

EFFECT OF SELF-EFFICACY AND COLLECTIVE EFFICACY ON NURSEING PERFORMANCE IN THE TERTIARY CARE HOSPITAL, INDIRA GANDHI MEMORIAL HOSPITAL (IGMH), MALDIVES

JEEZA HASSAN 5738592 ADPM/M

M.P.H.M.

THESIS ADVISORY COMMITTEE: NATE HONGKRILERT, Ph.D, JUTATIP SILLABUTRA , Ph.D

ABSTRACT

This cross-sectional descriptive study was conducted at Indira Gandhi Memorial Hospital, Maldives in order to investigate the level of nursing performance. The main objective of this study was to ascertain the relationship between independent variables and nursing performance and to identify the factors which may predict nursing performance. Data was collected from 238 nurses using a self-administered questionnaire. Descriptive statistics, t-test, one-way ANOVA, Pearson correlation, and stepwise multiple regression were used for data analysis.

The results show that overall task performance as perceived by nurses was at higher level and overall contextual performance was at moderate level. There were correlations between nursing performance and self-efficacy ( $p < .01$ ), and collective efficacy ( $p < .01$ ). The optimism and competency significantly predicted nurse job performance ( $p < .01$ ), as did commitment ( $p < .05$ ), social support ( $p < .01$ ) and job autonomy and decision making ( $p < .05$ ).

It is recommended that hospital administration and nursing administration formulate interventions to improve nurses' optimism and competency, commitment, social support, job autonomy and decision making. Subsequently, further research on organizational level factors and nurse job performance will facilitate hospital administration more on improving nursing care quality and performance.

KEY WORDS: CONTEXTUAL PERFORMANCE / COLLECTIVE EFFICACY / MALDIVES / SELF-EFFICACY / TASK PERFORMANCE

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