

# Nursing Professional Pride Scale: Turkish adaptation and psychometric properties

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## Abstract

**Purpose:** This study established the Turkish validity and reliability of the Nursing Professional Pride Scale (NPPS).

**Design and Methods:** The study was a descriptive and cross-sectional conducted in Turkey. The sample consisted of 301 nurses with at least one year of work experience. Data were collected online between August and September 2020 and analyzed using the SPSS 25.0 and LISREL 8.80. Confirmatory factor analysis, linguistic and content validity, and reliability analyses were performed.

**Findings:** The Turkish version of the Nursing Professional Pride Scale (NPPS-TR) had a content validity index of 0.95 and Cronbach's alpha of 0.89 and a five-factor structure with acceptable psychometric properties ( $\chi^2/df = 2.85$ , RMSEA = 0.079, CFI = 0.92, SRMR = 0.08).

**Practice implications:** The NPPS-TR is a valid and reliable measure of professional pride in Turkish nurses.

## KEYWORDS

nursing, pride, professional, reliability, validity

## 1 | INTRODUCTION

Nursing is a scientific discipline based on professional values, principles, and standards.<sup>1</sup> Nursing care is a holistic and continuous approach, and therefore, nurses spend more time interacting with patients or healthy individuals than other healthcare professionals.<sup>2,3</sup> Effective and high-quality nursing care depends on professional attitudes, perceptions, and satisfaction. Professional recognition and prestige depend on care quality, qualifications, and public perception. However, the recognition of nursing as a profession relies not only on public opinion but also on nurses' perceptions of their profession.<sup>4-6</sup> Therefore, nurses who make a conscious choice to pursue a career in nursing and identify with and commit themselves to their job are likely to develop a stronger professional identity and perceive their job more positively.<sup>7-9</sup>

Healthcare providers who are part of a professional team with the same qualifications and standards are likely to have a more positive attitude towards their jobs and higher job satisfaction.<sup>10,11</sup>

However, the quality of nursing education in Turkey varies from faculty to faculty, which remains an obstacle in the path of professionalism, because nursing students who receive an education of different quality have difficulty providing care that meets appropriate standards and fulfilling their professional roles. Moreover, inadequate staffing, a high nurse-to-patient ratio, severe and stress-inducing working conditions, and insufficient professional autonomy cause nurses to develop negative attitudes towards their job.<sup>12,13</sup>

Nurses' supportive position to evaluate the needs of patients and their families in a holistic approach, to provide comprehensive care, to protection and maintenance of health, increases the development of positive perception towards the profession and professional pride in nurses.<sup>5,14</sup> Although nursing has empowering and satisfying aspects, some social, environmental, and personal factors reduce nurses' professional pride and motivation. Some of those factors are a hierarchical work environment that does not care about physical and mental health, menial tasks outside their job description, the negative public image of nursing, low wages, insufficient

autonomy, physician-centered care, and other personal experiences.<sup>15–17</sup> Qualitative and quantitative studies address the factors affecting professional life and pride.<sup>18–20</sup> Tjoflåt et al.<sup>20</sup> found that nurses were proud of their job, motivated by the desire to help those in need, and satisfied with patient-centered care.<sup>18</sup> reported that the greater the professional pride and job satisfaction, the higher the intention of job retention.<sup>19</sup> determined that newly graduated nurses were proud of their job and highly committed to it, and wanted to do it as best as possible. Nurses with professional pride and motivation have a positive attitude towards their job. On the other hand, nurses with low professional pride and motivation are at risk for developing physical and mental health problems (inadequacy, worthlessness, depression, burnout, low job satisfaction, lack of motivation, etc.), resulting in reduced productivity, higher absenteeism, and the intention to quit the job.<sup>5,12,13,18</sup> Burnout and job dissatisfaction negatively affect nurses' mental status and the quality of care they provide, resulting in adverse health outcomes in patients. Therefore, it is of paramount importance to make sure that nurses take pride in their job and are motivated and satisfied enough to provide high-quality care.

