

ASSESSMENT OF NURSES PERCEPTION TOWARDS
NURSING PROFESSION AMONG NURSES WORKING IN PUBLIC
HEALTH FACILITIES OF JIMMA TOWN, OROMIA REGION,
SOUTH WEST ETHIOPIA

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COLLEGE OF PUBLIC HEALTH AND MEDICAL SCIENCES
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ABSTRACT

Background: *The perception of nurses to their professional practice has evolved over many years and affecting the profession until today. This perception may vary depending on age, educational level, social and professional experiences and other occupational factors. The more good perception of nursing profession by nurses, the more they challenge the traditional and cultural factors leading to poor perception.*

Objective: *To assess nurses perception towards nursing profession and identifying factors affecting their perception*

Methodology: *A cross sectional study was conducted to assess nurses' perception towards their profession in Jimma Health Center, Jimma Higher Two Health Center, Mendera Kochi Health Center and Shenen Gibe Hospital during study period of February 1-5,2014GC. Data was collected by distribution of carefully designed questionnaires to 56 nurses selected from the study population. Finally the data was analyzed and presented by tables and percentages and the result of the study was disseminated to concerned body.*

Result: *The response rate was 55(98.2%). Majority of them were female nurses 40(71.4%),the result showed that majority 40(71.4%) of nurses have good perception towards the profession. this study also showed that 38(66.9%) of nurses are affected by factors affecting nursing perception.*

Conclusion: *this study revealed that majority of nurses who participate in this study had good perception toward nursing profession. Generally the more nurses affected by factor affecting nurses' perception, the less perception they have for their profession.*

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ACRONYMS

BSC – baccalaureate of science

ENA – Ethiopia Nurses Association

FDRE – Federal Democratic Republic of Ethiopia

GC- Gregorian calendar

MOH – Ministry of Health

MSC – Master of Science

PPS – Population proportion to size

RN – Registered Nurse

UK – United Kingdom

USA – United State of America

WHO- World Health Organization

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CHAPTER ONE

INTRODUCTION

BACK GROUND

Nursing is multifaceted profession and as such has been defined in a variety of ways. Virginia handlers defined nursing practice as the unique function of the nurse; assist the sick or well individual in the performance of those activities contributing to health or its recovery or to peaceful death that he or she would perform un aided if he or she had the necessary strength, will or knowledge and to do this in such as to help him to gain independence as rapidly as possible (1) the other known definition of nursing is by ANA: nursing is the protection promotion and optimization of health and abilities; prevention of illness injury: alleviation of suffering through the diagnosis and treatment of human responses and advocacy in health care for individuals, families, communities and population (2). Florence Nightingales also defined nursing as “the act of utilizing the environment of the client to assist him her in this her recovery (3). Despite the multitude of definitions of nursing common themes are evident. Holism, caring teaching, advocacy supporting promoting maintaining and restoring health are all components of nursing practice. The nursing profession demands that the nurse in the process of care has to interact with the patient, the medical fraternity and the health care workers constantly. Hence” nursing patient interaction is the pulse of nursing practice” this interaction is not just conversation it is complex process that involves nurse perception (4).

Whatever notion or idea best describes nursing and whatever set of activities it is defined, it is clear that there are different perception of nursing perception by itself is merely defined as an idea, belief or an image you have as a result of how you see or understand something (5).

The perception of nurses towards their professional practice has evolved over many years and affecting the profession today; connected to its historical documentation going back 150 years which was probably began as women intuitively identified and provide health care for their families, with the desire ability to nurture and provide care (3).

More importantly perception of nursing may vary depending on age, educational level, social and professional experiences occupational factors. Many personal and professional experiences have revealed that there are different factors and condition for the development of nursing

profession starting from pre Christian era while nursing care perceived as primarily involves meeting the hygiene and comfort need of individuals and families, bathing and isolation practice provided by Christians working in close association with an organized church (3).

STATEMENT OF THE PROBLEM

The struggle to change the status of nurses from that of female domestic servants to high level health care providers has been the primary goal of nurse's leader for many years. Researchers have revealed a number of negative nursing perception towards their profession related to gender stereotyping subordination to doctors low academic standards limited career opportunities and poor pay and conditions and importantly how these perception may affect levels of recruitment in nursing (7) Since the profession was mainly developed by the women and the care are given by them, many individual consider the profession as it is only for women (3), which has great impact on the development of the profession is said to have long suffered from public stereotype and being closely associated with feminist and powerlessness (4) perception of nurses is still continued to be influenced by negative media and stereotype. Many personal and professional experiences have revealed that there are different angles in which people are perceiving nursing. Some assume nursing as "it is a vocation and doesn't have code of ethics" others consider as it is only for female and most assume nursing as it is only concerning bed making (15).

According to 2008 (9) GC of health and health related indicators of FDRE, in Ethiopia health worker population ration among nurses without including midwives is 3870 for each nurse. This indicates that Ethiopia is facing shortage of nurses (8) therefore the researcher would like to assess what differences of similarities would come on exploring the perception of nursing among professional nurses. Thus, it is the time to carry out scientific inquiry to have new insight in sub- Saharan countries such as Ethiopia where perception is remarkably affected by many social economical, cultural and spiritual factors since simil or studies houe not yet conducted in this orea conducting this study in the area is great volve for relevant bodyies.

SIGNIFICANCE OF THE STUDY

Hope fully the findings of this research will contribute to educators and nurses for creation of better awareness of nursing profession among the nurses. The findings will be expected to benefit the nursing profession and improve the quality of health care. The findings and recommendations of this research, when communicated to health care organizations, will benefit those organizations by providing insight in to how nurses perceive the profession and focusing on the factors that contribute to negative perception and additional supportive structures to overcome the identified factors leading to negative perception could then be put in to place. It is also expected to help concerned bodies like ENA, MOH, regional and district health bureaus to identify the existing gap and take corrective measure in health institutions. Horeover the research findings and subsequent recommendation will contribute to making nursing care for patients accessible where this is found to be inadequate and ensuring that relevance to clinical need is maintained. The findines can also used also as base line data for further similar or related studies.

CHAPTER TWO

LITERATURE REVIEW

Literature review reviews can serve a number of important functions in the research process and play a critical role for nurses seeking to develop an evidence based practice and inspire new research ideas, help to play the foundation for studies, shape research, provide reader with background for understanding current knowledge on a topic and illuminates the significance of the study (9).

The large studies have been conducted on nurse's reports in hospital care in five countries: USA Canada, England. Scotland and Germany. Based on reports from 43000 nurses and more than 700 hospitals, similar and conforming data were revealed reports of low morale, job dissatisfaction burn out and intent to leave their current employs were common across the sample. Further nurses reported that they experienced an increased work load and non- nursing tasks fully. The researchers conducted that if inadequate staffing becomes chronic the quality of care delivered would be compromised and resulted in adverse patient outcomes (10).

The study was done in America on public US registered nurses perception of nursing profession and its impact on nursing shortage. Then the study has revealed that 70% of the public viewed the nursing profession positively. However there were some surprising differences between the public opinion about the nursing profession by 20% of registered nurses versus 16% of the general public i.e. while 16% of general public considered nursing as caring just 20% of registered nurses agreed. While 70% of the public considered registered nurses as highly knowledgeable, qualified and skilled only 61% of registered nurses considered themselves as professional. Only 4% of registered nurses perceived themselves as smart or highly education compared to 7% of the public (16). One may attribute this perception to lack of awareness or education among public about the rigors of nursing education and competency. Interesting findings of this in America uses that one in four America considered nursing career and professional were significantly less likely to probably or definitely recommend the career in nursing than general public. This could be a sign of apathy towards the profession of nursing (16).

