

Nurses' generalized self-efficacy in relation to their workplace

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ABSTRACT

Introduction: Self-efficacy in nurses appears to be of great importance, and is one of the indicators of behaviour

Purpose: Nurses' self-assessment of their generalized self-efficacy in relation to their workplace.

Material and methods: The study involved random sample of 570 nurses. A diagnostic survey was carried out using the standardized Generalized Self-Efficacy Scale (GSES).

Results: The average value of self-efficacy amounted to 29.3±30. Among the respondents, 56.8% represented category of "high efficacy", whereas others were of "average efficacy" (32.3%) and "low efficacy" (10.9%). The overall assessment of the nursing profession was higher in participants who presented higher values on GSES scale ($R=0.12$). The average general level of satisfaction in terms of 20 aspects of professional work was connected with self-efficacy which proved statistically significant. Analysis of self-efficacy

score did not indicate statistically significant differences among workplaces.

Conclusion: Over half of the participants represented the category of "high efficacy". The group of nurses employed in district hospitals presented the least instances of low self-efficacy assessment. Individuals who were satisfied with their nursing professional development opportunities had a higher self-efficacy. The higher the perception of self-efficacy, the higher the workplace satisfaction. The average level of satisfaction resulting from various aspects of nursing profession depended on the perception of self-efficacy in the following areas of assessment: professional development opportunity, decision-making autonomy, sense of purpose at work, and, to a lesser extent, occupational safety, maintaining work-life balance, and the possibility of communicating with people.

Key words: Nurses, work, self-efficacy

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