

Factors Influencing Professionalism Among Oncology Ward Nurses in Private Organizations

Rajesh Kumar¹ (Corresponding Author), Khalid Khan², Abdul Razaq³, Dr. Syeda Rakhshanda Kaukab⁴, Badil⁵,

^{1,2,3} Master of Science in Nursing Student at Ziauddin University Faculty of Nursing and Midwifery, Email: rajesh.19276@zu.edu.pk, khalid.19484@zu.edu.pk, abdul.19274@zu.edu.pk

⁴ Associate Professor Ziauddin University Clifton Campus · Directorate of Educational Development (DED), Email: syeda.rakhshanda@zu.edu.pk

⁵ Associate Professor, Dow Institute of Nursing and Midwifery, Dow University of Health Science, Karachi, Pakistan, Email: badil@duhs.edu.pk

Abstract

Nursing professionalism is essential for ensuring patient safety and delivering high-quality care, especially in specialized areas like oncology, where nurses face unique challenges. Various factors, such as years of experience, gender attitudes, education, and training, significantly influence nursing professionalism. The study investigates the organizational and personal factors affecting professionalism among clinical nurses working in oncology wards in private organizations in Pakistan. The literature review was conducted using various electronic databases: PubMed, Academia, Science Direct, CINAHL, and Google Scholar. The PRISMA flowchart approach documented the study selection process. Research from the past five years on the organizational and personal factors influencing professionalism was included, while studies not concentrating on these factors were excluded. After screening, we included 24 of the first 300 studies that met the inclusion criteria in the final evaluation. Data were synthesized using quantitative methodologies to identify similar findings across studies. From an initial search of 19,200 articles, 20 were selected for this study. Findings suggest that factors such as workplace culture, experience, education, gender attitudes, resource availability, and professional development opportunities significantly impact the professionalism level among oncology nurses. These findings provide baseline data for informing policies and strategies to enhance nursing care, particularly in oncology settings, where nurses play a vital role in managing complex patient needs.

Keywords: Organizational factors, personal factors, nursing professionalism, oncology nurse.

Introduction

Nursing professionalism is crucial for patient safety and quality care. It reflects the highest standards expected of professionals, and the transformation of the nursing profession, particularly after the pandemic, has brought increased recognition for its precision and autonomy [1]. According to the World Health Organization's Global Status of Nursing Report 2020, 27.9 million nurses globally contribute to healthcare, making them an indispensable part of the system [2]. Globally, cancer cases are projected to reach 28.4 million by 2040 [3], and in Pakistan, cancer incidence has also been rising, highlighting the critical role of oncology nurses [4]. Oncology nurses face unique challenges, including compassion fatigue due to the emotional intensity of their work. Additionally, factors like years of nursing experience, gender attitudes, and continuous education significantly impact professionalism [5,6]. Cancer care necessitates specialized training to address patients' psychological, emotional, and spiritual needs, which adds further demands on oncology nurses [7]. Moreover, Clinical nurses' lack of time, uncertain safety rules, supplies, and insufficient facilities as key barriers to the secure handling of medicine for the treatment of cancer. Nurses face shortages of time when

performing everyday work, responding to crises, prescribing, and educating patients and caregivers [8]. Open communication is crucial in oncology, especially for outpatient care who are emotionally burdened by their cancer diagnosis and therapy. This increases patients' coping methods, treatment adherence, and overall satisfaction [9]. Professional values in nursing are a reflection of people's acknowledgment and support of the nursing field. Applying professional values can have a positive impact on an employee's dedication to the organization and job happiness. Professional values benefit nurses since research has shown a correlation between them, their quality of life, and their resistance to burnout [10]. Clinical Nursing, on the other hand, is more heavily dependent on nursing professionalism, which can both mitigate declines in institutional productivity, and quality and enhance nurses' professional knowledge and skills [11]. Fostering nursing competency in new employee education, continuing education, and basic nursing education is crucial for delivering high-quality nursing care [12].