Low quality of care affects the individual, family, and society, increasing employee turnover rates, health costs, and workload, resulting in perceived incompetence among nurses. In other words, professional perceptions and attitudes have both health and social implications (individual, social, and economic).<sup>5,21,22</sup> Therefore, professional perceptions and attitudes should be evaluated. Professional pride encompasses feelings for the job, role performance, and intentions to remain in the profession. However, there is no scale measuring nurses' professional pride in Turkey. Therefore, this study aimed to adapt the reliability and validity of the Nursing Professional Pride Scale to Turkish and examine its psychometric properties.

## 2 | METHOD

### 2.1 | Objective

This study established the Turkish validity and reliability of the Nursing Professional Pride Scale (NPPS).

### 2.2 | Study design

This is a methodological validation study.

### 2.3 | Participants and setting

The study population included of all professional nurses in Turkey. A common rule of thumb for scale adaptation is to have a sample size five to ten times the number of items in the scale.<sup>23</sup> The International Testing Commission (ITC)<sup>24</sup> recommends a sample size of 300 to determine the psychometric properties of a scale. The Nursing

Professional Pride Scale (NPPS) consists of 27 items. Therefore, the sample consisted of 301 voluntary nurses (more than ten times the number of items) with at least one year of work experience. Data were collected using a sociodemographic form and the Turkish version of the Nursing Professional Pride Scale (NPPS-TR) between August and September 2020. Test-retest was used to determine whether the NPPS-TR could yield consistent results when repeated over time (reliability). The retest ( $n = 76$ ) was performed two-three weeks after the original test ( $n = 301$ ).

#### 2.3.1 | Sociodemographic information form

The sociodemographic information form was based on a literature review conducted by the researchers. The form consisted of items on age, gender, marital status, number of children, educational status years of experience as a nurse, working position, hospital type and working hours per week.

#### 2.3.2 | Nursing Professional Pride Scale

The Nursing Professional Pride Scale (NPPS) was developed by JaeHee et al.<sup>25</sup> to measure levels of professional pride in nurses. The scale consists of 27 items and five subscales. The items are scored on a five-point Likert-type scale of (1 = strongly disagree, 2 = disagree, 3 = neither agree nor disagree, 4 = agree, 5 = strongly agree). The subscales are feeling of vocation, (six items, 1, 2, 3, 4, 5, and 6), role satisfaction (six items, 7, 8, 9, 10, 11, and 12), role of problem solver (six items, 13, 14, 15, 16, 17, and 18), self-achievement (four items, 19, 20, 21, and 22), and willingness to stay (five items, 23, 24, 25, 26, and 27). The total score ranges from 27 to 135, with higher scores indicating greater professional pride. The NPPS has a Cronbach's alpha of 0.92, while its subscales have a Cronbach's alpha of 0.74–0.85.<sup>25</sup>

## 2.4 | Data analysis

The data were analyzed using the Statistical Package for Social Sciences (SPSS, version 25) and LISREL 8.80. Content and construct validity were analyzed. Content validity was determined using content validity ratio (CVR) and content validity index (CVI). In construct validity, confirmatory factor analysis was made. In confirmatory factor analysis,  $\chi^2/df$ , RMSEA, CFI, NFI, NNFI, RFI, GFI, SRMR values were examined. It is hereby stated that;  $\chi^2/df$  fit index may vary between 2 and 3 and the model is acceptable within this interval.<sup>26</sup> RMSEA values lower than 0.05 reveals good harmonization whereas lower than 0.08 reveals that it is acceptable.<sup>27,28</sup> Regarding CFI, GFI and AGFI value; 0.90 reveals good fit index, 0.95 and any value overexpresses excellent harmonization.<sup>28,29</sup>

Reliability was determined using test-retest, item-total correlation, the pearson correlation coefficient, Cronbach's alpha coefficient

(internal consistency), intraclass correlation coefficient (ICC), and a Bland–Altman plot. A Cronbach's alpha of 0.60–0.79 indicates good reliability, while greater than 0.80 indicates high reliability.<sup>23</sup> According to Hinton et al.<sup>30</sup>; Cronbach alpha values reveal moderate in between the interval of 0.50–0.70, high in between the interval of 0.70–0.90, and excellent reliability over 0.90. ICC values between 0.75 and 0.90 reveal good reliability whereas the values over 0.90 reveal excellent reliability.<sup>31</sup>

## 2.5 | Ethical considerations

Dr. Eun-Joo Kim, one of the developers of the NPPS, was emailed to get permission. The study was approved by the Human Research Ethics Committee (Date/No: 23.06.2020/2020/76). Nurses were informed about the purpose and procedure, and written consent was obtained from those who agreed to participate before online data collection.