A comparison of study in Guatemalan and USA nurses attitudes towards nursing profession showed both Guatemalan and USA nurses had much in common especially in their reason for staying in nursing. Many things need to be changed to help the morale and job satisfaction, but most nurses enjoy their job, when they are able to do what they come in to the profession to do . Nurses desire to serve and help others and the satisfaction receive after the hard day's work of patient care is what motivates them to continue forward in the nursing profession (11).

The study conducted in UK and Spain involving nurses nursing students and patients have revealed that the perception of nursing across all participating groups is largely the same and some changes in perception of nursing were raised by nursing students. This means the important aspects of nursing are perceived more coherently by all the participant groups in the study as evidenced by the derivation of an internally consistent factor(12).

Study by Luker and Ken rich (1992) on 47 community nurses from four district health authorities in Britain showed that the effect of past experiences and situational variables were identified by all the participating nurses as having an important perception on the profession decision making process and both of these influences were deemed to be practice based knowledge with experiences having 82% agreement and the situational context having 76% agreement (9).

The result of a study on professional self image of nurses in Belgium is encouraging because it revealed that Belgium hospitals nurses have a rather positive self image. Most of the respondents were proud of being nurses and more than 60% of them would choose nursing again as a career if given the opportunity. Moreover, the majority of respondents considered themselves to be competent health care professionals having great responsibility (13).

Nursing despite its advancement, is still widely perceived to be 'a female profession. Globally this perception has often deterred the entry of qualified young men in to the profession. In a study conducted in Malaysia to assess upper secondary school male student perception of nursing as a career choice, good salary stability and low stress were considered to be important career choice motivators. However nursing was not seen to fulfill these important professional

motivators. Nursing received low mean scores, in all areas when compared to an ideal career (14).

South Africa a head of Africans in terms of health workers per capital the organization reported that, there is inadequacy of health workers. The absolute minimum standard set by WHO are 228 health workers for every 100,000 people (438 people per health worker). Africa as a whole fall under this standard with 185 health worker for every 100,000 people. Even though South Africa raises just above this standard, the organization reported that there are still only 438 health workers for every 100,000 people (213 people per health workers) (17).

In contrast in Ethiopia, health worker population ration among nurses without include mid wives is 3870 for each nurse, according to 2008 (9) GC of health and health related indicators of FDRE. This indicates that Ethiopia is facing shortage of nurses (8).

Thus the impact of low perception for nursing by professional nurses is not limited only to low job satisfaction but also leads to the intention of leaving the profession it is escalating the nursing shortage through the world. A serious nursing shortage is creating crisis in the world as well as in the nation's health care system (15).

CHAPTER THREE

1. OBJECTIVES

3.1 General objective

- To assess nurse perception towards nursing profession and associated factors among nurses in public health facilities in Jimma town.

3.2 Specific objectives

- To assess the nurses perception to wards nursing profession among nurses in public health facilities Jimma town
- To identify factors that affect nurses' perception towards their profession among nurses in public health facilities in Jimma town,

CHAPTER FOUR

METHODOLOGY

4.1 Study area and period

The study was conducted in public health facilities found in Jimma town; Jimma health center, Jimma Higher 2 health center, Mendeta Kochi health center and Shenen Gibe Hospital . Jimma town located at about 346 km at south west of capital city Addis Ababa.

According to the 2007 census the town has a population of 120 960 (of which males were 60, 824 and females were 60, 136), 30,751 housing units and 32,191 house holds.

It has 20 wards as and the climate of Jimma town is wagna dega with annual of 3700mm and attitude of 1500-1700 above sea level. The total number of health workers in Jimma health center pharmacists 2,3, health officers ,1, Bsc nurse 8, diploma nurse 2, laboratory 3, midwives. The total number of health workers in Jimma higher two health center 16 6, diploma nurse 2, pharmacists 2, laboratory 2, midwiver and health officers. The total number of health workers in Mendera Koch health center 19 9, diploma nurse 7,2, degree 2, pharmacists 4, health officers 2, laboratory. The total number of health workers in Shenen gibe Hospital of which 8, midwives 4, diploma 4, Bsc 30 nurse 26, diploma 4, Bsc 6, doctor 1, surgeons 2, internists 7, laboratory pharmacists 8, gyneacologists 6, pharmacists 14, general practitionares.

4.2 Study Design and study period

An institution based cross – sectional study was conducted from 7-9/3/2014 on registered nurses having different educational level and work expectances' working in Jimma town public health facilities.

4.3 Study population

All nurses in Jimma health center , Jimma Higher two health centrel, Mendeta Kochi health center and Shenen Gibe Hospital and fulfill the inclusion criteria were included in the study.

Inclusion criterion

Nurse who were working in Jimma Health Center, Jimma Higher 2 Health Center, Mendera Kochi Health Center and Shenen Gibe Hospital available during the study period and volunteer to participate in this study.

Exclusion criteria

Those nurse who were severely ill and unable a participate in the study

4.4 Sampling Technique and Sample size determination

Since all of the nurses workine in the selected public health facilitles found in Jimma town were included in the study on sampline tachnioue was amployed.

4.5. Data collection procedure

The data was collected though distribution of structured questionnaire which was adapted from the study conducted in UK and Spain (12) . The questionnaire was prepared in English and translated to Amharic. The questionnaire has three parts: socio demographic characteristics assessment of perception and factors contributing to perception.

4.6. Variables of study

Dependant variables

Nurses Perception towards their profession.

Independent variables

- ❖ Age
- ❖ Sex
- ❖ Marital status
- ❖ Educational status
- ❖ Religion
- ❖ Monthly income
- ❖ Work experience
- ❖ Working health institution
- ❖ Individual personal factors (lack of information feeling of lack of confidence personal behavior)
- ❖ Occupational factors work over load nature of profession, occupational Exposure)
- ❖ Social factors (stereotypes, social neglect ion)

4.7. Definition of term and operation definition

Registered nurse- in this material, phrase registered nurse was, refers to any one who had training in nursing profession at diploma level or higher .

Nursing profession –would refer to the holistic conscious and continuous caring for and helping the patient.

Perception- beliefs or opinions of nurse towards nursing profession.

Good perception- perception is said to be good if greater than half (>50%) of positively (yes).

Poor perception- said if greater than half (>50%) of questions answer negatively (no).

4.8. Data quality control

Data collection was conducted by principal investigators and pretest was performed on 5% of respondents based on the pretest the instrument was checked for clarity understandability flow and construction and accordingly appropriate modifications were made. The accuracy of the questionnaire and the average time required to complete the questions was estimated.

4.9 Data Processing and analysis

After the completion of data collection each questionnaire was checked for completeness. The data was analyzed by using scientific calculator and finally the result was presented tables, figures and statements.

4:10 Ethnical Consideration

Before proceeding with actual data collection process an officiale permission letter was obtained from Jimma university department of nursing and given to Jimma Health Center, Jimma Higher Two Health Center, Mendera Koch Health Center and Shenengibe Hospital get permission for the study. Moreover the study participants were also informed about the objective of study. the data will be also be kept confidentially.

CHAPTER FIVE RESULTS

A total of 55 nurses were involved in the study selected from Jimma health center , Jimma higher II health center, Mender Koch health center and Shenene Geibe Hospital with response rate of 98,21 %.

Socio-demographic characteristics

A large proportion of respondents 24 (42.86) were in the age group range of 25-31 years. The second highest reversion of respondents 10 were in age group of 32-38. The remaining respondents 7, 5 and 3 were in the age group range of 18-24yrs 39-45 and >46 respectively. 40(71.43%) were females and the remaining 16 were males.

The religious characteristics of participants showed that majority 21 (37.5%) were Muslim followed by 20 (35.71%) orthodox followed by 14 (25%) protestants. The remaining 1 were other (specify. The educational background of the respondents revealed that 49 (87.5%) were diploma holders and the other 6 were Bachelor of science degree holders.

