

# Professionalism as perceived by nurse leaders in Hospital Pakar Sultanah Fatimah

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## ABSTRACT

**Introduction:** Nursing leaders who can positively inspire, engage, and influence nurses at all levels can change nurses' attitudes and behaviours. The study aims to evaluate the nursing leaders' professionalism traits, which are considered to be the most important in leadership. **Methods:** A cross-sectional study was conducted among nurse leaders and purposive sampling was used. Using a self-administered questionnaire adapted from RNAO (Registered Nurses' Association of Ontario) guidelines, to measure the level of professionalism. Data were analysed using IBM SPSS version 26. **Results:** There were 55 nurse leaders in this study who worked in various departments. The age in years was  $57 \pm 37$ , the work years as a registered nurse was  $33 \pm 13$ , and the years as a nurse leader majority 6 to 8 years was 16 (29.1%). Nurse with diploma was 41 (74.5%), 14 (25.5%) had a degree in nursing, and 40 (72.7%) had a certification in leadership. Out of 55 participants, only 2 (3.6%) have a low perceived professionalism, while 53 (96.4%) have a high perceived professionalism. The association between years of experience as a nurse leader and the attributes of professionalism sub-scale is significant for autonomy, advocacy, innovation, vision, collegiality, and collaboration, as well as ethics and values ( $p= 0.05$ ). **Conclusion:** Currently, all nurse leaders in HPSF have a high level of professionalism. Although they do not have a lot of work experience, they still show professionalism despite their knowledge and spirit not being related to it. To help nurses advance their careers, human resources should develop a variety of training programs and encouraging work environments.