





## Research Article

# Challenges Faced by Nursing and Healthcare Staff in Implementing the Nursing Process in Major Hospitals of Baghdad

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## ABSTRACT

### Background

The rate of illness and hospitalization in the Baghdad Medical City compound and teaching hospitals has been increasing because there hasn't been enough focus on implementing nursing procedures. The study is carried out to identify the information of nurses regarding nursing procedures and determine potential obstacles in implementing them within specialized units at the Baghdad Teaching Hospitals compound.

### Methodology

Utilizing a convenient sampling method, researchers conducted a cross-sectional descriptive study on 106 male and female nurses working in special units at the Baghdad Teaching Hospitals within the Medical City compound. The data collected was analyzed using descriptive statistical techniques.

### Results

According to the responses of the nurses, 73% encountered obstacles during their execution of the nursing process. After conducting a thorough literature review, it has been determined that grasping the intangible nature of the nursing process concept represents the primary hurdle in implementing the said process.

### Conclusions

For nurses to internalize the nursing process, it is recommended that a comprehensive approach be taken. This includes not only preparing facilitators for the implementation of new processes related to nursing but also developing an intangible understanding of different views and concepts surrounding the nursing process as well as forming teams comprised of experts in nursing education. By doing so, we can achieve the best strategy possible for minimizing challenges associated with this practice change.

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## 1. INTRODUCTION

Registered nurses should execute specific actions competently regardless of their role, specialty, or setting. To recall both American Nursing Association (ANA) standards besides the six key components underpinning it; assessment, diagnosis, outcome determination, planning, implementation & evaluation (ADOPIE).

The nursing criteria is a continuously evolving and cyclical approach that remains flexible in response to changes [1][4]. It is a systematic, dynamic process consisting of interconnected steps that facilitate assessment of health status, diagnosis of related problems, and accomplishment of interventions aimed at improving outcomes, all while promoting critical thinking and evidence-based practice. This allows for active collaboration between nurse patients' families, and other healthcare professionals in delivering effective patient-centered care. The five essential stages involved are assessing, prescribing a plan, and making changes where necessary with an assurance of continuous improvement over time. [2-6]

## 2. METHODOLOGY

Throughout the implementation of this research, we considered various procedures including determining study design, selecting a suitable location for conducting our analysis, and identifying and collecting participants for our sample group. Furthermore, we ensured administrative and ethical considerations were in place for successful research activities. We established measurement tools that adhered to content validity criteria by completing pilot tests before collecting reliable data and applying appropriate analytical techniques during information-gathering processes.

## 3. DESIGN of THE STUDY

From the day 1 July 2023 to 30 May 2024, nursing staff underwent quantitative design research through a cross-sectional study with analytics, aimed at providing descriptive insight. The study took place at the Medical City compound Teaching Hospital played host to this presentation. Two hundred nursing staff members were selected for the research study using a non-probability purposive sampling method. To accomplish the goals of the current research, the researchers conducted a thorough examination of relevant literature and produced a distinctive questionnaire. She was subsequently applying modifications to it when necessary.

## 4. QUESTIONNAIRE VALIDITY

The questionnaire content undergoes validation by a committee comprising two specialists from Madinat Al Elem University College. The experts thoroughly scrutinize and appraise the material, suggesting adjustments to certain components where necessary. Following their assessment, it is concluded that the tool boasts adequate and satisfactory content with some minor tweaks implemented by their recommendations. Moreover, based on the positive feedback received from these professionals regarding program modifications, prerequisite corrections are also made. Finally, the questionnaire exhibits informative and accessible substance all around.

## 5. A PRELIMINARY STUDY

In October 2023, the nursing staff conducted an experimental study on thirty patients before the research team's commencement. This study aimed to determine the reliability and comprehensibility of a questionnaire for data collection. Specifically, it aimed to evaluate if nursing staff members found the contents clear and easy to understand while also estimating the time needed for completion and identifying potential obstacles that researchers might encounter during their investigations. Evaluating quality in such targeted ways can be akin to assessing internal consistency or dependability over time with repeated measures considered. To ensure accuracy, instruments must achieve Cronbach's Alpha value above .853, indicating sufficient reliability levels were attained throughout data acquisition procedures used by researchers involved in said studies as well!

## 6. COLLECTION of DATA

To uphold the privacy of information, self-reported questionnaires were used to collect data.

## 7. ANALYSIS of DATA

The methodology utilized to analyze and assess the study data involves using SPSS version 20. Descriptive analysis, mainly frequencies, and percentages, was considered to articulate the study variables regarding statistical data. After processing and tabulating the data.