Methods

The literature review employed a rigorous process selection process, the PRISMA flowchart approach was used to document the study selection process. In this study, various search strategies were employed, utilizing databases such as PubMed, Academia, Science Direct, CINAHL, and Google Scholar. In PubMed, key concepts were used with the Boolean operator (AND, OR & NOT), nesting, truncation, and MeSH terms to develop a search strategy, i.e., "Organization" OR "Institution" OR "Hospital" AND Personal Factors Influencing OR "Personal Factors" OR "Influencing Nursing Professionalism" AND "Professionalism" OR "Nursing Professionalism" AND "Clinical Nurse" OR "Registered Nurse" OR "Nurse Practitioner" AND "Working in Oncology Ward" AND "Private Organization.". The initial search yielded 19,200 results. After applying the filter for five years, the results narrowed to 8,700. Further application of a free full-text filter reduced the results to 4,700, and applying the human filter yielded 2,295 articles. Limiting to English-language publications brought the total to 1,887. Given the study's focus on results, the additional filter for ages 19+ was applied, which yielded 300 articles. After reviewing the titles and abstracts, we excluded 276 articles and selected 20 for the final review which is most relevant to our study.

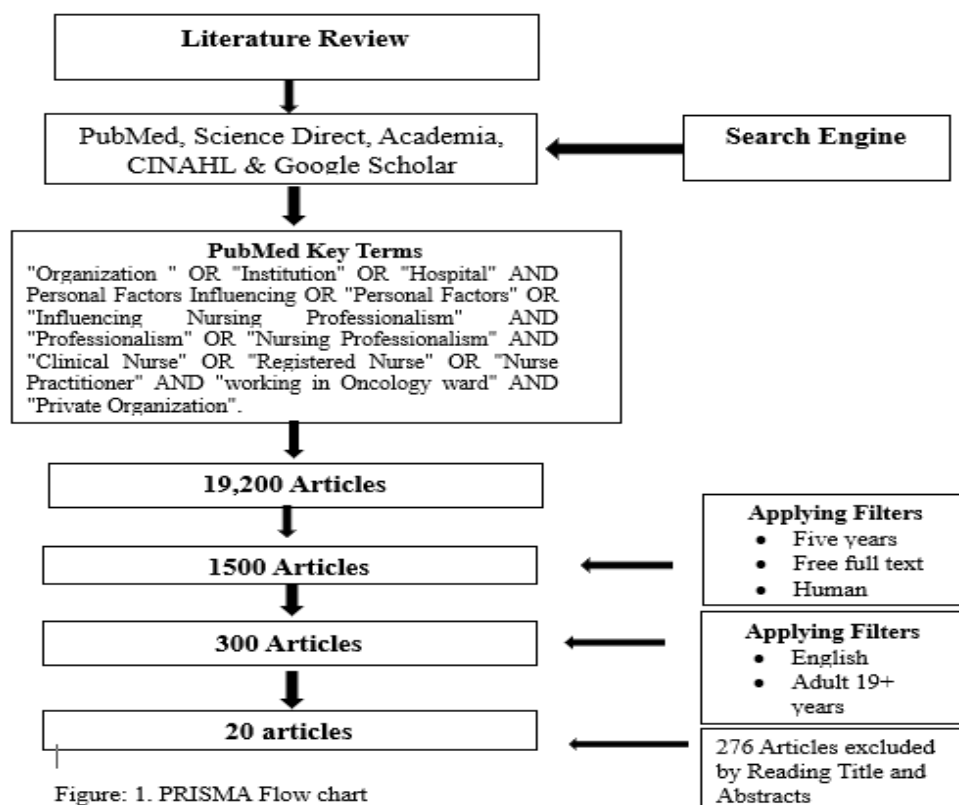


Figure: 1. PRISMA Flow chart

Table 1 Maintain Information articles.