Interims of professional work experience the highest preorder than 2-5 years. The second highest proposition of participants 10 were serve for 5-8 years and layers. Lastly the economic characteristics of the respondents revealed that more than half 20 (35.71%) respondents have monthly income ranging from 1500-2000 the second highest proportion 18 have monthly income ranging from 1000-1500 14 respondents hove monthly income 2000-2500 Table 15 shows the

Table 1 Distribution of Nurse in Jimma town public health facilities by socio demographic characteristics, Jimma Ethiopia June 2014(N=55)

| SNo | Variables | Total | Percentage (%) |
|-----|-------------------|-------|----------------|
| | Age | | |
| \1 | 18-24 | 8 | 14.29 |
| | 25-31 | 24 | 42.86 |
| | 32-38 | 16 | 28.57 |
| | 39-45 | 5 | 8.93 |
| | >46 | 3 | 5.38 |
| 2 | Sex | | |
| | M | 16 | 28.57 |
| | F | 40 | 71.43 |
| 3 | Religion | | |
| | Muslim | 21 | 37.5 |
| | Orthodox | 20 | 35.71 |
| | Protestant | 14 | 25 |
| | Catholic | | |
| | Other (Specify) | 1 | 1.79 |
| 4 | Educational level | | |
| | Diploma | 49 | 87.5 |
| | Degree | 7 | 12.5 |
| | Masters (MCS) | | |
| 6 | Work experience | | |
| | 2> years | 8 | 14.29 |
| | 2-5 years | 20 | 35.71 |
| | 5-8 years | 0 | 17.86 |
| | 8-10 years | 8 | 14.29 |
| | >10 years | 10 | 17.86 |
| 7 | Monthly income in | | |
| | | | |

| | | | |
|--|----------------|----|--------|
| | (CB 1000-1500) | 18 | 32.142 |
| | 1500-2000 | 20 | 35.71 |
| | 2000-2500 | 14 | 25 |
| | >2500 | 4 | 7.15 |

5.2 Factor affecting nurse's perception among the factors affecting nurse's to wards their profession the three dominating identified by majority of nurse's are: risk of occupational exposure, work overload and low salary more than half 40 (72.72%) of nurse's reported as the professional has risk occupational exposure. 39 (70.94%) and 38(69.1%) of respondents responded that the profession has work overload low salary respectively.

5.3 perceptions

Perception of nurses towards nursing profession showed variation among nurses in different category considering nurses in different age group ,those in the age of greater than 25-31yrs old showed the highest proportion 18 for perception to ward nursing profession. These in age group ranging 32-38 showed the second proportion 13(81.25%) for good perception. on the other hand nurses in age group ranging from 18- 24 yrs old showed slightly the lows proportion 7 for good perception. (observe table 2

Table 2: The perception of nurses working in public health facilities of Jimma town towards nursing profession Jimma Ethiopia, June , 2014

| S. No | Question | Age of respondents | | | | | | | | | |
|-------|---|--------------------|----|----------|----|----------|----|----------|----|--------|----|
| | | 18-24yrs | | 25-31yrs | | 32-38yrs | | 39-45yrs | | >46yrs | |
| | | yes | no | yes | no | yes | no | yes | no | yes | No |
| 1 | Proud of in nursing | 5 | 12 | 18 | 17 | 15 | 13 | 3 | 12 | 2 | 1 |
| 2 | Know more about nursing be for you joint the profession | 4 | 3 | 17 | 8 | 12 | 4 | 3 | 2 | 2 | 1 |
| 3 | Support others to be a nurse | 4 | 3 | 15 | 10 | 13 | 3 | 1 | 4 | 3 | |
| 4 | Satisfaction with your job | 4 | 3 | 16 | 9 | 15 | 2 | 2 | 3 | 2 | 1 |
| 5 | Have an interaction with other health professionals | 7 | | 14 | 11 | 10 | 6 | 4 | 1 | 1 | 2 |
| 6 | Involve patient with his/ her care | 6 | 1 | 15 | 10 | 9 | 7 | 3 | 2 | 1 | 2 |
| 7 | Observe the effect medication on patient | 5 | 2 | 20 | 5 | 8 | 8 | 4 | 1 | 3 | |
| 8 | Stay of work after a shift has finished to complete a | 3 | 4 | 21 | 21 | 10 | 6 | 5 | | | 3 |
| 9 | Come to work if I am feeling well | 5 | 2 | 19 | 6 | 9 | 6 | 3 | 2 | 7 | 1 |
| 10 | Be cheerful with a patient | 6 | 1 | 20 | 5 | 11 | 5 | 1 | 5 | 1 | 3 |
| 11 | Provide privacy for a patient | 6 | 1 | 17 | 8 | 12 | 4 | 2 | 3 | 3 | |
| 12 | Feel sorry for a patient | 7 | | 16 | 9 | 11 | 5 | | 5 | 1 | 2 |

| | | | | | | | | | | | |
|----|--|---|---|----|----|----|----|---|---|---|---|
| 13 | Keep in contact with patient after discharge | 5 | 2 | 13 | 12 | 8 | 8 | 1 | 4 | 1 | 2 |
| 14 | Explain clinical procedure for a patient | 3 | 4 | 14 | 11 | 8 | 8 | 1 | 4 | 1 | 2 |
| 15 | Be neatly dressed when working with a patient | 7 | | 15 | 10 | 1 | 7 | 2 | 3 | 2 | 1 |
| 16 | Report patient's condition to a senior nurse | 6 | 1 | 7 | 8 | 10 | 6 | 3 | 2 | 2 | 1 |
| 17 | Be honest with a patient | 6 | 1 | 19 | 6 | 7 | 9 | | 5 | 3 | |
| 18 | Listen to a patient | 7 | | 22 | 3 | 6 | 10 | 4 | 1 | 2 | 1 |
| 19 | Consult with the doctors about a patient | 5 | 2 | 20 | 5 | 6 | 10 | 5 | | 2 | 1 |
| 20 | Instruct a patient about an aspect or self care | 3 | 4 | 16 | 9 | 11 | 5 | 4 | 1 | 2 | 1 |
| 21 | Measure a vital sign of a patient | 6 | 1 | 18 | 7 | 12 | 4 | 3 | 2 | 2 | 1 |
| 22 | Put the need of patient first before your own | 7 | | 18 | 7 | 11 | 5 | 4 | 1 | 3 | |
| 23 | Be technically competent with clinical procedure | 7 | | 19 | 6 | 10 | 6 | | 5 | 1 | 2 |
| 24 | Proud of in nursing | 7 | | 20 | 5 | 7 | 8 | 2 | 3 | 1 | 2 |

The comparison of nurses perception to wards nursing profession among male and female nurses revealed that female nurses showed slightly higher proportion 39 (97.5) for good perception towards their profession (Table 3).

