing the skills on real patients, 69.2% recommended this method, 96.2% noticed the skills that needed to be developed in education sessions, and students reported the most difficult part of the method was recording and uploading the videos and convincing family/friends for examination.

Conclusion: Students improved physical assessment skills and expressed positive opinions toward the practical course conducted via video-based distance education.

Keywords: nursing students, distance education, video-based education, skill education

POSTER
PRESENTATIONS

[P-01]

The Impact of Leadership Behaviors on Nurses' Job Satisfaction and Efficiency in Healthcare Organizations

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Objective:
* To measure:
1- The employees perception toward leadership's behaviors (communication, delegation, coaching, and development) and working conditions.
2- The relation between leadership and Staff satisfaction.
3- The relation between leadership and Staff productivity.

* To compare
1-The employees' perception in relation with socio demographic data.
2-The employees perception between governmental and nongovernmental hospitals.

The focus of the following cross-sectional study is to determine the effect of leadership behavior on employee productivity in hospitals, and examining the relationship between job satisfaction and socio-demographic data. Being both analytical and comparative, this study addresses four behaviors of leadership development: communication, coaching, delegation training and development, and holds a comparison between the employees' perception towards this leadership behavior, and the productivity and employee satisfaction in both governmental and private hospitals in Lebanon. The leadership behaviors imply that a direct relationship between the overall employee satisfaction and productivity is highly significant. Collaborating with ninety-six registered nurses in medical and surgical departments, data was collected from a survey of a standardized questionnaire. The results indicate a direct relationship between superiors' leadership to their productivity and time management, and to the nurses' satisfaction. Therefore, setting patients' safety as a priority and for employee satisfaction, leaders and staff must collaborate for better performance quality, highlighting their learning demands for the formers to set alternative policies that satisfy these requirements and cover any possible gaps.

Keywords: leadership, training, development, patient safety

[P-02]

The Relationship between Stress and Quality of Life in Jordanian Nurses During the Coronavirus Disease-19 Pandemic: The Mediating Role of Psychological Resilience

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Objective: This study aimed to investigate the mediating effects of resilience on the relationship between perceived stress and quality of life in Jordanian clinical registered nurses during the COVID-19 pandemic.

Materials-Methods: The study used a cross-sectional correlational design with an online survey and adhered to the STROBE guideline for cross-sectional studies. A total of 550 registered nurses working in 6 hospitals were conveniently selected. Data were collected via a demographic questionnaire, the Perceived Stress Scale (PSS), the Connor-Davidson Resilience Scale (CD-RISC), and the WHOQOL scale. Descriptive, Pearson correlation, t-test, one-way ANOVA, and hierarchical linear regression analyses were used to analyse the data.

Results: The results indicated that resilience was negatively correlated with perceived stress and quality of life. Further, resilience was found to play a partial mediating role in the relationship between perceived stress and quality of life. Therefore, the results partially supported our study hypotheses.

Conclusion: Health policy makers and administrators in Jordan should be aware of the importance of assessing and improving nurses' resilience to decrease devastating effects of stress on quality of life.

Keywords: resilience, stress, quality of life, nurse, pandemics

[P-03]

Effectiveness of Internet-Based Intervention for Promoting Physical Activity in College Students: A Systematic Review and Meta-Analysis

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Objective: To examine the effectiveness of internet-based interventions aimed at improving physical activity (PA) amongst college students.

Methods: Five online databases (MEDLINE Ovid, Cochrane Library, Embase, CHINAHL and SPORTDiscus) were searched (January 2021 to November, 2021). Internet-based intervention with experimental designs targeting PA in college students were eligible for inclusion. Data extraction was performed by one reviewer using a standardized form developed by the research outcomes and checked the extarion results by a second reviewer. Data were described in a narrative synthesis after systematic review and meta-analyses were conducted when appropriate. Study quality was also established.

Results: Six studies with low risk of bias were included. The maximum intervention follow-up periods ranged from 5 to 24 weeks. Meta-analysis demonstrated that all studies significantly increased levels of physical activity (standardized mean difference (SMD) 0.41(95% 0.07 to 0.75)) when internet-based intervention combined with health education with text message, audio information and email remained in intervention groups compared to control.