Table I Distribution of the Study group by Socio-Demographic Characteristics Number = 106.

No.	Variables	Frequencies	%
1.	<b>Age years</b>	106	100 %
1.1	20-24 years	22	20.8
1.2	25-29 years	30	28.3
1.3	30-34 years	18	17.0
1.4	35 years and more	36	34.0
2.	<b>Gender</b>	106	100 %
2.1	Male	44	41.5
2.2	Female	62	58.5
3.	<b>Educational level</b>	106	100 %
3.1	High school	24	22.6
3.2	Diploma degree	54	50.9
3.3	Bachelor's degree	28	26.4
4.	<b>Years of Experiences</b>	106	100 %
4.1	less than one year	12	11.3
4.2	1-5 years	22	20.8
4.3	5-9 years	28	26.4
4.4	10-14 years	10	9.4
4.5	15-19 years	18	17.0
4.6	more than 20 years	16	15.1
5.	<b>Place of work</b>	106	100 %
5.1	General Unit	12	11.3
5.2	Emergency Unit	32	30.2
5.3	Operation Unit	30	28.3
5.4	Intensive Care Unit	32	30.2

There were 106 study groups, distributed by socio-demographic characteristics as shown in Table I.

58.5 % were females, about 51% had a diploma degree in nursing, 26.4 % had 5-9 years of experience year and 30.2% worked in emergency and intensive care units.

Table II The Nurse's Answers about the Challenges Facing them in Implementing the Nursing Process (NP).

No	Nursing Process Domain	Yes		not sure		No	
		F	%	F	%	F	%
1	Know the steps of the nursing process (NP)	88	83	16	15	2	2
2	Is NP cyclic and organized?	100	94	6	6	0	0
3	Work overload doesn't allow performance NP	60	57	28	26	18	17
4	Hospital administration support?	60	57	26	24	20	19
5	Have you received training or education about NP?	80	75	8	8	18	17
6	Are nurses using NPs in work?	88	83	8	8	10	9

7	Is NP essential for providing patient care?	98	93	6	5	2	2
8	Hospital mechanism to monitor the NP?	66	60	26	25	14	15
	Total Answers (424)	640	75.5	124	14.5	84	10

Table II shows the nurses' challenges with the nursing process domain question 94% of the organized NPs and 57% of nurses had challenges with hospital administration support.

**Table III The Nurse's Answers about the Challenges that Facing them in an Implementing of the Nursing Assessment.**

Q2	Questions Assessment Domain	Yes		not sure		No	
		F	%	F	%	F	%
1	Assessment is an essential step in the NP.	98	93	8	7	0	0
2	Know about Assessment?	82	77	22	21	2	2
3	Is there a monitor for the assessment process?	62	58	22	21	22	21
	Total Answers (159)	242	76	52	16	24	8

Table III shows the nurses' challenges with the nursing assessment domain questions at 93% at the first stage of NP and 21% think they had difficulties because there were no monitors for the assessment process.

**Table IV The Nurses' Answers about the Challenges Facing them in Implementing the Nursing Diagnosis.**

Q3	Questions Nursing Diagnosis Domain	Yes		not sure		No	
		F	%	F	%	F	%
1	The nursing diagnosis is complementary to the medical diagnosis?	94	89	10	9	2	2
2	Nursing diagnosis supports development. Of the nursing profession?	98	93	8	7	0	0
3	Nursing diagnosis is important for the patient and the staff?	8	89	10	9	2	2
4	Nursing diagnosis enables nurses to focus on specific areas of nursing?	90	85	16	15	0	0
5	It focuses on patients' needs and problems.	84	79	18	17	4	4
6	Do you have a desire to do a nursing diagnosis?	82	77	16	15	8	8
7	There is a difference in the level of nurses. Understanding of nursing diagnosis?	82	77	22	21	2	2
	Total Answers (371)	624	84	100	13.5	18	2.5

Table IV shows the nurses had challenges faced in the nursing diagnosis domain questions 93% supported the development of the nursing profession and 77% had the desire to do nursing diagnosis.

Table V The Nurse's Answers about the Challenges that facing them in making the Nursing Care Plan.