Table 3: The perception of nurses working in public health facilities of Jimma town towards nursing profession according to their sex, Jimma, Ethiopia, June , 2014

| S. | Question | Sex | | | |
|----|---------------------|------|----|--------|----|
| | | male | | Female | |
| | | yes | no | yes | No |
| 1 | Proud of in nursing | 10 | 6 | 30 | 10 |

| | | | | | |
|----|---|----|----|----|----|
| 2 | Know more about nursing be for you join the profession | 8 | 8 | 32 | 8 |
| 3 | Support others to be a nurse | 6 | 10 | 26 | 14 |
| 4 | Satisfaction with your job | 11 | 5 | 25 | 15 |
| 5 | Have an interaction with other health professionals | 8 | 8 | 24 | 16 |
| 6 | Involve patient with his/ her care | 11 | 5 | 18 | 22 |
| 7 | Observe the effect medication on patient | 7 | 9 | 17 | 23 |
| 8 | Stay of work after a shift has finished to complete a job | 5 | 11 | 16 | 24 |
| 9 | Come to work if I am feeling well | 9 | 7 | 22 | 18 |
| 10 | Be cheerful with a patient | 12 | 4 | 29 | 11 |
| 11 | Provide privacy for a patient | 13 | 3 | 30 | 10 |
| 12 | Feel sorry for a patient | 11 | 5 | 32 | 8 |
| 13 | Keep in contact with patient after discharge | 6 | 10 | 19 | 21 |
| 14 | Explain clinical procedure for a patient | 11 | 5 | 25 | 15 |
| 15 | Be neatly dressed when working with a patient | 5 | 11 | 23 | 17 |
| 16 | Report patient's condition to a senior nurse | 12 | 4 | 28 | 12 |
| 17 | Be honest with a patient | 13 | 3 | 29 | 11 |
| 18 | Listen to a patient | 11 | 5 | 26 | 14 |
| 19 | Consult with the doctors about a patient | 8 | 8 | 23 | 17 |
| 20 | Instruct a patient about an aspect or self care | 9 | 7 | 14 | 26 |
| 21 | Measure a vital sign of a patient | 10 | 6 | 10 | 30 |
| 22 | Put the need of patient first before your own | 8 | 8 | 18 | 22 |
| 23 | Be technically competent with clinical procedure | 12 | 4 | 36 | 4 |

Concerning educational level Nurses having Bachelor of Science degree showed higher proportion 6 (85.71%) for good perception than nurses having diploma level Table 4 show this result.

Table 4: The perception of nurses working in public health facilities of Jimma town towards nursing profession according to their educational level, Jimma, Ethiopia, June, 2014

| S. No | Question | Educational level | | | |
|-------|---|-------------------|----|--------|----|
| | | Diploma | | Degree | |
| | | Yes | No | yes | No |
| 1 | Proud of in nursing | 32 | 17 | 2 | 5 |
| 2 | Know more about nursing be for you joint the profession | 34 | 15 | 4 | 3 |
| 3 | Support others to be a nurse | 33 | 16 | 6 | 1 |
| 4 | Satisfaction with your job | 30 | 29 | 2 | 5 |
| 5 | Have an interaction with other health professionals | 34 | 15 | 3 | 4 |
| 6 | Involve patient with his/ her care | 32 | 17 | 6 | 1 |
| 7 | Observe the effect medication on patient | 30 | 29 | 3 | 4 |
| 8 | Stay of work after a shift has finished to complete a job | 25 | 24 | 2 | 5 |
| 9 | Come to work if I am feeling well | 31 | 18 | 2 | 5 |
| 10 | Be cheerful with a patient | 32 | 17 | 3 | 4 |
| 11 | Provide privacy for a patient | 19 | 30 | 4 | 3 |
| 12 | Feel sorry for a patient | 18 | 31 | 4 | 3 |
| 13 | Keep in contact with patient after discharge | 37 | 12 | 4 | 3 |
| 14 | Explain clinical procedure for a patient | 36 | 13 | 2 | 5 |
| 15 | Be neatly dressed when working with a patient | 35 | 14 | 3 | 4 |
| 16 | Report patient's condition to a senior nurse | 27 | 22 | 2 | 5 |
| 17 | Be honest with a patient | 26 | 23 | 4 | 3 |
| 18 | Listen to a patient | 29 | 20 | 5 | 2 |
| 19 | Consult with the doctors about a patient | 21 | 28 | 6 | 1 |
| 20 | Instruct a patient about an aspect or self care | 26 | 23 | 5 | 2 |
| 21 | Measure a vital sign of a patient | 30 | 19 | 7 | |
| 22 | Put the need of patient first before your own | 36 | 13 | 3 | 4 |

| | | | | | |
|----|--|----|----|---|---|
| 23 | Be technically competent with clinical procedure | 32 | 17 | 5 | 2 |
|----|--|----|----|---|---|

with regard to work experience the comparison of nurses perception towards nursing profession showed that nurses having work experience of greater than 2-5 years have the highest proportion 20 (90.91%) for good perception than nurses having work experience of less than >10 years.

Table 5: The perception of nurses working in public health facilities of Jimma town towards nursing profession with work experience, Jimma Ethiopia, June, 2014

| S. No | Question | Work experience | | | | | | | | | |
|-------|---|-----------------|----|--------|----|--------|----|---------|----|--------|----|
| | | <2yrs | | 2-5yrs | | 5-8yrs | | 8-10yrs | | >10yrs | |
| | | yes | no | yes | No | yes | no | yes | no | yes | No |
| 1 | Proud of in nursing | 7 | 16 | 16 | 6 | 5 | 4 | 3 | 14 | 3 | 2 |
| 2 | Know more about nursing be for you joint the profession | 5 | 8 | 12 | 10 | 5 | 4 | 2 | 5 | 2 | 3 |
| 3 | Support others to be a nurse | 4 | 9 | 14 | 8 | 3 | 6 | 1 | 6 | 4 | 1 |
| 4 | Satisfaction with your job | 7 | 6 | 15 | 7 | 2 | 7 | 4 | 3 | 2 | 3 |
| 5 | Have an interaction with other health professionals | 10 | 3 | 17 | 5 | 8 | 1 | 3 | 4 | 5 | |
| 6 | Involve patient with his/ her care | 11 | 2 | 18 | 4 | 5 | 4 | 5 | 2 | 2 | 3 |
| 7 | Observe the effect medication on patient | 7 | 6 | 4 | 8 | 6 | 3 | 7 | | 4 | 1 |
| 8 | Stay of work after a shift has finished to complete a job | 9 | 4 | 20 | 2 | 8 | 1 | 3 | 4 | 3 | 2 |
| 9 | Come to work if I am feeling well | 12 | 1 | 15 | 17 | 7 | 2 | 1 | 6 | 5 | |
| 10 | Be cheerful with a patient | 10 | 3 | 19 | 3 | 9 | | 2 | 5 | 4 | 1 |
| 11 | Provide privacy for a patient | 8 | 5 | 12 | 10 | 5 | 4 | 7 | | 5 | |
| 12 | Feel sorry for a patient | 9 | 4 | 11 | 11 | 3 | 6 | 5 | 2 | 1 | 4 |
| 13 | Keep in contact with patient after discharge | 10 | 3 | 15 | 7 | 6 | 3 | 3 | 4 | 3 | 2 |
| 14 | Explain clinical procedure for a patient | 7 | 6 | 14 | 8 | 8 | 1 | 6 | 1 | 5 | |
| 15 | Be neatly dressed when working with a patient | 1 | 12 | 13 | 9 | 5 | 4 | 7 | | 3 | 2 |
| 16 | Report patient's condition to a senior nurse | 8 | 5 | 12 | 10 | 7 | 2 | 5 | 2 | 2 | 3 |
| 17 | Be honest with a patient | 9 | 4 | 18 | 4 | 9 | | 3 | 4 | 1 | 4 |
| 18 | Listen to a patient | 5 | 8 | 19 | 3 | 6 | 3 | 4 | 3 | 4 | 1 |
| 19 | Consult with the doctors about a patient | 6 | 7 | 15 | 7 | 8 | 1 | 5 | 2 | 3 | 2 |
| 20 | Instruct a patient about an aspect or self care | 9 | 4 | 16 | 6 | 5 | 4 | 3 | 4 | 2 | 3 |
| 21 | Measure a vital sign of a patient | 10 | 3 | 14 | 8 | 7 | 2 | 6 | 1 | 5 | |

| | | | | | | | | | | | |
|----|--|---|---|----|----|---|---|---|---|---|---|
| 22 | Put the need of patient first before your own | 5 | 8 | 12 | 10 | 9 | | 4 | 3 | 4 | 1 |
| 23 | Be technically competent with clinical procedure | 6 | 7 | 17 | 5 | 6 | 3 | 2 | 5 | 2 | 3 |

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Finally the comparison of nurses perception towards nursing possession among nurses having various salaries revealed that nurses having monthly income ranging from 1500-2000 ETB showed the highest proportion 19(34.5%) for good perception. Participants having monthly income 2000-2500 ETB showed the second highest proportion 13(23.6%) for good perception while those having monthly income ranging from 1000-1500 showed slightly the lowest 14 (77.78%) proportion for good perception(Table 6).