## 3 | RESULTS

### 3.1 | Participant characteristics

The mean age of participants was  $31.28 \pm 6.70$ . Of participants, 80.7% were women, 75.1% had a bachelor's degree, 52.2% were married, 44.2% had 1–5 years of work experience, 80.4% were clinical nurses, 73.4% worked in shifts, 56.1% worked 41–50 h per week, 54.1% worked in public or training and research hospitals, and 73.8% chose the nursing profession willingly (Table 1).

### 3.2 | Validity

#### 3.2.1 | Linguistic and content analysis

Three experts (two in nursing and one in English) translated the English version of the Nursing Professional Pride Scale (NPPS) to Turkish separately. The researchers evaluated the translated versions and developed a Turkish draft, assessed by an expert in Turkish Language and Literature. The researchers revised the items based on expert feedback. Thirteen experts (12 academics with a Ph.D degree in nursing and one expert in assessment and evaluation) were consulted for content validity. Another expert who knew both languages translated the Turkish version back to English, which was then assessed and approved by Dr. Eun-Joo Kim. After expert feedback, CVR and CVI were determined, the latter of which was found to be 0.95.

#### 3.2.2 | Construct validity

Confirmatory factor analysis was used to determine the construct validity of the scale. The fit indices of the NPPS-TR were as follows:

**TABLE 1** Descriptive characteristics

| Variables                                       |  | n   | %    |
|---|--|-----|------|
| Age   | M (SD) 31.28 (6.70)                            |     |      |
| Gender  | Female   | 243 | 80.7 |
|   | Male   | 58  | 19.3 |
| Marital status                                  | Single   | 144 | 47.8 |
|   | Married  | 157 | 52.2 |
| Educational status                              | Health vocational high school                  | 23  | 7.6  |
|   | Associate degree                               | 16  | 5.3  |
|   | Bachelor degree                                | 226 | 75.1 |
|   | Postgraduate                                   | 36  | 12.0 |
| Years of experience as a nurse                  | 1–5 years                                      | 133 | 44.2 |
|   | 6–10 years                                     | 67  | 22.3 |
|   | 11–15 years                                    | 48  | 15.9 |
|   | 16 years more than                             | 53  | 17.6 |
| Working position                                | Clinical nurses                                | 242 | 80.4 |
|   | Manager nurses                                 | 29  | 9.6  |
|   | Other  | 30  | 10.0 |
| Working style                                   | Shift  | 221 | 73.4 |
|   | Just day shift                                 | 64  | 21.3 |
|   | Just night shift                               | 16  | 5.3  |
| Working hours per week                          | 40 h and less than                             | 59  | 19.6 |
|   | 41–50 h  | 169 | 56.1 |
|   | 51 h and more than                             | 73  | 24.3 |
| Hospital type                                   | Public Hospital/Training and Research Hospital | 163 | 54.1 |
|   | City Hospital                                  | 30  | 10.0 |
|   | University Hospital                            | 96  | 31.9 |
|   | Private Hospital                               | 12  | 4.0  |
| The status of willing to perform the profession | Yes  | 222 | 73.8 |
|   | No   | 79  | 26.2 |

RMSEA = 0.079, CFI = 0.92, NFI = 0.88, NNFI = 0.91, RFI = 0.87, GFI = 0.82, SRMR = 0.08, and  $\chi^2/df = 2.85$  (Table 2). Figure 1 shows the factor loadings, indicating that the NPPS-TR had the same factor structure as the original scale.