Q4	Questions Planning Domain	Yes		not sure		No	
		F	%	F	%	F	%
1	The nursing process includes planning care based on the patient's needs?	72	68	30	28	4	4
2	Do you have a desire to make nursing care plan?	80	75	18	17	8	8
3	Have you made a nursing care plan for the patient one day?	48	45	34	32	24	23
	Total Answers (159)	200	63	82	23	36	14

Table V shows the nurse's challenges that faced the nurses with the nursing care plan domain questions 75% had a desire to do a nursing care plan and 45% of nurses made a nursing care plan for the patient one day.

Table VI The Nurse's Answers about the Challenges that facing them in Implementing the Nursing Care Plan.

Q5	Questions Implementation Domain	Yes		not sure		No	
		F	%	F	%	F	%
1	Do you know how to implement the nursing plans?	72	68	26	24	8	8

Table VII The Nurse's Answers about the Challenges that facing them in Implementing the Evaluation of Nursing Care Plan.

Q7	Questions Evaluation Domain	Yes		not sure		No	
		F	%	F	%	F	%
1	Are the result of NP being satisfactory?	52	50	44	41	10	9
2	The evaluation stage focuses on evaluating the results of nursing interventions?	60	57	42	39	4	4
3	Does the NP include continuous evaluation?	80	75	20	19	6	6
4	Documentation is essential to ensure accurate and comprehensive nursing care evaluation?	94	89	10	9	2	2
5	The evaluation stage is considered an integral part of NP?	92	87	12	11	2	2
	Total Answers (265)	378	71	128	24	24	5

Table VII shows that nurses faced challenges regarding the field questions of nursing care plan implementation as 89% consider documentation necessary to ensure an accurate and comprehensive assessment of nursing care and 50% of nurses believe that the NP result is satisfactory.

Table VIII Overall Assessment of the Nurse's Challenges Faced in Implementing the Nursing Process by the Challenges Domains NO.

NO.	Challenges Domains	Nurses Answer	F.	Total
1	Challenges Implementing the Nursing Process	yes	640	848 25%
		not sure	124	
		no	84	
2	Challenges facing Nurses in Implementing the Nursing Assessment	yes	242	318 9%
		not sure	52	
		no	24	
3	Challenges that Facing Nurses in Implementing the Nursing Diagnosis.	yes	624	742 22%
		not sure	100	
		no	18	
4	Challenges that face nurses in making the Nursing Care Plan.	yes	200	636 9%
		not sure	82	
		no	36	
5	Challenges that Facing nurses in Implementing the Nursing care plan.	yes	388	1272 18%
		not sure	158	
		no	90	
6	Challenges Facing nurses in Implementing the Evaluation of Nursing care plan.	yes	378	450 13%
		not sure	128	
		no	24	
Total	32 Questions (all answers = 1696)	yes	2472	73%
		not sure	644	19%
		no	276	8%

Table VIII shows nurses' answers which were 73% of the nurses have faced challenges during the implementation of the nursing process and most answers were in the first domain about the challenges of the nursing process = 25%.

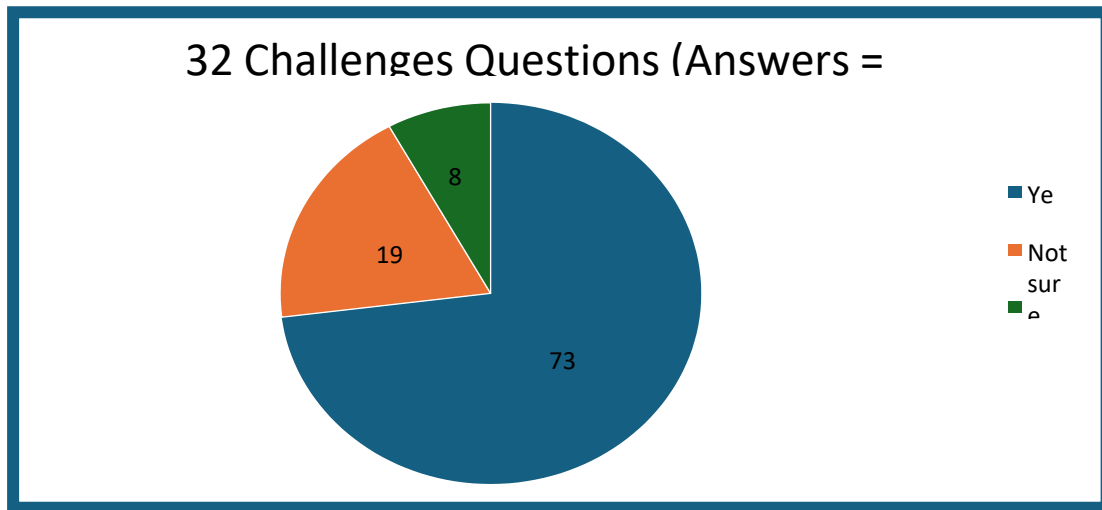


Fig.1 Nurses' answers

Figure (1) shows nurses' answers which show that 73% of the nurses have faced challenges during the implementation of the nursing process and 8% have no challenges.