Table 6: The perception of nurses working in public health facilities of Jimma town towards nursing profession and their monthly income, Jimma Ethiopia, June, 2014

| S. No | Question | Monthly income | | | | | | | |
|-------|---|----------------|----|-----------|----|-----------|-------|-----|----|
| | | 1000-1500 | | 1500-2000 | | 2000-2500 | >2500 | | |
| | | yes | no | yes | no | yes | no | yes | no |
| 1 | Proud of in nursing | 11 | 7 | 13 | 7 | 12 | 2 | 3 | 1 |
| 2 | Know more about nursing be for you joint the profession | 10 | 8 | 12 | 8 | 10 | 4 | 2 | 2 |
| 3 | Support others to be a nurse | 12 | 6 | 10 | 10 | 1 | 11 | 3 | 4 |
| 4 | Satisfaction with your job | 11 | 7 | 11 | 9 | 12 | 2 | 3 | 1 |
| 5 | Have an interaction with other health professionals | 13 | 5 | 13 | 7 | 13 | 1 | 2 | 3 |
| 6 | Involve patient with his/ her care | 14 | 4 | 12 | 6 | 8 | 6 | 3 | 1 |
| 7 | Observe the effect medication on patient | 16 | 2 | 5 | 15 | 9 | 5 | 1 | 3 |
| 8 | Stay of work after a shift has finished to complete a job | 15 | 3 | 14 | 6 | 3 | 11 | 4 | |
| 9 | Come to work if I am feeling well | 12 | 6 | 17 | 3 | 5 | 9 | 3 | 1 |
| 10 | Be cheerful with a patient | 8 | 10 | 16 | 4 | 13 | 1 | 2 | 2 |
| 11 | Provide privacy for a patient | 11 | 7 | 11 | 9 | 12 | 2 | 3 | 1 |
| 12 | Feel sorry for a patient | 13 | 5 | 18 | 2 | 13 | 1 | 4 | |
| 13 | Keep in contact with patient after discharge | 14 | 4 | 19 | 1 | 10 | 4 | 2 | 2 |
| 14 | Explain clinical procedure for a patient | 5 | 13 | 13 | 7 | 12 | 2 | | 4 |
| 15 | Be neatly dressed when working with a patient | 10 | 8 | 7 | 13 | 11 | 3 | 3 | 1 |
| 16 | Report patient's condition to a senior nurse | 16 | 2 | 12 | 8 | 33 | 11 | 1 | 3 |
| 17 | Be honest with a patient | 11 | 7 | 10 | 10 | 8 | 6 | 2 | 2 |
| 18 | Listen to a patient | 12 | 6 | 14 | 6 | 9 | 5 | 1 | 3 |
| 19 | Consult with the doctors about a patient | 13 | 5 | 17 | 3 | 5 | 9 | 2 | 2 |
| 20 | Instruct a patient about an aspect or self care | 8 | 10 | 18 | 2 | 2 | 12 | 4 | |
| 21 | Measure a vital sign of a patient | 15 | 3 | 15 | 5 | 4 | 10 | 3 | 1 |
| 22 | Put the need of patient first before your own | 14 | 4 | 13 | 7 | 10 | 2 | 4 | |
| 23 | Be technically competent with clinical procedure | 1 | 11 | 12 | 8 | 9 | 5 | 2 | 2 |

Generally the result of the study showed that of the nurses involved in this study the majority 48 (87.27%) have good perception towards nursing profession and the remaining minority have poor perception towards the profession.

Table 7: Distribution of nurses by socio demographic characteristic versus factors affecting nurses perception towards their profession.

| S. No | Variables | Factors affecting perception | |
|-------|-------------------|------------------------------|-------------|
| | | + Ve (good%) | -Ve (Poor)% |
| 1 | Age 18-24 | 5(62.5) | |
| | 25-31 | 22(92.67%) | 3 (17.65) |
| | 32-38 | 11(88.75%) | 2 (11.11) |
| | 39-45 | 4 (57.14) | 5 (62.50) |
| | 46-50 | 1(16.67%) | 1 (16.67) |
| 2 | Sex m | 12 (75) | 2 (25) |
| | F | 28 (70) | 4 (25) |
| 3 | Educational level | | 12 (30) |
| | Diploma | 36 (73.47) | |
| | Degree (BSC) | 5 (71.43) | 13 (26.53) |
| | Monsters (msc) | | 2 (28.57) |
| 4 | Work experience | | |
| | <2 years | 5(62.5) | 3 (37.5) |
| | 2-5 years | 15 (75) | 5 (25) |
| | 5-8 years | 6 (60) | 4 (40) |
| | 8-10 year | 6 (75) | 2 (25) |
| | >10 years | 7 (70) | 3 (30) |
| 5 | Monthly income | | |
| | 1000-1500 | 14 (77.78) | 4 (22.22) |
| | 1500-2000 | 16 (80) | 4 (20) |
| | 2000-2500 | 12 (65.71) | 2 (14.29) |
| | >2500 | 3 (75) | 1 (25) |

5.4 Factory analysis

The study attempted to assess those factors that affect the nurses' perception of the nursing profession and the study revealed the three dominating factors among factors affecting nurses' perception towards the nursing profession are: risk of occupational exposure 41(74.55%), work overload 40 (72.72%) and low salary 38(69.1%) respectively.

Considering nurses in different age groups, 7 in the age group ranging from 18-24, 2(74.07%) in the age group ranging from 25-31, 2 in the age group ranging from 32-38, 4(80%) in the age group 39-45 and 2 in the age group >46 responded as the profession has a risk of occupational exposure. 56 in the age group 18-24, 20(80%) in the age group 25-31, 8 in the age group 32-38, 5 in the age group 39-45 and 2 in the age group >46 respondents responded that the profession has work overload. 6 in the age group 18-24, 16(66.67%), 25-31, 11 in the age group 32-38, 3(60%) in the age group 39-45 and 2 in the age group >46 respondents responded that the profession has a low salary. (Table 8 shows the result)

Table 8: Comparison of factors affecting nurses' perception according to age

| S. No | Sectors | Age | | | | | | | | | | | |
|-------|---------------------------------------|-------|----|-------|----|-------|----|-------|----|-------|----|-----|--|
| | | 18-24 | | 25-31 | | 32-38 | | 39-45 | | 46-52 | | >52 | |
| | | yes | no | yes | no | yes | no | yes | no | yes | no | | |
| 1 | Inter personal skill communication | 6 | 2 | 16 | 8 | 11 | 4 | 3 | 2 | 2 | 2 | | |
| 2 | Sex difference | 3 | 5 | 12 | 12 | 10 | 5 | 4 | 1 | 4 | | | |
| 3 | Perception of being not respected | 4 | 4 | 13 | 11 | 7 | 8 | 5 | 3 | 1 | | | |
| 4 | Personality their behavior | 7 | 1 | 14 | 10 | 6 | 9 | 2 | 5 | 2 | 2 | | |
| 5 | Work experience and educational level | 8 | | 15 | 9 | 8 | 7 | 3 | 2 | 4 | | | |
| 6 | Lack of confidence | 5 | 3 | 20 | 4 | 13 | 2 | 4 | 1 | 3 | 1 | | |
| 7 | Feeling of inferiority or dependently | 6 | 2 | 18 | 6 | 12 | 3 | 1 | 4 | 3 | 1 | | |
| 8 | Staff shortage | 2 | 6 | 19 | 5 | 2 | 13 | 5 | | 1 | 3 | | |
| 9 | Poor Attitude to work | 4 | 4 | 21 | 3 | 8 | 7 | 3 | 2 | 4 | | | |
| 10 | Un cooperative staff members | 7 | 1 | 22 | 2 | 10 | 5 | 2 | 3 | 4 | | | |
| 11 | Negligence of duty | 2 | 6 | 8 | 16 | 6 | 9 | 4 | 1 | 2 | 2 | | |
| 12 | Conflict between others profession | 6 | 2 | 11 | 13 | 9 | 6 | 4 | 1 | 11 | | | |
| 13 | Nature or profession | 8 | | 10 | 14 | 11 | 4 | 1 | 4 | 1 | 3 | | |
| 14 | Work over load | 8 | 10 | 14 | 11 | 4 | 1 | 4 | 1 | 3 | | | |
| 15 | Risk of occupational exposure | 7 | 1 | 2 | 7 | 9 | 6 | 4 | 5 | 2 | 2 | | |

