



Research Article

Factors Effecting Time Management of Professional Nurses' at Public Hospital, Lahore

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Abstract

Introduction: Nursing is a very demanding career. In nursing work nurse's work not only have tons of things to get done. Nurses scores in time management were more than those of men, with statistically significant difference: ($p < 0.05$). There was a positive significant relationship between individual skills and organizational skills in time management ($p < 0.05$). The purpose of this study was to determine the factors affecting time management of professional nurses. **Methodology:** A descriptive cross sectional analytic study was conducted at government hospital of Lahore. Data was collected from 211 registered nurses using convenient sampling. Data was analyzed using SPSS version 21. **Results:** There is statistically significant differences, in the significance level 0.05, of effective time management for nurses according to gender. Professional nurses spend much time in gossiping of both gender as ($p < 0.05$), time allocated for socialization were more among female nurses Shortage of staff contributes poor time management towards patient care, working under pressure is significantly associated with poor patient care ($p < 0.05$). Nurses spend much time using mobile phone is statistically significant ($p < 0.05$). **Conclusion:** Time management is very crucial to the nurses and helps them to plan for their available time and use it to manage their tasks. This research identified and evaluated time management in professional nurses. Based on the results, it was found that shortage of staff contributes poor time management towards patient care, working under pressure affect patient care negatively, proper supervision will improve time management. It is also conclude that time management is necessary for medical workers, especially nurses. Thus, it would be interesting to conduct comparative cultural studies to better evaluate time management.

Keywords: Factors; Time management; Professional Nurses.

Introduction

Nursing is a very demanding career. In nursing work nurse's work not only have tons of things to get done, but also forced to make some decisions. For that, the importance of time management started (Nizar, 2013). It is widely acknowledged that professional nurses at public hospitals

are failed to manage time effectively during execution of delegated daily tasks. In addition to daily delegated tasks, Professional nurses need to be aware of and avoid time wasters, e.g., spending more time answering social telephone calls than caring for patients. Poor time management in a healthcare institution can affect the

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institutions' operational budget if patient stay in the hospital is prolonged (Mamabolo, 2011).

Time has a great importance for human life. "Time management" is the practice of organizing and planning how to divide your time between specific activities (White et al., 2017). Time management allows the nurse to prioritize care, decide on outcomes, and perform the most important interventions first (Sullivan and Garland, 2010). Prioritizing skills are the ability to see what tasks are more important at each moment and give those tasks more of attention, energy, and time (Green and Skinner, 2005).

Time management obstacles for nurses are interruptions appreciate unscheduled guests, phone calls, or cries attending at unnecessary meetings; different activities failure to delegate routine task; and lack of a daily or weekly set up. Drop-in guests, awaiting others, inability to say no are different sources of wasted time (Sullivan and Garland, 2010). A report showed that among the scale of your time management behaviors, setting objectives and prioritization, and mechanics of your time management dimensions obtained the very best and lowest frequency, respectively (Ziapour et al., 2015). A study conducted in 2014 at Herban hospital, revealed that Time management ability among nurses was high with rate 69.5% and there have been two major factors moving to time management for nurses together with personal obstacles with a rate under five hundredth, and administrative and structure obstacles with a rate of 69.3% (Qteat and Sayej, 2014). A study conducted by Ghosh showed there is significant relationship with time management and employee mental health (Ghosh et al., 2011). Professional nurses pay longer respondent to phone calls and this observe wastes tons of your time that would preferably be used to render patient care. phone calls throughout working hours disrupt nurses' plans and reduce their expected work performance (Mamabolo, 2011). The aim of this study was to determine the factors that influence professional nurses' time management at government Hospital, Lahore.

Methodology

A quantitative descriptive analytic, cross sectional study carried out at government hospital, Lahore. Data was collected from 211 registered male and female nurses through convenient sampling. Written consent was taken from each participants. A well adopted questionnaire used with closed ended question with 5 point strongly agree, agree, not sure, disagree and strongly disagree. Data analyzed using SPSS version 21.

