SELF-ESTEEM AMONG INDIAN NURSES WORKING IN HOSPITALS

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ABSTRACT

Introduction: Nurses with healthy self-esteem are likely to deliver therapeutic patient care, while those with low self-esteem are less likely to do so. Self-esteem also affects how the nurse thinks, feels, and provides care. Relevance of self-esteem and the ability to establish interpersonal relationships and quality of nursing care provided is undeniable.

Objectives: The objectives of the study were to assess the nurses' self-esteem among registered nurses of selected hospitals of the North India.

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

Result: Majority 69.4% (243) of nurses working in hospital setting experiencing normal self-esteem. Whereas 29.4% (103) experiencing low self-esteem. So, it revealed that for demographic variables Age, marital status, professional educational status, area of working, number of patients seen in each shift, teaching experience, clinical experience, working in gov./private sector, monthly salary, holding any position in professional organization and attending CNE/ conference/ workshop are significantly associated with nurse's self-esteem.

Conclusion: The study concluded that majority of nurses working in hospital setting experiencing normal self-esteem. Some factors like seniority in nursing, qualification, teaching experience, working in govt sector and high salary influence the self-esteem of nurses.

Keywords: Self-esteem, Nurses,

INTRODUCTION:

Self-esteem is defined as individual's complete evaluation of his worth as a being high or low, based on all the positive and negative self-perceptions that make up individual's own self-concept.^{1,2,3} The importance of self-esteem lies in the fact that it concerns to us. It is the manner how we view ourselves and how it affect & progress our life.⁴ Hence, low self-esteem is best defined as negative view of individuals perceived value, worthiness and competency.⁵ Self-esteem of individuals could lead to their self-confidence, socialization and good relationship with other people. Person's self-esteem will also influence a person's professional behavior.² Self-esteem is a necessary parameter of the development of one's personality and professional identity.⁶

Nurses with healthy self-esteem are likely to deliver therapeutic patient care, while those with low self-esteem are less likely to do so. Nurses who struggle with their self-esteems also show immature behaviours at the workplace.¹

Nursing is one of the stressful jobs in community⁷ and given the role of self-esteem as a moderator of stress, people having higher self-esteem in stressful

situations have a higher sense of self-worth and self-efficacy that these consequences will function more effectively in these situations.⁸ Nurses with high self-esteem are able to provide better care to patients.⁹ Nurses, who have a high self-esteem, feel more confidence in their own skills and this trust leads to their effective dealing with challenging situations.¹⁰ Self-esteem also affect how the nurse thinks, feel, and provides care.¹¹ Relevance of self-esteem and the ability to establish interpersonal relationships and quality of nursing care provided is undeniable.¹²

Self-esteem also depends on the area of work, working hours and presence of the spouses for married nurses. Nurse managers must make sure that their nurses are not working more than eight hours and rotating the nurse after a specific and reasonable period of time may be recommended as the nurses get a chance to be in different areas.¹³

MATERIAL & METHOD

A quantitative research approach with descriptive research design study was adopted to assess the nurses self-esteem among registered nurses of selected hospitals of the North India and also to find association between the nurses self-esteem with their demographic variables.

The study was organized at selected healthcare institutions of north India. The study samples were registered nurses working in selected hospitals. These samples were recruited by non-probability convenient sampling technique and total 350 working nurses were recruited as study samples based on eligibility criteria. The relevant data were collected by using Rosenberg Self-Esteem Scale tool. The investigator utilized 23 version of SPSS to analyze the data.

RESULT

Demographic variables of nurses

Table No. 1. Frequency and percentage distribution of demographic variables among nurses (N=350)

Socio-demographic Variable		(f)	(%)
Age in Years	21-30	224	64
	31-40	114	32.57
	41-50	12	3.43
Gender	Male	162	46.3
	Female	188	53.7
Marital Status	Married	235	67.1
	Unmarried	115	32.9
Professional Educational Status	Diploma in Nursing	204	58.3
	B.Sc. Nursing	110	31.4
	P B B.Sc. Nursing	36	10.3
Designation	Staff Nurse	306	87.4
	Ward in Charge	44	12.6
Area of working	Ward	205	58.6
	ICU	115	32.9
	EMR	21	6
	OT	9	2.6
Years of working	<1 Year	22	6.3
	1- 5 Years	269	76.9

	5 - 10 Years	37	10.6
	>10 Years	22	6.3
Number of patients seen	1-10	231	66.0
	11 -20	37	10.6
	>20	82	23.4
Teaching experience	No Experience	312	89.1
	<=1 Year	20	5.7
	>1 Year	18	5.1
Clinical experience	0-1 Year	67	19.1
	1 - 3 Years	90	25.7
	3 - 5 Years	67	19.1
	5 - 10 Years	60	17.1
	>10 Years	66	18.9
working in Govt / Private sector	Government	159	45.4
	Private	191	54.6
Monthly salary in rupees	<15000	65	18.6
	15001 - 25000	174	49.7
	25001-35000	20	5.7
	>35000	91	26.0
Member of professional organization	Yes	55	15.7
	No	295	84.3
Post in any nursing professional organization	Yes	26	7.4
	No	324	92.6
Have you attended CNE/Conferences/Workshops	No	118	33.7
	1 training program	96	27.4
	2 training program	57	16.3
	3 training program	35	10.0
	4 training program	28	8.0
	5 training program	16	4.6