| | | | | | | | | | | | | | |
|----|---|---|----|----|----|----|----|---|---|---|---|--|--|
| 16 | Low chance of promotion | 3 | 5 | 4 | 20 | 14 | 1 | 2 | 3 | 4 | | | |
| 17 | Less respect ion from patients society and government | 1 | 7 | 6 | 18 | 12 | 3 | 4 | 1 | 1 | 3 | | |
| 18 | Low salary for nurses | 6 | 2 | 16 | 8 | 11 | 4 | 3 | 2 | 2 | 2 | | |
| 19 | government policy | 4 | 4 | 22 | 2 | 5 | 10 | 2 | 3 | 3 | 1 | | |
| 20 | Negative stereotype to words nurse | 8 | 20 | 4 | 9 | 6 | 1 | 4 | 2 | 2 | | | |
| 21 | Gender stereo type (nurs is for female) | 5 | 3 | 9 | 15 | 8 | 7 | 5 | | 4 | | | |
| 22 | social negligence | 7 | 1 | 4 | 3 | 12 | 3 | 3 | | 1 | 3 | | |

Concerning the sex of respondents 14 male respondents and 36 (90%) female respondents responded that the profession has risk of occupational exposure 11 male and 34 (85%) female respondents responded that the profession has work over load 8 male and 36 (90%) female respondents responded that the profession has low salary see table 9.

Table 9: Comparison of factors affecting nurses perception and sex

| S. No | Factors | Sex | | | |
|-------|---|--------|----|------|----|
| | | Female | | Male | |
| | | yes | no | yes | no |
| 1 | Inter personal skill communication | 8 | 8 | 30 | 10 |
| 2 | Sex difference | 10 | 6 | 32 | 8 |
| 3 | Perception of being not respected | 8 | 8 | 30 | 10 |
| 4 | Personality their behavior | 12 | 4 | 36 | 4 |
| 5 | Work experience and educational level | 13 | 3 | 30 | 10 |
| 6 | Lack of confidence | 14 | 2 | 31 | 9 |
| 7 | Feeling of inferiority or dependently | 11 | 5 | 35 | 5 |
| 8 | Staff shortage | 9 | 7 | 34 | 6 |
| 9 | Poor Attitude to work | 7 | 9 | 36 | 4 |
| 10 | Un cooperative staff members | 15 | 1 | 33 | 7 |
| 11 | Negligence of dury | 12 | 4 | 29 | 11 |
| 12 | Conflict between others profession | 14 | 2 | 26 | 12 |
| 13 | Nature or profession | 13 | 3 | 35 | 5 |
| 14 | Work over load | 11 | 5 | 34 | 6 |
| 15 | Risk of occupational exposure | 14 | 3 | 36 | 4 |
| 16 | Low chance of promotion | 15 | 1 | 35 | 5 |
| 17 | Less respect ion from patients society and government | 10 | 6 | 36 | 4 |
| 18 | Low salary for nurses | 8 | 8 | 36 | 4 |
| 19 | government policy | 12 | 4 | 31 | 9 |
| 20 | Negative stereotype to words nurse | 13 | 3 | 34 | 6 |
| 21 | Gender stereo type (nurse is for female) | 9 | 7 | 37 | 3 |
| 22 | social negligence | 11 | 5 | 27 | 13 |

The educational level respondent revealed that, 42(85.71%) Nurses moving diploma level and nurses having degree level responded that the profession had rash of occupations exposure 40 (81.63%) nurses having diploma level and 4 nurses having degree responded that the profession has work over load 4 (83.67%) nurses having diploma and 5 nurses housing degree responded that the profession has low salary observe table 10.

Table 10 Comparison of factors affecting nurses perception with educational level.

| S. No | Factors | | | | | | |
|-------|---|---------|----|--------|----|--------|----|
| | | Diploma | | Degree | | Master | |
| | | yes | no | yes | No | Yes | no |
| 1 | Inter personal skill communication | 35 | 14 | 5 | 2 | - | - |
| 2 | Sex difference | 36 | 13 | 3 | 4 | | |
| 3 | Perception of being not respected | 33 | 16 | 1 | 6 | | |
| 4 | Personality their behavior | 40 | 9 | 2 | 5 | | |
| 5 | Work experience and educational level | 38 | 11 | 6 | 1 | | |
| 6 | Lack of confidence | 35 | 14 | 5 | 2 | | |
| 7 | Feeling of inferiority or dependently | 37 | 12 | 4 | 3 | | |
| 8 | Staff shortage | 40 | 7 | 3 | 4 | | |
| 9 | Poor Attitude to work | 44 | 5 | 3 | 4 | | |
| 10 | Un cooperative staff members | 43 | 6 | 6 | 1 | | |
| 11 | Negligence of duty | 39 | 10 | 1 | 6 | | |
| 12 | Conflict between others profession | 34 | 15 | 7 | | | |
| 13 | Nature or profession | 36 | 13 | 5 | 2 | | |
| 14 | Work over load | 40 | 7 | 4 | 3 | | |
| 15 | Risk of occupational exposure | 42 | 7 | 5 | 2 | | |
| 16 | Low chance of promotion | 37 | 12 | 5 | 2 | | |
| 17 | Less respect ion from patients society and government | 40 | 9 | 5 | 2 | | |
| 18 | Low salary for nurses | 41 | 8 | 5 | 2 | | |
| 19 | Government policy | 34 | 15 | 4 | 3 | | |
| 20 | Negative stereotype to words nurse | 30 | 19 | 7 | | | |
| 21 | Gender stereo type (nurs is for female) | 32 | 17 | 2 | 5 | | |
| 22 | Social negligence | 33 | 16 | 7 | | | |

Concerning work experience 8 respondents having <2 years , 18 respondents having 2-5 years ,6 respondents having 8-10 years and 8 respondents having >10 years revealed that the profession has risk of occupational exposure.

7(87.5%) participants having <2 years, 12 participants having 2-5 years, 8 participants having 5-8 years ,6 participants having 8-10 years and 7 participants having >10 years revealed that the profession has work over load.

5(62.5%) participants having <years, is participants 2-5 years 9(90%) participants having 5-8 5(62.5%) participants having 8-10 years and 6(60%)0 participants having > 10 years revealed that the profession low salary 100 table 11.

