

## Professional Identity and Career Satisfaction among Intensive Care Nurses

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### Abstract

**Background:** Achieving a professional identity at work ultimately increase the motivation and high participation of nurses in the organization and can lead to nurses' career satisfaction. **Aim:** To assess the professional identity and career satisfaction among Intensive Care nurses. **Subjects and Method: Research design:** A descriptive correlational research design was used. **Setting:** The study was conducted in all Intensive Care Units at Tanta University Main Hospital including Pediatric, Neonatal, Neurological, Cardiac, and Medical Intensive Care Unit. **Subjects:** All (n= 320) nurses who were working in the same setting and available at the time of data collection. **Tools:** Two tools were used to collect the data, Nurses' Professional Identity Questionnaire and Career Satisfaction Questionnaire. **Results:** The majority of nurses had a high level of perception regarding professional identity and career satisfaction where (89.7%, 72.2%) respectively. **Conclusion:** There was a highly statistically significant positive correlation between nurses' perception of professional identity and their career satisfaction. **Recommendation:** Provide nurses with workshops, in-service programs, and other nursing education activities in various work settings to improve their development that enhances professional identity.

**Key words:** Career Satisfaction, Intensive Care, Nurses, Professional Identity

### Introduction

Intensive care nurses play key roles in patients' recovery. They perform major and critical tasks, as they are required to conduct out procedures precisely, respond continually and quickly to patient requirements, and deal with the most intense emotional aspects of life. Although, when providing daily care for seriously ill patients, they are under a lot of pressure and encounter challenging situations. <sup>(1)</sup> The challenges that nurses face in a demanding workplace, including those related to

planning, organizing, staffing, and leading, leave them feeling demotivated, indignant, and dissatisfied. and hinder them from performing effectively.

Critical care nurses should be highly specialized and trained to provide nursing care to patients with life-threatening illnesses or condition. Moreover, a nurse should have a strong sense of professional identity and work in accordance with professional ideals and ethical standards, understanding that this is their entire responsibility. Therefore, one of the primary

issues in nursing education and practice is the creation of professional identities. <sup>(2)</sup>

Professional identity (PI) is characterized as the nurse's broad professional opinion of who she/he is and what she/he is capable of doing as a nurse. Additionally, it is impacted by self-perception, public perception, education, professional training, and the social and professional work environment. <sup>(3)</sup> Several elements make up a professional identity: professional uniqueness, continuity, and identification. Professional uniqueness; as the moral ideal of nursing is the central focus of professional practice. It involves concern and empathy, and a commitment to the clients lived experience of human health and the relations among wellness, illness, and disease. The relationship between the nature of a profession's past, present, and future is known as continuity. It is the process through which the patient and physician-led care team cooperatively participate in continuing health care management towards the common goal of high quality, cost-effective treatment. Identification with the goals, colleagues and the organization identification are a strategic tool to achieve the objectives and vision, and can be leads to improve self-perceptual at all levels of groups and increased sense of collaboration between nurses

Nurses who strongly identify their organization are more positive feelings about upcoming organizational changes and display higher levels of career satisfaction and organizational commitment. A positive and adaptable professional identity is essential for nurses to function at their best, which affects both their coworkers and people under their career. <sup>(4)</sup>

Professional identity (PI) has three main dimensions named professional image, self-responsibility and assertiveness. Professional image refers to the experience of practising nursing with competence and responsibility. It also suggests that nurses are conscious of their own resources, as well as their own limitations, and how they regard themselves as practicing nurses. Self-responsibility means that the nurse must build her or his self-care skill through recognition of the own self-care pattern and decisions regarding health-promoting techniques if she/he is to be able to foster positive self-esteem. <sup>(5)</sup> Since nurses who deeply value and dedicate to themselves have higher self-esteem. Assertiveness which refers to nurses being able to have confidence in oneself and one's talents, as this is seen to promote additional empowerment on both a personal and professional level. <sup>(6)</sup>

Professional identity (PI) is a crucial component of providing high-quality care to enhance patient outcomes. It is also believed to act as a buffer against the negative impacts of a high-stress workplace, enhance nurses' career happiness while also improve clinical performance and job retention. <sup>(7)</sup> The importance of career satisfaction in career study stems from the fact that subjective success perceptions are connected to a variety of aspects of work behaviour and welfare. Values and preferences for the level of remuneration, challenge, or security that may influence a nurse's evaluation of his or her professional successes are reflected in career satisfaction as a mirror of the individual. <sup>(8)</sup>