Table No.1. Above table stated the frequency and percentage of demographic variables of nurses recruited in present investigation. The analysed data divulged that highest number of participants 64% (224) belongs to 21 years to 30 years, majority of participants 53.7% (188) were females, bulk of participants 67.1% (235)

were married, bulk participants 58.3% (204) were having Diploma in nursing as a professional educational status, high number of participants 87.4% (306) were staff nurses as their designation, majority of participants 58.6% (205) were working in ward area of hospital, high number of participants 76.9% (269) were having one to five years of working experience, majority of participants 66% (231) were used to see 1 to 10 patients in each shift, quite a high number of participant 89.1% (312) were having no teaching experience, majority of participants 25.7% (90) were having one to three years of clinical experience, majority of participants 54.6% (191) were working in private sector, highest number of participants 49.7% (174) were having monthly salary in between 15001/- to 25000/- Indian rupees, bulk of participants 84.3% (295) were not a member of any professional organization, much high number of participants 92.6% (324) were not holding any post or position in any of professional organization and majority of participants 33.7% (118) have not attended any CNE/conference /workshops.

Grading of self-esteem among Nurses

Table No. 2. Frequency and percentage distribution and grading of self-esteem among Nurses:

Self-esteem of nurses	(f)	(%)
High self Esteem	4	1.1
Low Self Esteem	103	29.4
Normal Self Esteem	243	69.4

Table No. 2. This table has expressed the frequency and percentage and grading of self-esteem level among nurses. It communicated that highest number of nurses 69.4% (243) nurses experiencing normal self-esteem, then 29.4% (103) nurses were experiencing low level of self-esteem and only 1.1% (4) nurses experienced high level of self-esteem.

Fig: Grading of Self Esteem among nurses

Association between self-esteem of nurses with selected demographic variables

Table No. 3. Association between (Chi-square value) Self-esteem of nurses with selected demographic variables: (N=350)

Demographic Variable		Chi-square	df	P value	Level of Significance
Age in Years	21-30	14.489	4	0.006	S
	31-40				
	41-50				
Gender	Male	2.499	2	0.287	NS
	Female				
Marital Status	Married	6.028	2	0.049	S
	Unmarried				
Professional Educational Status	Diploma in Nursing	21.627	4	<0.001	S
	B.Sc. Nursing				
	P B B.Sc. Nursing				
Designation	Staff Nurse	1.19	2	0.551	NS
	Ward in Charge				
Area of working	Ward	19.867	6	0.003	S
	ICU				
	EMR				
	OT				
Years of working	<1 Year	12.128	6	0.059	NS
	1- 5 Years				
	5 - 10 Years				
	>10 Years				
Number of patients seen	1-10	9.857	4	0.043	S
	11 -20				
	>20				
Teaching experience	No Experience	20.176	4	<0.001	S
	<=1 Year				
	>1 Year				
Clinical experience	0-1 Year	30.188	8	<0.001	S
	1 - 3 Years				
	3 - 5 Years				
	5 - 10 Years				
	>10 Years				
Work in Govt / Private sector	Government	10.526	2	0.029	S
	Private				
Monthly salary in rupees	<15000	42.627	6	<0.001	S
	15001 – 25000				
	25001-35000				
	>35000				
Member of any professional organization	Yes	0.337	2	0.845	NS
	No				
Post in nursing professional organization	Yes	11.552	2	0.003	S
	No				
Have you attended CNE/Conferences/Workshops	No	47.597	10	<0.001	S
	1 training program				
	2 training program				
	3 training program				
	4 training program				
	5 training program

Table No.3. shown the chi-square value to assess the association in between self-esteem of nurses with selected demographic variables. The chi-square and calculated p value was determined for demographic variables as for age 14.489 ($p= 0.006$), marital status 6.028 ($p=0.049$), professional educational status 21.627 ($p<0.001$), area of working 19.867 ($p= 0.003$), number of patients seen in each shift 9.857 ($p=0.043$), teaching experience 20.176 ($p<0.001$), clinical experience 30.188 ($p<0.001$), working in gov./private sector 10.526 ($p= 0.029$), monthly salary 42.627 ($p<0.001$), are you holding any position in professional organization 11.552 ($p= 0.003$) and have you attended CNE/ conference/ workshop 47.597 ($p<0.001$) found that their calculated p value is lesser than the determined p value $p<0.05$, hence for these variables the self-esteem was significantly associated.

DISCUSSION

While visualizing the nurse's self-esteem, highest number of nurses 69.4% (243) nurses experiencing normal self-esteem, then 29.4% (103) nurses were experiencing low level of self-esteem and only 1.1% (4) nurses experienced high level of self-esteem. An investigation conducted by Safaa Diab Abd El-Wahab

and Lamiaa Hassanin Eita (2015) were supported to present study finding as this study stated that majority of nurses 46.6% were having normal self-esteem then the least nurses 13.8% have shown no self-esteem.¹⁴

A study by Jose TT & Bhat SM (2015) also support the findings as this study stated that majority of the subjects had normal self-esteem 813 (78.2%) and 211 (20.3%) had low self-esteem. Self-esteem of nurses had significant association with area of work and daily working hours with regards to work variables.¹³

CONCLUSION

The study concluded that majority 69.4% (243) of nurses working in hospital setting experiencing normal self-esteem. Whereas 29.4 % (103) experiencing low self-esteem. Some factors like seniority in nursing, qualification, teaching experience, working in govt sector and high salary influence the self-esteem of nurses.

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