Results

The study participants were; 10.5% males and 89.5% female. 78.5% participants were in 21-30 years of age group, 19.1% were in 31-40 years of age and 2.4 were from 41-50 years of age group. Regarding their work experience;

more than 79.4% were educated at a diploma in nursing, 16.7% were with specialization 3.8% with Bachelor of Science in nursing. 0.5% participants were with more than 16 years of work experience. There were 22.0% have a work experience of more than 10 years, 49% work experience ranged from 6 to 10 years, 54.1% worked for less than 5 years. It was noted that most of nurses were young with 78.5% with an age less than 30 years, followed by 19.1% with an age ranged 31 to 40 years and 2.4% were for 40 years and older group (Table 1).

Table 1: Frequency of socio-demographic

	Frequency	Percentage
Gender of Participant		
Male	22	10.5
Female	187	89.5
Age Group of Participants		
21-30 Years	164	78.5
31-40 Year	40	19.1
41-50 Years	5	2.4
Qualification of Participants		
Diploma	166	79.4
Specialization	35	16.7
Post RN/BSN	8	3.8
Experience of Participants		
0-5 Years	113	54.1
6-10 Years	49	23.4
11-15 Years	46	22.0
16-20 Years	1	0.5

Table 2 shows the factors of Influence on nurses regarding time management. It is evident that 76 (36.4%) agree that professional nurses spend much time on gossiping, 77(36.8%) agree to allocated time for socialization, 117(56.0%) strongly agree that shortage of staff contributes towards poor time management, while 98(47%) strongly agree that working under pressure affects time management negatively. Similarly 73(34.9%) agree that while answering of telephone wastes time allocated for patient care, 97(46.4%) need in service training on time management, 93(44.5%), 118(36.5%) agree that promotion contributes towards quality patients care. Nurses agree that delegation is written according to personnel capabilities 107(51.2%), mentors needs to empower nursing staff also agreed by nurses 116(55.5%), nurses agreed that proper supervision will improve time management 118(56.5%) while 104(49.8%) agreed that tasks are not completed and are carried over to next period.

Table2: Factors influencing nurses regarding time management

S.N.	Statement	SA	A	N	D	SD	Mean	SD
1	Professional nurses spend much time gossiping	51	76	15	41	26	2.59	1.370
		24.4%	36.4%	7.2%	19.6%	12.4%		
2	There is allocated time for socialization	22	77	37	15	22	2.88	1.202
		10.5%	36.8%	17.7%	24.4%	10.5%		
3	Shortage of staff contributes towards poor time management	117	61	17	14	0	1.66	.891
		56%	29.2%	8.1%	6.7%	0		
4	Working under pressure affects time management negatively	98	70	25	11	5	1.83	.995
		46.9%	33.5%	12%	5.3%	2.4%		
5	Answering of telephone wastes time allocated for patient care	70	73	15	46	5	2.25	1.203
		33.5%	34.9%	7.2%	22%	2.4%		
6	I need in-service training on time management	54	97	36	21	1	2.13	.929
		25.8%	46.4%	17.2%	10.0%	0.5%		
7	I am able to priorities tasks in case of emergencies	93	70	23	23	0	1.89	.993
		44.5%	33.5%	11%	11%	0		
8	Promotion contributes towards quality patient care	62	118	9	16	4	1.96	.906
		29.7%	56.5%	4.3%	7.7%	1.9%		
9	Delegation is written according to personnel capabilities	64	107	17	15	6	2.00	.968
		30.6%	51.2%	8.1%	7.2%	2.9%		
10	More mentors are needed to empower nursing staff	68	116	11	14	0	1.86	.794
		32.5%	55.5%	5.3%	6.7%	0		
11	Proper supervision of nurses will improve time management	73	118	16	2	0	1.75	.634
		34.9%	56.5%	7.7%	1.0%	0		
12	Tasks are not completed as expected and are carried over to next period	48	104	36	16	5	2.17	.949
		23%	49.8%	17.2%	7.7%	2.4%		
13	Delegation of duties to personnel according to level of competence.	64	108	13	19	5	2.01	.976
		30.6%	51.7%	6.2%	9.1%	2.4%		
14	Able to manage stress.	47	127	16	9	10	2.08	.950
		22.5%	60.8%	7.7%	4.3%	4.8%		
15	Shifting of responsibility to subordinates.	55	102	34	7	11	2.12	1.011
		26.3%	48.8%	16.3%	3.3%	5.3%		
16	Work organization.	39	129	24	6	11	2.14	.935
		18.7%	61.7%	11.5%	2.9%	5.3%		
17	Able to handle emergencies into expected workflow.	56	124	15	10	4	1.96	.840
		26.8%	59.3%	7.2%	4.8%	1.9%		
18	Able to implement time management guidelines.	63	89	25	32	0	2.12	1.011
		30.1%	42.6%	12%	15.3%	0		
19	Able to avoid tasks that delay patient care.	58	98	23	20	10	2.17	1.086
		27.8%	46.9%	11%	9.6%	4.8%		
20	Able to utilize time productively or effectively	41	124	33	10	1	2.07	.766
		19.6%	59.3%	15.8%	4.8%	5%		
21	Able to train patient on self-care.	62	85	30	22	10	2.20	1.121