S. No	Authors	Country	Year	Method	Sample Size	Objective	Result
01	Jung and Park, 2022	Korea	2022	Descriptive Study	121	To look at the level of intensive care unit (ICU) nurses' self-leadership, emotional intelligence, professionalism, and nursing performance.	The finding revealed that self-leadership, emotional intelligence, and ICU career experience predicted higher nursing performance among ICU nurses.
02	İlaslan et al., 2021	Turkey	2021	Cross-Sectional	369	To investigate the professional values of nurses and how their personal and professional lives influence these standards.	The scores for each scale factor were examined, and the factors related to activism and caring obtained the highest results.
03	Kim and Ahn, 2022	Korea	2022	Cross-Sectional	121	To explore the elements impacting their nursing professionalism and to determine the correlations between occupational stress, social support, and nursing professionalism.	To eventually improve nurses' nursing professionalism, concerted efforts are required to reduce occupational stress and boost social support for nurses enrolled in postgraduate courses.
04	Dinç and	Turkey	2023	Descriptive and Cross-	244	This study examines pediatric nurse satisfaction and professional behavior.	Results showed that pediatric nurses were moderately satisfied with their jobs but exhibited low levels of professional behavior; as their level of professionalism improved, so did their job satisfaction.
05	He et al., 2024	China	2024	Descriptive Qualitative	14	The aim is to explore the factors that influence the development of nursing professionalism.	The participants explained how self-activation and overcoming obstacles promoted the growth of nursing professionalism and how an upward atmosphere and outside motivation maintained its steady and upward development.
06	Cao et al., 2023	Korea	2023	Cross-Sectional Study	242	The goal of this study was to look into how nursing professionalism and job embeddedness affected hospital nurses' intentions to continue in the field.	Healthcare organizations and nursing associations must continue their efforts to enhance the working conditions and social recognition of nurses, as this will increase the intent of expert career nurses to remain in their jobs.
07	Azemian et al., 2021	Iran	2021	Concept Analysis	52	This study aimed to define and explain the idea of professionalism in nursing.	Content analysis revealed four major themes of professionalism: individual prerequisites, professional prerequisites, appropriate structure, and socio-individual factors.

08	Lee et al., 2021	Korea	2021	Cross-Sectional Study	130	The study's goals were to find out how well clinical nurses follow safe handling guidelines for antineoplastic agents, how much time they have, how much they know about these guidelines, and how safe their workplace is.	Out of 175 participants, 120.81 were in agreement that antineoplastic agents should be handled safely. Following through with proper handling of antineoplastic medications was significantly correlated with clinician experience, knowledge of the agents, and a safety climate in the workplace.
09	Kumari et al., 2024	India	2024	Descriptive Cross-Sectional	270	The aim is to assess the level of nursing professionalism and the factors that shape it in employees of tertiary care facilities.	These findings can be used by hospitals and other healthcare organizations to create policies and give priority to opportunities for nurses to attend conferences and workshops to strengthen their professional values, which will ultimately improve patient care outcomes.
10	Afshar et al., 2020	Iran	2020	Qualitative Content	31	The aim was to explore the experiences and challenges of professional behavior among nurses.	Improving the organizational and educational framework and the public perception of nursing can all contribute to nurses acting more professionally.
11	Miao et al., 2024	China	2024	Qualitative Descriptive	15	The aim was to foster the professional growth of nurses, provide superior nursing care, and assist with the future development of relevant training and intervention techniques.	The multifaceted idea of nurses' professional self-image encompasses a range of aspects, including personality traits, work-related attributes, surroundings, and familial dynamics.
12	SEYED et al., 2020	Iran	2020	Review	31	To assess earlier works that looked at the challenges and solutions associated with nursing professionals' socialization.	Numerous ramifications have been linked to the socialization of nurses, which can be impacted by environmental, organizational, and personal factors and lead to both positive and negative adaptation in the individuals.
13	Gasses et al., 2022	Saudi	2022	Integrative	35	This review seeks to clarify the comprehensive array of factors that influence the formation of professional values among nurses.	Understanding how nursing values affect nursing practice is crucial to providing high-quality care and boosting the professional brand.
14	Pareek et al., 2022	India	2022	Exploratory Study	08	The goal of the research is to look into the variables that affect nurse educators' professionalism in the chosen nursing education institutions.	The argumentative interactions approach to thematic analysis Three categories of factors were investigated: managerial, externally trained occupational, and singular.
15	Masmouei et al., 2020	Iran	2020	Cross-Sectional Correlational	205	To ascertain how nursing professionalism and personality attributes relate to one another.	It showed that nursing professionalism has the shortest association with extraversion, Conscientiousness, and agreeableness it also had an inversed link with neuroticism.