### 3.3 | Reliability

Cronbach's alpha coefficient, test-retest, ICC, and item-total correlations were used to determine reliability. The NPPS-TR had a Cronbach's alpha of 0.89 (Table 3). The subscale “feeling of vocation” had a Cronbach's alpha of 0.68 and an ICC of 0.76. The subscale “role

**TABLE 2** Confirmatory factor analysis fit indices for the Nursing Professional Pride

| Fit indices                                     | Model tests       |
|---|-------------------|
| Root mean square error of approximation (RMSEA) | 0.079             |
| Comparative fit index (CFI)                     | 0.92              |
| Normed fit index (NFI)                          | 0.88              |
| Non-normed fit index (NNFI)                     | 0.91              |
| Relative fit index (RFI)                        | 0.87              |
| Goodness of fit index (GFI)                     | 0.82              |
| Standardized root mean square (SRMR)            | 0.08              |
| $\chi^2/df$                                     | 894.50/314 = 2.85 |

satisfaction” had a Cronbach's alpha of 0.77 and an ICC of 0.86. The subscale “role of problem solver” had a Cronbach's alpha of 0.72 and an ICC of 0.77. The subscale “self-achievement” had a Cronbach's alpha of 0.62 and an ICC of 0.81. The subscale “willingness to stay” had a Cronbach's alpha of 0.68 and an ICC of 0.84. Test-retest ( $n = 76$ ) was used to ascertain whether the scale could yield consistent results when repeated over time (reliability). The test-retest correlation was 0.82 for the whole scale, while it ranged from 0.62 to 0.76 for the subscales (Table 3). The total correlations of the items in the feeling of vocation subscale were observed to vary between 0.278 and 0.495, the role satisfaction subscale varied between 0.349 and 0.592, the role of problem solver subscale varied between 0.227 and 0.578, the self-achievement subscale varied between 0.440 and 0.541, the willingness to stay subscale varied between 0.429 and 0.565 (Table 4). The Bland-Altman plot had a random pattern (Figure 2). The limits of agreement ranged from 12.1 to  $-16.8$  ( $-2.3 \pm 1.96 \times 7.35$ ). The average of the differences was close to zero, indicating good compatibility/consistency between the test and retest.

## 4 | DISCUSSION

This study adapted the Nursing Professional Pride Scale to Turkish and analyzed its psychometric properties. Professional pride, besides the development of the professional sense of belonging, desire to maintain the profession and provision of professional satisfaction, also affects the care quality. Besides, professional pride is an important source of motivation contributing to the development and improvement of the profession of the nursery. For this reason, a tool that measures the nurses' pride level is necessary. However, there exists no comprehensive measuring tool in Turkish culture, which has been developed to assess the professional pride and of which the validity reliability has been achieved. Therefore, we need a valid and reliable scale to assess the professional pride of nurses in Turkey.

The study adhered to the criteria laid down by the ITC<sup>24</sup> and the World Health Organization<sup>32</sup> to adapt the Nursing Professional Pride

