

The Relationship between Self-esteem, Assertiveness, and Professional Competence among Novice Emergency Nurses in Jordan

By

Mohammed Raed Al-Tamimi

Supervision

Dr. Malakeh. Z. Malak

Al-Zaytoonah University of Jordan, 2023

Abstract

Self-esteem and assertiveness have been proven to be linked with the professional competence of nursing from different disciplines. To address existing workforce shortages and a scarcity of available experienced nurses, novice nurses are being employed in an emergency department, thus assuring the clinical competence of nursing personnel, particularly novice nurses, is necessary. According to the literature, the relationship between self-esteem, assertiveness, and professional competence among novice emergency nurses is underestimated on international and national levels, thus, the aim of this study was to explore the relationship between self-esteem, assertiveness, and professional competence of novice nurses in emergency departments in Jordan. This study employed a descriptive correlational design. The sample was selected conveniently and consisted of 244 emergency novice nurses. Results showed that levels of self-esteem, assertiveness, and professional competence were as follows: $M=22.18$ ($SD=4.7$), $M=6.65$ ($SD=24.8$), $M=81.75$ ($SD= 22.22$), respectively. The value-based nursing care domain was rated the highest in professional competence ($M=77.25$, $SD=17.4$), while the “nursing care” subscale scored the lowest one ($M=74$, $SD=16.7$). Also, there were significant positive relationships between professional competence and self-esteem ($r = 0.47$, $p < 0.001$), assertiveness ($r = 0.346$, $p = < 0.001$), and training courses ($p.b.r = 0.189$, $p < 0.01$). Additionally, the full model that included all predictors of professional competence among participants was statistically significant ($F =27.427$; $p < 0.001$; $R = 0.561$; $R^2 =0.315$; adjusted $R^2 = 0.303$). Self-esteem, assertiveness, and training courses were identified as significant predictors of professional competence. Based on these findings’ initiatives and interventions for emergency novice nurses should be undertaken in order to raise their self-esteem and assertiveness, which will significantly improve their levels of professional competence.

Keywords: Assertiveness, Emergency department, Novice nurses, Professional competence, Self-esteem