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Personal values, value implementation at work and the difference between them

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Background: Nursing staff are characterized by personal values systems, which influence their choices. Schwarz (1992) developed the idea of a universal value system which assists people in coping with the demands of everyday life. The degree to which personal values can be realized in the workplace can vary depending on environment and institutional policy.

Aim: Examining the personal values of nursing staff and the degree to which they implemented them in clinical practice in the workplace and the gap between them. Examining the factors influencing the extent of the gap.

Method: a quantitative descriptive study, based on data collected directly from respondents - nursing staff members - by means of a structured questionnaire: Shorter Schwartz's Value Survey (SSVS), questionnaire on the degree of implementation of personal values in clinical practice based on the SSVS and demographic information questionnaire.

Results: 425 respondents, 289 were women and 127 men, with mean age 39.2 years, from different faiths. Certain values are assigned a very high level of importance compared to others. The degree of value implementation in the clinical field is not uniform. The gap between the importance of a value and the extent to which it can be applied is not always in the same direction. Demographic factors influenced the level of importance, implementation of personal values in clinical practice and the gap between them.

Conclusions and Recommendations: Knowledge of the dominant personal values held by nursing staff may contribute to the organization's ability to cultivate and maintain the human resources within it. Institutions should be aware of possible gaps between the importance of values and the degree of their implementation and that there might be negative effects of the gaps, and should strive to reduce them. This can be achieved by studying the subject, implementing it, and developing a cultural-organizational climate that is adapted to the application of the value profile of nursing professionals, thereby improving the performance of teams, reducing negative effects and improving their professional functioning in general.

Biography

Salam Hadid is R.N. that has completed her PhD from Haifa University serves as lecturers at Zefat academic college, Department of nursing and pain management coordinator nurse at galilee medical center..

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