A feeling of fulfilment from a career in nursing is known as career satisfaction. A specific role with an employer provides job satisfaction for nurses. Nurses can be content with their careers rather than their jobs. <sup>(9)</sup> One key measure of subjective career success is considered to be an individual's personal opinion of their own career, or career satisfaction. An individual's progress towards achieving various career-related goals (such as income, achievement, and development) and career-related successes. <sup>(10)</sup>

Career satisfaction consists of two dimensions namely; intrinsic and extrinsic career satisfaction. Intrinsic career satisfaction refers to nurses' own feelings about the nature of their tasks, extrinsic career satisfaction refers to feelings about aspects of the work situation that are external to their tasks or the work itself. Extrinsic career satisfaction includes monetary compensation and benefits, but opportunities for growth in one's job and recognition are examples of intrinsic career happiness. <sup>(11)</sup>

Career satisfaction has long been emphasized as being vital to the success of both individuals and organizations. Professional satisfaction the individual's complete affective orientation towards his or her career has gained relevance in the workplace since personal achievement leads to organizational success. Happy nurses are more devoted and motivated in their work. <sup>(12)</sup>

#### **Significance of the study:**

In Intensive care units, nurses face many sufferings, such as poor work-related interpersonal interactions, a risky workplace,

work overload, role conflicts, lack of self-care, deficiency of appreciation, and poor reward all these can negative impact the way that they perform their jobs and perception of their professional identity. <sup>(13)</sup> Neglecting nurses' professional identity may had serious and significant impact on the total outcome of the hospital productivity, quality of care and patients' satisfaction and consequently on nurses' career satisfaction. In contrast, nurses who have strong professional identity consider themselves as apart from their work, able to gain the benefits of positive work identity and leading to career satisfaction. <sup>(14)</sup>

Therefore, the current study aims to assess nurses' perception toward professional identity and its effect on their career satisfaction.

#### **Aim of the study**

Assess the professional identity and career satisfaction among Intensive Care nurses.

#### **Research Questions:**

1. What are the levels of nurses' professional identity?
2. What are the levels of nurses' career satisfaction?
3. What is the relation between nurses' professional identity and their career satisfaction?

#### **Subjects and Method**

##### **Research design:**

A descriptive correlation study design was used in present study.

##### **Setting:**

The present study was conducted in intensive care units at Tanta University Main hospital. The setting is a specialized section where comprehensive and continuous care is provided for critical ill patients who can benefit from treatment. It

includes five main intensive care units namely Pediatric ICU, Neurological ICU, Cardiac ICU, Medical ICU and Neonatal Intensive Care Unit with total capacity of 103 beds and 34 of premature nurseries.

### Subjects:

The study subjects were consisted of all (N=320) nurses from the previously mentioned setting was working in the same setting and available at time of data collection as follows Pediatric ICU (n=28), Neonatal ICU (105), Neurological ICU n=57), Cardiac ICU (n=92), Medical ICU (n=38)

**Tools:** Two following tools were utilized: -

**Tool I:** Professional Identity Questionnaire sheet This tool was modified by the investigator, guided by Kanefuji & Nakatani (2017) <sup>(15)</sup> It was used to assess nurses' perception regarding their professional identity. It consisted of two parts as follow:

**Part 1: Nurses' demographic data:** It included age, gender, marital status, educational qualification, unit name, attending previous training program through at the last year, years of experience, Monthly income, and other questions as Why did you choose nursing as profession? and What did you do to developed your profession?

**Part 2: Nurses' Professional Identity Questionnaire:** It consisted of 49 items categorized into three subscales:

- 1- **Professional image:** included 16 items.
- 2- **Assertiveness:** included 20 items.
- 3- **Self- responsibility:** included 13 items.

### Scoring system:

Nurses' responses was measured on three points Likert Scale ranging from 1=

disagree, 2=neutral and 3= agree. The total score was calculated by cut off points and summing scores of all categories. The total scores represent varying levels as follows:

High nurses' professional identity level  $\geq 75\%$

Moderate nurses' professional identity level  $60\% < 75\%$

Low nurses' professional identity level  $< 60\%$ .