Table 11 Comparison of factors affecting perception with educational level

| S. No | Factors | Work experience | | | | | | | | | |
|-------|---|-----------------|----|---------|----|--------|----|---------|----|---------|----|
| | | >2 yrs | | 2-5 yrs | | 5-8yrs | | 8-10yrs | | >10yers | |
| | | yes | No | Yes | no | yes | no | yes | no | yes | No |
| 1 | Inter personal skill communication | 5 | 3 | 12 | 8 | 6 | 4 | 6 | 2 | 5 | 5 |
| 2 | Sex difference | 7 | 1 | 14 | 6 | 7 | 3 | 5 | 3 | 9 | 1 |
| 3 | Perception of being not respected | 5 | 3 | 13 | 7 | 5 | 5 | 4 | 4 | 7 | 3 |
| 4 | Personality their behavior | 4 | 4 | 16 | 4 | 8 | 2 | 6 | 2 | 6 | 4 |
| 5 | Work experience and educational level | 5 | 3 | 15 | 5 | 9 | 1 | 3 | 5 | 4 | 6 |
| 6 | Lack of confidence | 6 | 2 | 11 | 9 | 4 | 6 | 5 | 3 | 3 | 7 |
| 7 | Feeling of inferiority or dependently | 7 | 1 | 14 | 6 | 7 | 3 | 7 | 1 | 8 | 2 |
| 8 | Staff shortage | 2 | 6 | 7 | 13 | 6 | 4 | 4 | 4 | 10 | |
| 9 | Poor Attitude to work | 8 | | 12 | 8 | 8 | 2 | 6 | 2 | 9 | 1 |
| 10 | Un cooperative staff members | 5 | 3 | 16 | 4 | 10 | | 5 | 3 | 7 | 3 |
| 11 | Negligence of dury | 5 | 3 | 19 | 1 | 3 | 7 | 7 | 1 | 6 | 4 |
| 12 | Conflict between others profession | 4 | 4 | 13 | 7 | 9 | 1 | 4 | 4 | 2 | 8 |
| 13 | Nature or profession | 6 | 2 | 16 | 4 | 7 | 3 | 3 | 5 | 9 | 1 |
| 14 | Work over load | 7 | 1 | 12 | 8 | 8 | 2 | 6 | 2 | 7 | 3 |
| 15 | Risk of occupational exposure | 8 | | 18 | 2 | 6 | 4 | 6 | 2 | 8 | 2 |
| 16 | Low chance of promotion | 6 | 2 | 14 | 6 | 4 | 6 | 5 | 3 | 8 | 2 |
| 17 | Less respect ion from patients society and government | 5 | 3 | 15 | 5 | 3 | 7 | 7 | 1 | 6 | 4 |
| 18 | Low salary for nurses | 5 | 3 | 13 | 7 | 8 | 2 | 5 | 3 | 6 | 4 |
| 19 | Government policy | 7 | 1 | 7 | 13 | 9 | 1 | 6 | 2 | 8 | 2 |
| 20 | Negative stereotype to words nurse | 5 | 3 | 12 | 8 | 10 | | 8 | | 9 | 1 |
| 21 | Gender stereo type (nurse is for female) | 6 | 2 | 17 | 3 | 6 | 4 | 3 | 5 | 7 | 3 |
| 22 | Social negligence | 3 | 5 | 16 | 4 | 7 | 3 | 5 | 3 | 6 | 4 |

Finally the monthly income of participants revealed that 12 (66.67%) participants having 1000-1500, 15 (75%) participants having 1500-2000, 10 (71.43%) participants having 2000-2500 and 3 (75%) participants having >2500 monthly income revealed that the profession has risk of occupational exposure 15 (75%) participants having 1000-1500, 11 (55%) participants having 1500-2000, 10 (71.43%) participants having 2000-2500 and 3 (75%) participants having > 2500 monthly income responded that the profession has work overload 10 (55.56%) participants having 1000-1500, 16 (80%) participants having 1500-2000, 9 (64.29%) participants having >2500 monthly income revealed that the profession has low salary look table 12.

Table 12 Comparison of factors affecting perception with monthly income work.

| S. No | Factors | Monthly in come in EB | | | | | | | |
|-------|---|-----------------------|----|-----------|----|-----------|----|-------|----|
| | | 1000-1400 | | 1500-2600 | | 2600-2500 | | >2250 | |
| | | yes | No | Yes | no | yes | no | yes | no |
| 1 | Inter personal skill communication | 13 | 7 | 15 | 5 | 9 | 5 | 2 | 2 |
| 2 | Sex difference | 12 | 6 | 16 | 4 | 10 | 4 | 3 | 1 |
| 3 | Perception of being not respected | 16 | 42 | 18 | 2 | 8 | 6 | 2 | 2 |
| 4 | Personality their behavior | 15 | 53 | 15 | 5 | 9 | 5 | 4 | |
| 5 | Work experience and educational level | 16 | 12 | 12 | 8 | 10 | 4 | 3 | 1 |
| 6 | Lack of confidence | 13 | 5 | 14 | 6 | 13 | 7 | 2 | 2 |
| 7 | Feeling of inferiority or dependently | 14 | 4 | 13 | 7 | 10 | 4 | 4 | |
| 8 | Staff shortage | 11 | 7 | 12 | 8 | 8 | 6 | 3 | 1 |
| 9 | Poor Attitude to work | 16 | 2 | 11 | 9 | 5 | 9 | 2 | 2 |
| 10 | Un cooperative staff members | 15 | 3 | 16 | 4 | 10 | 4 | 1 | 3 |
| 11 | Negligence of duty | 10 | 8 | 16 | 4 | 11 | 3 | 3 | 1 |
| 12 | Conflict between others profession | 9 | 9 | 15 | 5 | 6 | 8 | 2 | 2 |
| 13 | Nature or profession | 8 | 10 | 17 | 3 | 4 | 10 | 4 | |
| 14 | Work over load | 15 | 3 | 11 | 4 | 10 | 4 | 3 | 1 |
| 15 | Risk of occupational exposure | 12 | 6 | 15 | 5 | 10 | 4 | 3 | 1 |
| 16 | Low chance of promotion | 13 | 5 | 18 | 2 | 9 | 5 | 4 | |
| 17 | Less respect ion from patients society and government | 11 | 7 | 15 | 5 | 8 | 6 | 2 | 2 |
| 18 | Low salary for nurses | 10 | 8 | 16 | 4 | 9 | 5 | 3 | 1 |
| 19 | Government policy | 13 | 5 | 16 | 4 | 14 | | 2 | 2 |
| 20 | Negative stereotype to words nurse | 17 | 1 | 18 | 2 | 12 | 2 | 3 | 1 |
| 21 | Gender stereo type (nurse is for female) | 10 | 2 | 17 | 3 | 6 | 8 | 1 | 3 |
| 22 | Social negligence | 24 | 4 | 15 | 5 | 10 | 4 | 4 | |

Generally, all factors assessed in this study had their own effect on nurses perception to wards nursing profession even though the magnitude of effect was varied the effect of tense factors on the perception also varied depending on so-demographic characteristics like age, sex educational level, work experience and monthly income of nurses.

Concerning the age nurse in the age group ranging from >46 years old, 2 (66.67%) followed those in the age group above 39-45 years old 3(60%). Those who age in the age group ranging 18-24 years old where seen to be loss affected by the factors. In respects of sex, male nurses were more likely 13 (81.25%) to affected by the factors than female nurses 40 (69%).

Educational back ground of nurses repealed that nurses having diploma level more likely affected 38 (77.25%) than nurses having degree level 4 (57.14%) by the factor.

Concerning the work experience the highest proportion of nurses 5 (62.5%) who were more likely to be affected by the factors are those who had served for 8-10 years. Those who had served for <2 years were less likely to be affected by the factors 6(75%). The effect of his factor also varied hazed monthly income of nurses. Those monthly income ranging from 1500-2000 showed the highest proportion 16 (80%) to be affected by the factors while those whose monthly income ranging from .2500 showed the least proportion. Look table 13.