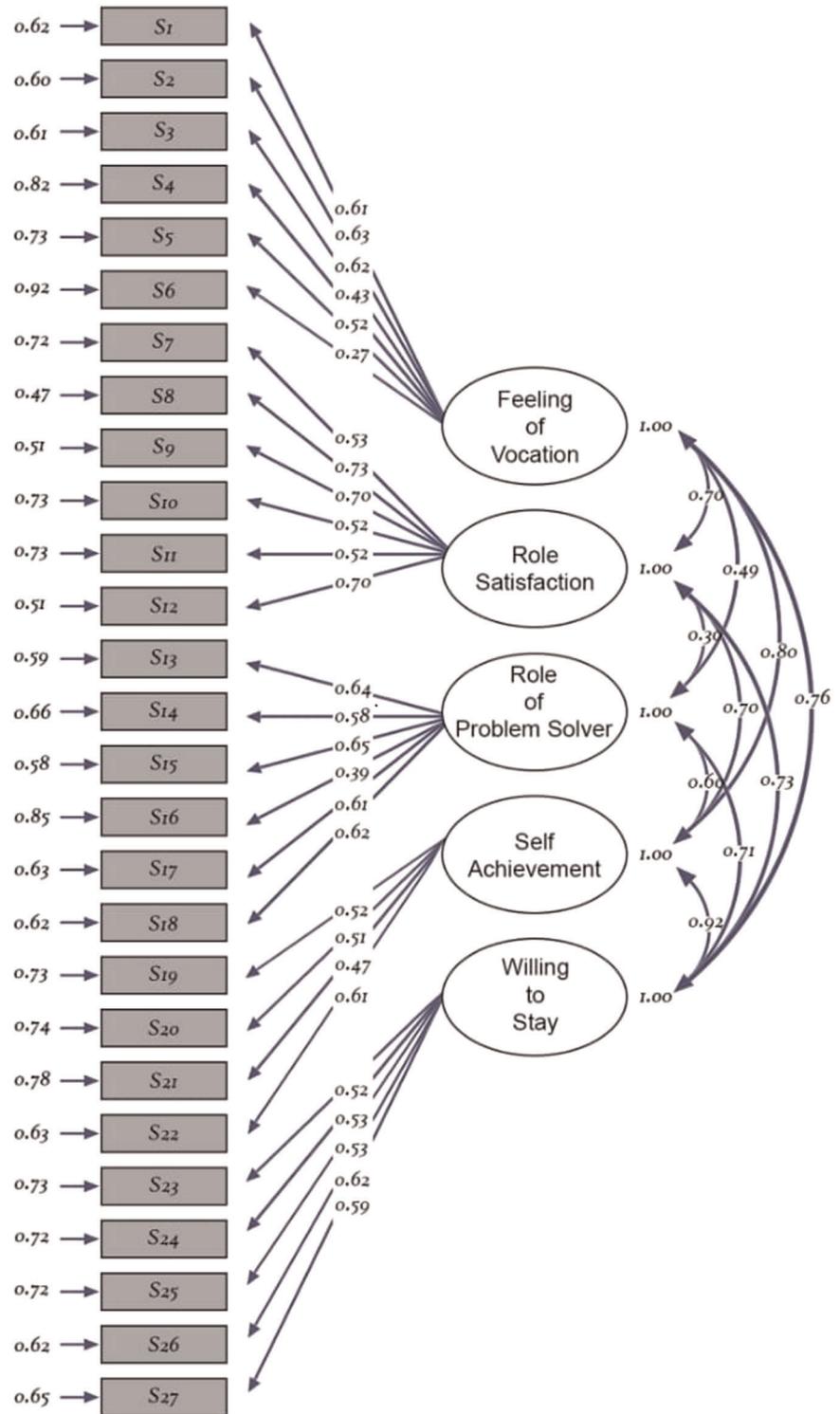
Scale to Turkish. Firstly, three experts translated the scale to Turkish for linguistic validity. Afterward, thirteen academics evaluated the relevance of the items (content validity) on a scale of 1–4 (1 = very relevant, 2 = relevant but needs minor alteration, 3 = in need of revision, 4 = not relevant). Content validity ratio (CVR) was calculated using the Davis technique.<sup>33</sup> A CVI of 0.78 or greater is recommended for adequate content validity.<sup>34</sup> The Turkish version of the Nursing Professional Pride Scale (NPPS-TR) had a CVI of 0.95.

All fit indices were within acceptable levels (CFI). A  $2 < \chi^2/df < 3$  shows that the model is acceptable.<sup>26</sup> The NPPS-TR had a  $\chi^2/df$  of 2.85, indicating an acceptable fit. A RMSEA  $< 0.08$ ,<sup>27</sup> a SRMR  $\leq 0.08$ ,<sup>28</sup> and a CFI, GFI, and NNFI  $> 0.90$ <sup>29</sup> indicate an acceptable fit. Our results showed that the NPPS-TR had acceptable fit indices. When the factor loads are examined, the factor load of item 6 is seen as; 0.27, which is a low value. The expression in item 6, which is “Nursing is involved in community service activities” may have led the nurses to ignore their role of attending the activities aiming to serve the society, as all the nurses who attended the activities are entirely clinic nurses and for this reason, the study sampling has a homogeneous structure. However, in our country, nurses have important roles which are relevant to social health such as vaccination, follow up of pregnant women, home care services and attending training for every level of society. For this reason, item 6, as it is not an item involving cultural difference, has been protected based on the original scale.