### Tool II : Carrer Satisfaction Questionnaire :

This tool was modified by the investigator, guided by Greenhous (1990) and modified by the investigator & Mukhtar & Farah (2012) <sup>(16)</sup> It was used to assess nurses' career satisfaction It divided into Intrinsic and extrinsic career satisfaction. It included 16 items.

### Scoring system:

Nurses' responses were measured on five points Likert Scale ranging from 1 strongly disagree to 5 strongly agree, where 5= strong degree, 4= agree, 3=neutral, 2=disagree, 1= strong disagree. N.B they were five and it was merged into three points Likert as following 3 = strongly agree + agree = Agree, 2=neutral and 1= strongly disagree +disagree= Disagree. The total score was calculated by cut off points and summing scores of all categories. The total scores represent varying levels as follows:

Satisfactory level  $\geq 80\%$  Unsatisfactory level  $< 80\%$ .

### Methods

1. Official permission to conduct the study was obtained from the Dean of Faculty of Nursing to Tanta University Main Hospital

Director and submitted to the responsible authorities of the selected setting.

## 2. Ethical and legal consideration:

a- Consent of the ethical committee of the Faculty of Nursing was obtained.

b- Nurses consent to participate in the study was obtained after explanation of informing them about the privacy and the confidentiality of information obtained from them, nature of the study and their right to withdraw from the study at any time.

c. Confidentiality and privacy was taken into consideration regarding data collection. A code number used instead of names.

d. Nature of the study didn't cause any harm or pain to the staff nurses.

3. Tools I and II were translated into Arabic and presented to a jury of five experts in the area of specialty to check their content validity and clarity of questionnaire. The experts were; two assistant professor of Nursing Administration and three professor Nursing Administration, from Faculty of Nursing, Tanta University.

The experts' responses were represented in four points rating scale ranging from (1-4); 4= strongly relevant, 3= relevant, 2= little relevant, and 1= not relevant. Necessary modifications were done including; clarification, omission of certain items and adding others and simplifying work related words.

The face validity value of tool (I) part (II): Nurses' Professional Identity questionnaire **99.8%** (Appendix I), tool (II): Career satisfaction questionnaire **97.86%** (Appendix I).

4. A pilot study was carried out on a sample (10%) of nurses (n=32) nurses and they not excluded from the main study sample during the actual collection of data minor modifications were done. A pilot study was carried out after the experts' opinion and before starting the actual data collection. The pilot study was done to test clarity, sequence of items, applicability, and relevance of the questions and to determine the needed time to complete the questionnaire.

5. According to feedback from pilot study, the tool was modified by the researcher. The estimated time needed to complete the questionnaire items was 20 -30 minutes.

6. Reliability of tools was tested using Cronbach Alpha Coefficient test. Reliability of tool (I) Nurses' Professional Identity questionnaire was **0.897** (Appendix I). and reliability of tool (II) Career satisfaction questionnaire was **0.803**. (Appendix I).

7. Nurses' Professional Identity Questionnaire and Career Satisfaction Questionnaire were used to collect data from nurses.

8. **Data collection phase:** the data were collected from nurses by the investigator. The investigator met the respondents' nurses in small group in different areas under study during working hours to distribute the questionnaire. The subjects recorded the answer in the presence of the researcher to ascertain that all questions were answered. The data was collected over period of three months started from October 2022 until December 2022.

## Results

**Table (1):** Distribution of nurses according to their demographic data. It shows

distribution of nurses according to their demographic data. As indicated from this table, near half (48.1%) of nurses were within age of 30-<40 years old, and majority (90.3%, 89.1%) of them were married, and females, respectively. Regarding their educational qualification, 48.1% of nurses had bachelor's degree in nursing and 30.9% of them had secondary nursing diploma. As regarding to department, 32.8% and 28.8% of nurses working in Neonatal ICU and Cardiac ICU, respectively. Also, 17.8% and 11.9% of them were working in Neurological ICU and Medical ICU, respectively.

Regarding to attendance of previous training program at the last year about three quarters (74.7%) of nurses were not attending training program. About two- third (63.07%) of nurses who attending previous training program, were attending only one program and 20.0% of them attended infection control training program while 12.2% attended quality training program.

