

The Relationship between Management Commitment to Safety, Psychological Empowerment, and Safety Performance among Emergency Nurses in Jordan.

By

Sondos Allowh

Supervision

Dr. Malakeh. Z. Malak

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Abstract

Occupational accidents are common, especially among hospital healthcare professionals, particularly emergency nurses who provide direct patient care. Management commitment to safety and psychological empowerment can help nurses to participate in safety measures and adhere to safety performance. Thus, this study aimed to evaluate the relationship between management commitment to safety, psychological empowerment, and safety performance among emergency nurses in Jordan. A cross-sectional, descriptive correlational design was adopted and 306 registered nurses working in the emergency department in Jordanian governmental hospitals were recruited. A self-structured questionnaire consisting of the perceived management

commitment to safety scale, psychological empowerment scale, and safety performance scale was used to collect data during the period from July 2022 to August 2022. The findings demonstrated that the levels of study variables revealed as follows: the perceived management commitment to safety mean was 3.1 (SD=0.66) out of 5, which indicated an acceptable level, the mean score of psychological empowerment was 5.37 (SD=0.94) out of 7, which reflected that the nurses had an agreement of psychological empowerment, and the mean score for safety performance was 4.02 (SD=0.56) out of 5, which indicated an acceptable level of safety performance among the participants, and the mean for subscales (safety compliance and safety participation) was 4.07 (SD= 0.57) and 3.93 (SD= 0.69) out of 5, respectively. Also, there was a positive correlation between safety performance and perceived management commitment to safety ($r = 0.334, p < 0.001$), and psychological empowerment ($r = 0.592, p < 0.001$). Thus, it is important to implement more interventions centered on empowering emergency nurses, which will have a positive impact on psychological empowerment and safety performance. Making health and safety a priority and a common topic of discussion at group meetings, creating a working environment that encourages nurses' safety performance, and finally, conducting future studies among emergency nurses from various health sectors and investigating various demographics to better understand the aforementioned concerns as a result of nurses' experiences.

Keywords: Emergency department nurses, Perceived management commitment to safety, Psychological empowerment, Safety performance, Socio-demographic characteristics.