Cronbach's alpha and intraclass correlation coefficients were calculated for reliability. The original scale has a Cronbach's alpha of 0.92, while its subscales have a Cronbach's alpha of 0.74–0.85.<sup>25</sup> The NPPS-TR had a Cronbach's alpha of 0.89, while its subscales had a Cronbach's alpha of 0.62–0.77. According to Hinton et al.<sup>30</sup>; Cronbach alpha values reveal moderate in between the interval of 0.50–0.70, high in between the interval of 0.70–0.90, and excellent reliability over 0.90. In this study has moderate reliability with its three subscales. Alpar<sup>23</sup> stated that Cronbach's alpha values 0.60–0.79 indicates good reliability, while greater than 0.80 indicates high reliability. According to these values, the study has good reliability with its three subscales. On the other hand, the low number of questions may lead to Cronbach alpha values being low.<sup>35</sup> When Cronbach alpha values regarding our study's subscales are examined, the value of the “self-achievement” subscale was determined as 0.62 and it consists of 4 items in this subscale. The reason why the Cronbach alpha value is low may source from this situation. Besides, it is further stated that; “feeling of vocation” and “willing to stay” subscales are; 0.68, on the border, and according to various sources; it is stated that this value is an acceptable level.<sup>23,30</sup> When the values, in case of deletion of the item, are examined, Cronbach alpha values are seen to be constant. The NPPS-TR had a Cronbach's alpha within the recommended range, indicating that the scale was reliable.

ICC values less than 0.50 indicate poor reliability, values between 0.50 and 0.75 indicate moderate reliability, values between 0.75 and 0.90 indicate good reliability, and values greater than 0.90 indicate excellent reliability.<sup>31</sup> The subscales of the NPPS-TR had an ICC value of 0.76 to 0.86, indicating good reliability. The test-retest correlation was significant ( $r = 0.82$ ;  $p < 0.01$ ).

**FIGURE 1** Structural equation model for nursing pride



The item-total correlations ranged from 0.227 to 0.592. Item total correlation coefficients should be greater than 0.20,<sup>36</sup> 0.25,<sup>23</sup> or 0.30.<sup>37,38</sup> Item 16 of the NPPS-TR had an item-total correlation of 0.227, which was within acceptable limits. Therefore, no item had to be removed from the NPPS-TR.

It is thought that various factors are affecting the nurses' pride level in Turkish society. Particularly, as professional members have various educational level in our society, this may affect professional

pride. Besides, as the research data are collected in the process in which COVID 19 pandemic has been continuing, due to intensive working hours, society's attitude towards health professionals, nurses' being away from their families, institutional and managerial problems may affect the professional pride, desire to continue the profession and professional satisfaction negatively. For this reason, the inclusion of any valid measuring tool in our country with confirmed reliability shall be an important source for the literature.

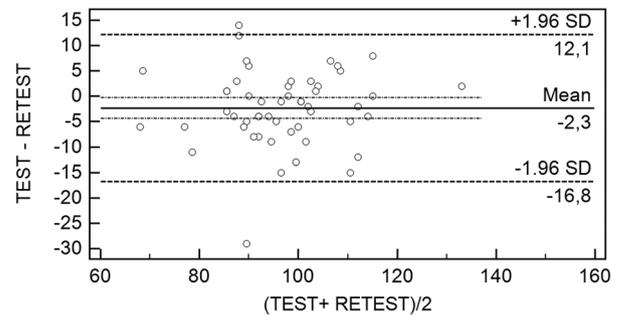
| Subscales              | Cronbach alfa coefficient | Test mean $\pm$ SD | Retest mean $\pm$ SD | ICC  | r    |
|------------------------|---------------------------|--------------------|----------------------|------|------|
| Feeling of vocation    | 0.68                      | 19.96 $\pm$ 3.77   | 21.38 $\pm$ 3.12     | 0.76 | 0.62 |
| Role satisfaction      | 0.77                      | 14.38 $\pm$ 4.61   | 16.28 $\pm$ 4.35     | 0.86 | 0.76 |
| Role of problem solver | 0.72                      | 23.90 $\pm$ 3.40   | 25.09 $\pm$ 2.80     | 0.77 | 0.63 |
| Self achievement       | 0.62                      | 13.31 $\pm$ 3.13   | 14.09 $\pm$ 2.89     | 0.81 | 0.68 |
| Willing to stay        | 0.68                      | 17.28 $\pm$ 3.63   | 19.07 $\pm$ 2.91     | 0.84 | 0.73 |
| Total                  | 0.89                      | 88.82 $\pm$ 14.46  | 95.91 $\pm$ 12.51    | 0.90 | 0.82 |

Note:  $p < 0.01$ .