As regarding to their years of experience, 40.3% of nurses had more than 10 years of experience and 30.9% of them had 10-<20 years of experience. Regarding, monthly income, around two third (66.3%) of nurses had Just enough monthly income while, 32.5% of them had not enough monthly income.

As regarding to their choose nursing as profession, more than half (59.7%) of nurses choose nursing for easiness of getting job and 31.9% of them as following the parents opinions. Finally, regarding develop the profession, about one third (32.5%, 32.2%) of nurses had been frequently reading and

research in their field, and stay knowledge able about current standards for best practice.

**Table (2):** It shows that the majority (91.9%, 83.1%, 81.3%) of nurses had a high level of professional assertiveness, self-responsibility, and professional image dimensions of professional identity, respectively.

**Table (3):** Reveals nurses' levels of career satisfaction dimensions. The table clears that around three quarters (73.1, 71.9%) of nurses had satisfactory level of extrinsic and intrinsic career satisfaction.

**Table (4):** Clarifies correlations between nurses' professional identity and career satisfaction dimensions. As noticed from this table that there was highly statistically significant positive correlation between all dimensions of professional identity with all dimensions of career satisfaction where  $p = (<0.001)$  except professional image dimension of professional identity and extrinsic career satisfaction dimension of career satisfaction there was not found statistically significant correlation.

**Figure (3):** Shows the correlation between overall nurses' professional identity and overall career satisfaction. It obvious that there was a highly statistically significant positive correlation between overall nurses' professional identity and overall career satisfaction where  $r = 0.265^*$  and  $p < 0.001^*$ .

**Table (1): Distribution of nurses according to their demographic data (n = 320)**

Personal data	No.	%
Age		
<30	72	22.5
30-<40	154	48.1
40-<50	68	21.3
≥50	26	8.1
Min. – Max.	20.0 – 59.0	
Mean ± SD.	35.07 ± 8.63	
Median	33.50	
Gender		
Female	285	89.1
Male	35	10.9
Marital status		
Married	289	90.3
Not married	31	9.7
Educational qualification		
Secondary nursing diploma	99	30.9
Technical institutes of nursing	67	20.9
Bachelor degree of nursing	154	48.1
Others	0	0.0
Unit name		
Pediatric ICU	28	8.8
Neonatal ICU	105	32.8
Neurological ICU	57	17.8
Medical ICU	38	11.9
Cardiac ICU	92	28.8
Attending previous training program at the last year		
Yes	81	25.3
No	239	74.7
If your answer yes Number of trainings	(n = 81)	
1	51	63.0
2	12	14.8
3	16	19.8
4	2	2.5
Type of program through last year		
Administrative program	10	3.1
Quality program	39	12.2
Infection control	64	20.0
Others	1	0.3

**(Conti.) (Table (1): Distribution of nurses according to their demographic data (n = 320)**

Personal data	No.	%
Years of experience		
<10	129	40.3
10-<20	109	34.1
20-<30	58	18.1
≥30	24	7.5
Min. – Max.	1.0 – 44.0	
Mean ± SD.	13.37 ± 9.40	
Median	10.0	
Monthly income		
Enough and save	4	1.3
Just enough	212	66.3
Not enough	104	32.5
Why did you choose nursing as profession?		
Easiness of getting job	191	59.7
Following the parents opinions	102	31.9
Other relatives& teachers were frequent	26	8.1
What did you do to develop your profession?		
Improve knowledge sharing in your practice.	103	32.2
Getting information from nurses	79	24.7
Joining volunteer work	46	14.4
Updating my nursing information by frequently reading and research in your field	104	32.5
Others	0	0.0

**Table (2): levels of nurses' perception regarding professional identity dimensions (n = 320)**

Part 2: Nurses professional identity dimensions	Low level (<60%)		Moderate level (60% - <75%)		High level (≥75%)	
	No.	%	No.	%	No.	%
Professional image	20	6.3	40	12.5	260	81.3
Professional assertiveness	4	1.3	22	6.9	294	91.9
Self- responsibility	12	3.8	42	13.1	266	83.1
Overall professional identity	4	1.3	29	9.1	287	89.7