Table IX Measuring the relationship between variables and challenges means using Spearman's coefficient

Variables	Age		Education level		Years of experiences		Place of work	
	Means							
First domain	0.16	sig.	-0.08	no sig.	0.25	sig.	-0.26	no sig.
Second domain	0.075	sig.	0.005	sig.	0.06	sig.	-0.30	no sig.
Third domain	0.3	sig.	0.095	sig.	0.3	sig.	-0.27	no sig.
Fourth Domain	0.3	sig.	0.125	sig.	0.32	sig.	-0.00	no sig.
Fifth Domain	0.022	sig.	-0.028	no sig.	0.14	sig.	-0.04	no sig.
Sixth domain	0.24	sig.	0.214	sig.	0.26	sig.	-0.13	no sig.

Table IX shows that there was a significant correlation between the nurse's challenges domains means and socio-demographical characteristics except the place of work had no significant correlation or inverse non-significant correlation.

Throughout this chapter, the results of the study are thoroughly discussed and interpreted while presenting the supporting evidence as it was available in the literature and about the objectives of the study.

Our study findings differ from those of the previous research conducted [3][7][8]. The results suggest that only 17% of nurses possess adequate knowledge about the nursing process while lack of time (88%) and workload (69.8%) were identified as major barriers to its implementation. Institutional factors have also contributed significantly to non-compliance with this practice among healthcare professionals.

Henceforth government authorities need to focus on resource allocation to improve the quality of nursing care provided across institutions.

It was found that 73% of them encountered hurdles while executing the nursing process. Our research revealed that most healthcare professionals faced difficulties implementing critical procedures. Evidence suggests that most healthcare providers do not adhere to implementing systematic steps within ideal practice; occasionally abandoning these procedures in favor of routine performance methods instead.

Essential dynamics directly impact successful implementation measures concerning said processes amongst staff members. Shortcomings regarding proficiency among personnel greatly contribute towards inadequate procedure application efforts despite most health professionals commonly utilizing appropriate strategies when assisting specialized patients under individualized scenarios/viewpoints. [9-10]

However, increased workload quantity can conversely lead towards neglectful abandonment or non-use whatsoever even amidst vital circumstances rendering necessary immediate attention from qualified employees already stretched thin by overwhelming quotas Knowledge deficits, lack-luster skill sets held by crucial team components upscaled doctor supervision over-rides are but some examples illustrating why adequate follow-through /marinating records systematically remains unfeasible hindering progressions needed achieving consistently high outcomes reflective improvements universally sought after put plainly What must be clearly understood whilst grappling obstacle challenges before us lies primary emphasis placed determining & addressing educational deficiencies rationally 1st better preparing Healthcare givers responsible undertaking essential medical interventions.[7-8]

## 8. CONCLUSION

- a. Analysis of the present studies showed different challenges in performing the nursing process. Intangible understanding of the meaning of the nursing process, the difference in attitudes toward the nursing process, the lack of awareness of the nurses, and the supportive management of problems related to recording the nursing process are the main challenges in the reviewed literature.
- b. The use of software programs is a strategy for time management as well as for facilitating and accelerating the implementation of the nursing process.
- c. The nurses' answers showed that 73% of the nurses faced challenges while implementing the nursing process.
- d. The nursing process is a systematic approach to problem-solving that is used to identify, prevent, and treat actual or potential health problems while also promoting wellness.
- e. The nursing process is a widely accepted method that has been proposed as a scientific method for guiding procedures and providing quality nursing care.

## 9. RECOMMENDATIONS

- a. Based on the challenges faced in implementing the nursing process, here are some recommendations:
- b. Develop and encourage ongoing education programs for nurses, focusing specifically on the nursing process. These programs should address both theoretical knowledge and practical applications to bridge the gap between understanding and implementation.
- c. Provide hands-on training and support for nurses to develop practical skills in all steps of the nursing process, especially in areas where they may struggle, such as assessment and nursing diagnosis.
- d. Encourage nurses to internalize the concepts and principles of the nursing process, not just acquire knowledge. This involves fostering a deep understanding and meaningful relationship

### Conflicts Of Interest

None

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