**TABLE 4** Item total correlations according to Nursing Professional Pride

| Items   | Corrected item-total correlation | Cronbach's alpha if item deleted |
|---------|----------------------------------|----------------------------------|
| Item-1  | 0.479                            | 0.887                            |
| Item-2  | 0.495                            | 0.887                            |
| Item-3  | 0.477                            | 0.887                            |
| Item-4  | 0.376                            | 0.890                            |
| Item-5  | 0.455                            | 0.888                            |
| Item-6  | 0.278                            | 0.891                            |
| Item-7  | 0.349                            | 0.890                            |
| Item-8  | 0.552                            | 0.886                            |
| Item-9  | 0.520                            | 0.886                            |
| Item-10 | 0.461                            | 0.888                            |
| Item-11 | 0.592                            | 0.884                            |
| Item-12 | 0.551                            | 0.886                            |
| Item-13 | 0.578                            | 0.885                            |
| Item-14 | 0.366                            | 0.890                            |
| Item-15 | 0.470                            | 0.888                            |
| Item-16 | 0.227                            | 0.892                            |
| Item-17 | 0.338                            | 0.890                            |
| Item-18 | 0.369                            | 0.890                            |
| Item-19 | 0.465                            | 0.888                            |
| Item-20 | 0.470                            | 0.888                            |
| Item-21 | 0.440                            | 0.888                            |
| Item-22 | 0.541                            | 0.886                            |
| Item-23 | 0.429                            | 0.889                            |
| Item-24 | 0.466                            | 0.888                            |
| Item-25 | 0.420                            | 0.889                            |
| Item-26 | 0.565                            | 0.885                            |
| Item-27 | 0.538                            | 0.886                            |

**TABLE 3** Cronbach alfa values and retest analyses



**FIGURE 2** Test retest analyses

## 5 | LIMITATIONS

This study had two limitations. First, this is a validation study which data were collected online. Therefore, the sample consisted of nurses who were able to complete web-based questionnaires. Second, the participants had similar characteristics. Therefore, future studies should recruit larger and more heterogeneous samples.

## 6 | IMPLICATION IN NURSING PRACTICE

Nursing has professional values. Nurses with a positive view of their job are more likely to fulfill professional duties, provide quality care, and develop professionalism. Nurses' positive point of view towards their nursery profession, the development and support of the professional pride, take an important place. Supporting the nurses' competences and continuous development, arranging personal training shall contribute to increase the nurses' professional pride and loyalty. Particularly, for the nurses who already stepped into their profession, their managers' and colleagues' mentorship and sharing their professional experiences is considerably important for the formation and sustainability of their professional belonging and their will to sustain their profession.<sup>19</sup> Nurses' lower professional pride level affects their professional identity, belonging and care quality adversely.<sup>39</sup> In this direction, in Turkish culture, a tool of assessment that determines the nurses' professional pride level is

necessary. To our knowledge, this is the first study to adapt the Nursing Professional Pride Scale (NPPS) to Turkish. The results showed that the Turkish version of the Nursing Professional Pride Scale (NPPS-TR) was valid and reliable. The psychometric values, internal consistency coefficients, and validity results indicated that the NPPS-TR had a five-factor structure, as did the original scale. This scale is a supporting tool for the nurses and nurse managers to accomplish their professional roles and to determine their satisfaction in these roles, their desire to sustain their professions and to determine their roles for their feelings towards their profession and their roles for problem-solving. This measuring tool may be utilized for the planning of appropriate training for the employees to increase their professional pride level and even for the evaluation of the change of their pride levels in the progress of time during their applications. At the same time, it may be used as an auxiliary tool for finding the problems encountered by the nurses who have already stepped into this profession just after graduation or by the experienced members of the profession; to determine the aspects which are needed to be strengthened and to form professional policies.

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#### CONFLICT OF INTERESTS

The authors declare that there are no conflict of interests.

#### DATA AVAILABILITY STATEMENT

The data that support the findings of this study are available from the corresponding author upon reasonable request.

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