Table 13 Comparison of factors affecting nurses perception with monthly income work

| S. No | Variables | Perception | |
|-------|--------------------|-------------|------------|
| | | =ve (good)% | Ve/poor% |
| 1 | Age 18-24 | 6 (75) | 2 (25) |
| | 25-31 | 20 (8.33) | 4 (16.67) |
| | 32-38 | 13 (81.25) | 3 (18.75) |
| | 39-45 | 3 (60) | 2 (40) |
| | 46-52>46 | 2 (66.67) | 1 (33.33) |
| | >52 | | |
| 2 | Sex M | 13 (81.25) | 3 (18.75) |
| | F | 30 (75) | 10 (33.33) |
| 3 | Educational level | | |
| | Diploma | 38 (77.56) | 11 (22.45) |
| | Degree | 4 (57.14) | 3 (42.86) |
| | Masters (MSC) | | |
| 4 | Work experience | | |
| | >2 years | 6 (75) | 2 (25) |
| | 2-5 years | 16 (80) | 4 (20) |
| | 5-8 years | 7 (70) | 3 (30) |
| | 8-10 years | 5 (62.5) | 3 (37.5) |
| | .10 years | 8 (80) | 2 (20) |
| 5 | Months income (EB) | | |
| | 1000-1500 | 15 (83.33) | 3 (16.67) |
| | 1500-2000 | 16 (80) | 4 (20) |
| | 2000-2500 | 10 (71.43) | 4 (28.57) |
| | >2500 | 3 (75) | 1 (25) |

CHAPTER SIX

6. DISCUSSION

The perception of nurses towards nursing profession is the most important thing that has great impact on patient care. Good perception of nurses towards the profession is the key point in the process of patient care that improves the patient- nurse relationship and also the patient outcome. The more good perception of the profession by nurse the more they challenge traditional and cultural factors lead to poor perception and indirectly depressing the patient outcome. Nurses those have good perception towards nursing profession, struggle for the health of patient since patient is center of the profession.

The study done in America on public US registered nurses perception of nursing profession and its impact on nursing shortage and revealed that 61% of registered nurses viewed themselves as highly qualified, knowledgeable and skilled. The study also revealed that, only 23% of registered nurses considered themselves as professionals (16). The result of this study showed that of 55 nurses involved in study 40(72.72%) had good perception towards profession. The majority of involved in the study 49(73.15%) are proud of being nurses which is almost consistent.

The result of study done professional self image of nurses in Belgium revealed that nurses have positive self image. Most of the nurses were proud of being nurses and more than 60% of them

choose nursing again as career if given opportunity (3),The result of this study also showed that study

In a study conducted in Malaria to assess upper secondary school male students perception of nursing as career choice, good salary, stability and low stress were considered to be important career choice motivators. However nursing was not seen to fulfill this important professional motivators (14)

8. CONCLUSION

. The results showed that nurses perception towards the profession varied according to different sociodemographic characteristics such as age sex educational level work experience and monthly income of nurses.The study showed the three dominating factors risk of occupational exposure, work overload and low salary. Among those three Generally as the result of this study majority 40 (72.72%) have good perception towards the profession.

9. RECOMMENDATION

- ENA and other relevant organizations should work hard in provision of adequate and valuable information so as to enable nurses to have awareness about their profession.
- Hospitals should contribute their roles in encouraging nurses to have good perception towards the profession by focusing on those occupational factors affecting the perception.
- The FDRE government should focus on the balance between the extent of burden nurses facing in health facilities and the salary they gain and increase the salary with increasing burden which may contribute to poor perception towards their profession.
- Further study should be done on this topic.

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ANNEX II QUESTIONNAIRE

Questionnaire on Nursing perception toward their profession among
Nurses working Jimma town shenengibe Hospital instruction 2014 G.C

Parr 1 socio demographic question.

1. Sex _____

2. Age _____

3. Marital stares

A married

c. divorce/ separated

D.

Widowed

B. Unmarried single

4. Religion A. Muslim B. Orthodox C. Protestant D,
Others (specify)_____

5. Educational level A. Diploma B. Degree C. Masters
(msc) D. Above this (specific)____

6. Your monthly income A. Diploma B. Degree C. Masters
9msc) D. Above this (specific)____

7. Work experience A. Below 2 years B, 2-5 years C, 5-8
years D, 8-10 years E, >10years

8. Owner ship of the house A, Owned B, rented C, Live
with toners

Pan II Question for assessing perception Instruction

Please mark for the following list of system questions if you agree under “ yes” and if you disagree under’ no”

| S. No | Stem questions | Response | |
|-------|---|----------|----|
| | | Yes | No |
| | Personal factor affecting nursing perception | | |
| 1 | Proud of in nursing | | |
| 2 | Know more about nursing be for you joint the profession | | |
| 3 | Support others to be a nurse | | |
| 4 | Satisfaction with your job | | |
| 5 | Have an interaction with other health professionals | | |
| 6 | Involve patient with his/ her care | | |
| 7 | Observe the effect medication on patient | | |
| 8 | Stay of work after a shift has finished to complete a job | | |
| 9 | come to work if I am feeling well | | |
| 10 | Be cheerful with a patient | | |
| 11 | Provide privacy for a patient | | |
| 12 | Feel sorry for a patient | | |
| 13 | Keep in contact with patient after discharge | | |
| 14 | Explain clinical procedure for a patient | | |
| 15 | Be neatly dressed when working with a patient | | |
| 16 | Report patient’s condition to a senior nurse | | |
| 17 | Be honest with a patient | | |
| 18 | Listen to a patient | | |
| 19 | Consult with the doctors about a patient | | |
| 20 | Instruct a patient about an aspect or self care | | |
| 21 | Measure a vital sign of a patient | | |
| 22 | Put the need of patient first before your own | | |
| 23 | Be technically competent with clinical procedure | | |

24. Do you want to continue your education in nursing A, Yes B, No

25. If you say no for question no 24 what is your reason?

A I what to change my profession

B. The negative social, patient and other health profession they have for nursing

C. Age limit D. Other or Specific

26. Have you even intended to levanter profession? A. Yes B. No

27. If your answer to question No 26 is yes what would bathe reason? A, low salary

B, Inconvenient work environment C, Administrative issue D, Worth burden work or over loud part

iii question for assessing factors affecting nurses perception

I what factors initiate you to be a nurse? A, Family influence B, Peer pressure C my internal need

D, Lack of other alternatives

2. What do you think your perception your profession ? poor perception B. Good perception

3. What do you think the reason to have poor peueption towards your profession

A, individual factor B, Occupational sector C, Social factors D, Others (spelific)

Instruction; for the following list of factors affecting nursing perception make for factor you agree under llyed and for factor you disagree under” no”

| S. No | Personal factor affecting nursing perception | Response | |
|-------|--|----------|----|
| | | Yes | No |
| 1 | Interpersonal skill communication | | |
| 2 | Sex difference | | |
| 3 | Perception or being not respected | | |
| 4 | Personality trait (behavior) | | |
| 5 | Work experience and educational level | | |
| 6 | lack of confidence | | |
| 7 | Feeling of infuriating or dependency | | |
| 8 | Occupational and work orearelored factors | | |
| 9 | Occupational and work area relooked factors | | |
| 10 | Staff shortage | | |
| 11 | Poor Attitude to won | | |
| 12 | Uncooperative staff members | | |
| 13 | Negligence of duty | | |
| 14 | Conflict between other professionals | | |
| 15 | Nature of profession | | |
| 16 | Work over load | | |
| 17 | Risk of occupational exposure | | |
| 18 | social and governmental factor | | |
| 19 | Low chance of promotion | | |
| 20 | Les resection from patient, soviets government | | |
| 21 | Low salary for nurse | | |
| 22 | administrative policy | | |
| 23 | Negative stereo type towards nurse | | |