16	Alshumrani et al., 2022	Saudi Arabia	2022	Cross-Sectional	305	This study examined nurse professionalism and socio-demographic variations.	These results offer credibility to the importance of nurses in modern healthcare, which is crucial for delivering high-quality treatment.
17	Zandian et al., 2021	Iran	2021	Cross-Sectional	362	This study studied nurses' work intention, stress, and professionalism and how they relate to COVID-19.	To avoid burnout and keep providing nursing services, it is critical to have a sufficient staff requirement plan, to organize suitable training for nurses, and to give proactive psychological support.
18	Kannappan et al., 2023	India	2023	Cross-Sectional Correlation	100	To assess patient satisfaction in oncology units and identify limitations to the quality of nurse care.	The study found a substantial correlation between patient satisfaction and employment status, therapy kind, and hospital stay duration.
19	Azarabadi et al.,	Iran	2024	Qualitative	14	This research examined the conversational experiences of Iranian cancer patients undergoing outpatient treatment.	This study highlights the complex communication in outpatient cancer settings from the patient's perspective.
20	Abbas et al., 2020	Pakistan	2020	Qualitative Descriptive	12	The goal of this study was to investigate the social and cultural obstacles that nurses encounter when establishing their professional identities in their local communities.	It discusses the need for positive media representations to dispel the public's misconceptions about nursing. This would increase retention, lessen the scarcity of nurses, and enhance the standard of public healthcare.

Result

From an initial search of 19,200 articles, 20 were selected for this study according to the inclusion criteria. Table 1 and Figure 1 represent comprehensive information regarding the phases of article search.

Discussion

This study investigated the organizational and personal factors influencing nursing professionalism among clinical nurses in oncology wards in private organizations. The findings underscore several factors, including workplace culture, years of experience, educational background, gender attitudes, resource availability, and opportunities for professional development that are pivotal in shaping professionalism levels among oncology nurses. The analysis reveals that both organizational and personal factors significantly impact nursing professionalism in oncology settings. These results are consistent with previous studies, the role of workplace culture emerges as a crucial factor that supports or hampers professionalism. Oncology nurses frequently confront compassion fatigue due to high emotional demands associated with patient care, which affects their professional behavior and satisfaction. Nurses with more experience in oncology settings demonstrated higher levels of professionalism, likely due to their familiarity with complex cases and patient management in high-stakes environments. Gender attitude and education also play an influential role; nurses with positive gender perceptions and updated knowledge of oncology care tend to exhibit a greater

commitment to professional conduct. The findings align with prior studies emphasizing workplace culture, gender attitudes, and educational opportunities as determinants of professionalism in nursing [13, 6]. However, this study highlights the unique pressures in oncology, where nurses are subject to compassion fatigue due to the emotionally intensive nature of cancer care [5]. Studies from Turkey and Saudi Arabia also affirm that high levels of professionalism are associated with positive workplace environments and personal motivation to overcome challenges [14, 10]. However, unlike general nursing, this study identifies a more significant impact of psychological and emotional support within oncology, given the specific stressors involved. These findings offer insight that extends current theories on nursing professionalism by underscoring the role of self-activation and workplace motivation in oncology settings. Specifically, they support theories suggesting that professionalism is not solely a product of formal training but also intrinsic motivation and the ability to direct high-stress environments [18, 11]. Additionally, they expose a potential gap in current nursing theories, which often overlook compassion fatigue as a critical element influencing professionalism in specialized care fields like oncology. The findings point to practical application, particularly in policy and training for oncology wards. Hospitals and healthcare organizations may enhance nursing professionalism by prioritizing compassionate support systems and offering regular professional development opportunities tailored to the emotional demands of oncology. Training programs focusing on resilience and coping mechanisms could equip nurses to manage compassion fatigue better and sustain their professional values, ultimately improving patient care outcomes.

Conclusion

Organizational support and personal qualities collectively shape the professionalism of oncology nurses. These factors create an environment where nurses can either excel or face challenges that impact their professionalism and the quality of care they provide. Therefore, to strengthen professionalism, healthcare organizations and nurses must work collaboratively to build a supportive and empowering atmosphere. Additionally, addressing key challenges such as resource limitations, lack of training, and insufficient workplace support can greatly elevate the quality of oncology care in private healthcare settings. Providing resources and ongoing education not only enables nurses to meet the demands of cancer care but also boosts their confidence and job satisfaction, reinforcing their commitment to patient-centered care. Together, these efforts improve both patient outcomes and the organization's reputation.

Limitations of Study

This study is limited by the scope of available literature and may not capture all factors affecting professionalism among oncology nurses due to the exclusion of non-English articles and studies published before 2019. Additionally, the reliance on secondary data restricts direct exploration of oncology nurses' lived experiences, which could provide deeper insights.

Recommendation

Future studies should include comparative studies between private and public oncology settings, which could reveal variances in professionalism and workplace culture, potentially providing further direction for policy enhancements across healthcare sectors.

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