Table2: Factors influencing nurses regarding time management

S.N.	Statement	SA	A	N	D	SD	Mean	SD
		29.7%	40.7%	14.4%	10.5%	4.8%		
22	Able to delegate subordinates.	59.4	98	29	15	8	2.11	1.022
		28.2%	46.9%	13.9%	7.2%	3.8%		
23	Planning for time management.	63	120	15	7	4	1.89	.819
		30.1%	97%	7.2%	3.3%	1.9%		
24	Control of staff movements.	39	117	18	31	4	2.25	.989
		18.7%	56%	8.6%	14.8%	1.9%		

Table 3: T test result

Gender	N	Mean	Std. Deviation	df	T	Sig value
Male	22	22.23	6.969	207	7.453	0.007
Female	187	25.27	5.220			

Table 4: ANOVA

Factor that Influence Professional Nurses	Sum of Square	df	Mean Square	F	Sig
Between Groups	93.487	25	0.145	0.737	0.043
Within Groups	93.651	183	0.512		
Total	187.139	208			

Demographic section analyzed through independent T test which showed that “there is statistically significant differences, in the significance level 0.05, of effective time management for nurses according to gender” (Table 3).

One way ANOVA showed that total level of significance for all factors 0.043 is <0.05, so conclude that “there are statistically significant differences in the significance level 0.05 of influence professional nurses ‘time management (Table 4).

There are many factors involved in time management by nurses like professional nurses spend much time gossiping, allocated time for socialization, shortage of staff, working under pressure, answering of telephone calls, need in service training regarding time management and priorities tasks, contributing towards in case of emergencies, written according to their capabilities., nurses need to empower by their mentors, proper supervision and completion of task within time period.

Discussion

There are many factors involved in time management by nurses like professional nurses spend much time gossiping, allocated time for socialization, shortage of staff, working under pressure, answering of telephone calls, need in service training regarding time management and priorities

tasks, contributing towards in case of emergencies, written according to their capabilities., nurses need to empower by their mentors, proper supervision and completion of task within time period. In current study shown that professional nurses spend much time in gossiping of both gender as p-value > 0.05, time allocated for socialization were more among female nurses compared to male as difference was significant (P< 0.05), similar finding found by Mohamadiyan (2007). But another study conducted by Ebrahimi, Hosseinzadeh, Tefreshi, and Hosseinzadeh 2014, no significant difference was observed between age and time management behaviors (p>0.05).this study showed dissimilarity of results. The current study showed that 73(35%) staff agreed that answering of telephone call waste time allotted for patient care. Eleanor (2010) found that the most common time management for nurses are disruptions such as unscheduled visits, phone calls or crises in ineffective sessions; other activities such as the impossibility of delegating routine tasks; and the lack of a daily or weekly schedule. Additional visitors who wait for others and the inability to say are no other sources of lost time.

Conclusion

Time management is very crucial to the nurses and helps them to plan for their available time and use it to manage

their tasks. This research identified and evaluated time management in professional nurses. Based on the results, it was found that shortage of staff contributes poor time management towards patient care, working under pressure affect patient care negatively, proper supervision will improve time management. It is also conclude that time management is necessary for medical workers, especially nurses. Thus, it would be interesting to conduct comparative cultural studies to better evaluate time management.

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