Conclusions: Internet based intervention may provide certain advantages for school-based interventions. Tertiary institutions are appropriate settings for implementing and evaluating internet-based interventions combined with health education, however more research is needed to improve such evidence.

Keywords: physical activity, university students, internet-based intervention

[P-04]

Nurses' Opinions on Healthy Working Environment Standards for Nurses: University Hospital Example

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Objective: Healthy working environment of nurses, directly affects patient and employee outcomes. In research conducted in Türkiye, nurses defined different dimensions of the working environment at an inadequate-moderate level.The aim of this study is to evaluate the nurses' view on "Healthy Working Environment Standards for Nurses in Türkiye".

Materials-Methods: The population of the research consisted of 550 nurses of the private university hospital nursing services, and the sample consisted of 238 nurses who voluntarily agreed to participate. In the first part of the data collection form, there are 16 questions about the individual and professional characteristics of nurses. In the second part, there is a five-point Likert type evaluation of the "Healthy Working Environment Standards for Nurses in Türkiye". Data were collected between December 2021 and April 2022. Descriptive analyzes (percentage, mean, standard deviation) were used in statistical analyses.

Results: The average age of the participants was 28.2(5.8) and 87.3% of nurses have bachelor' degree. They had an average of 3.7 (3.8) years of experience in the hospital. The average of the opinions for all the standards is 3.5 (0.5). Among the main standards, "Nurse Workload" has the lowest average of 2.76 (0.97), and "Social Rights, Occupational Health and Safety" has the highest average of 3.71 (0.72).

Conclusion: The results of this study showed that the nurses evaluate the healthy working environment standards in their institution at a moderate level. It is recommended to the nurse and hospital managers to assess their working environments and find strategies to improve healthy working environments. Also, they need to work closely with their nurses and include them in the strategic planning process for improving and maintaining nursing healthy working environments.

Keywords: healthy working environment, nurse, nursing work environment standards

[P-05]

The Experience of Koç University Hospital Nursing Services Management in the COVID-19 Pandemic Period

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COVID-19 pandemic is a serious global problem that directly affects the management of healthcare organizations. The aim of this study is to share the nursing services management experiences of a Koç University Hospital during the COVID-19 pandemic period. Since the pandemic was declared in our country, the multidisciplinary crisis management team held meetings to assess the situation and make plans every morning. Decisions taken in the meetings were published by the "General Directorate" with "TAMİM" to cover all personnel. The infection control team created the "Emergency Service COVID-19 Clinical Pathway" and this provided a standard for patients' approach, diagnosis, treatment, use of PPE and transfer between patient wards. In the emergency room triage areas, outpatient and inpatient units, and intensive care units have made necessary environmental arrangements for patients. In line with national and international guides, various documents and training videos have been prepared for all personnel within the institution. By keeping patients and healthcare providers safety being at the forefront, necessary trainings are given by face-to-face, on the bedside and online. We used team nursing as method of nursing care presentation. According to the wishes of the healthcare providers, the weekly working schedule of 48 hours are arranged. Employments of patient care technician/operating room technician were provided by the hospital. Managers have increased the healthcare providers' motivation with accommodation and transportation support, refreshments, "a thank you" campaign and experience sharing meetings. "Virtual Patient Visit Program" was created for patients to meet with their relatives within the scope of human-oriented care. Symptom follow-up of the sick personnel has done by the occupational health nurses with daily phone calls. Vaccination unit organization, follow-up of healthcare providers' vaccinations, vaccination rejection training were carried out by the management team. Pandemic process was managed with multidisciplinary teamwork, open communication and employee-oriented leadership.

Keywords: COVID-19, pandemic, nursing management

[P-06]

The Importance of Falling

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Objective: Patient falls and injuries threaten patient safety in hospitals. The aim is to take all necessary precautions in terms of patient safety to prevent falls.

Method: In the poster study, visual samples were made showing the conditions under which the falling patients could fall. The falling man image used in the standards is presented on the poster. The importance and definition of falling has been made. It was emphasized that the reasons for patient falls, which risks can cause falls, the general condition of the patient may change after the fall, and his condition may change in terms of vital risks, that it should be followed strictly, and that full precautions should be taken to eliminate the risks.

Conclusion: In line with the fall assessment quality management system in our hospital, 24-hour follow-up is provided for our outpatients and inpatients, and trainings are provided for the patients and their relatives, and our working nurses.

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