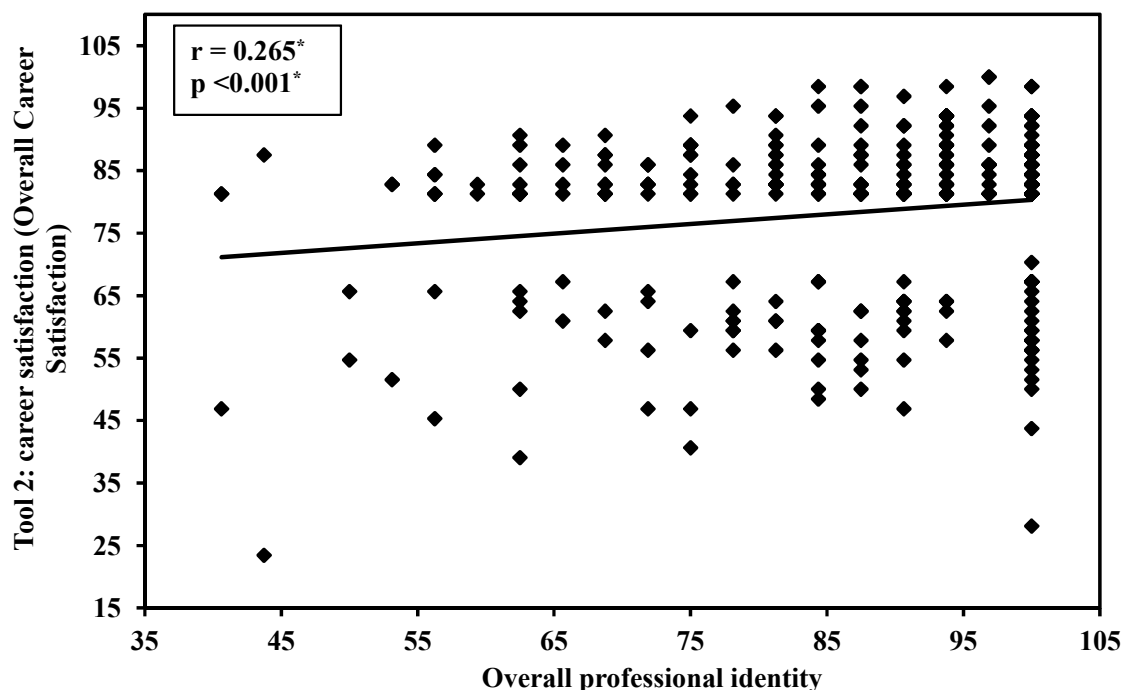


**Table (3): Nurses’ levels of career satisfaction dimensions (n = 320)**

Tool 2: career satisfaction dimensions	Unsatisfactory (<80%)		Satisfactory (≥80%)	
	No.	%	No.	%
Intrinsic career satisfaction	90	28.1	230	71.9
Extrinsic career satisfaction	86	26.9	234	73.1
Overall Career Satisfaction	89	27.8	231	72.2

**Table (4): Correlation between nurses’ professional identity and career satisfaction dimensions (n = 320)**

Professional identity		Career satisfaction		
		Intrinsic career satisfaction	Extrinsic career satisfaction	Overall Career Satisfaction
Professional image	r	0.225*	0.070	0.159*
	p	<0.001*	0.211	0.004*
Professional assertiveness	r	0.198*	0.124*	0.180*
	p	<0.001*	0.026*	0.001*
Self- responsibility	r	0.293*	0.209*	0.282*
	p	<0.001*	<0.001*	<0.001*
Overall professional identity	r	0.310*	0.169*	0.265*
	p	<0.001*	0.002*	<0.001*



**Figure (3): Correlation between Overall nurses’ professional identity and Overall Career Satisfaction (n = 320)**

## Discussion

The present study results revealed that the majority of intensive care nurses had a high level of overall nurses' professional identity. These findings may be due to influence of the values, discipline, and characteristics of the nursing profession on a person's identity and behavior which directed them to act and feel more like a nurse. Moreover, critical thinking, accountability, empathy, discipline, and commitment are some of the most important attributes of professional nursing identity. Adaptation to these attributes while in intensive care units is achieved through experiences such as listening to patients and showing curiosity toward their life lead to builds empathy. Also, this result may be due to that they take constructive feedback and reflecting upon experiences to better improve these attributes will help in continued professional identity formation.

This result is supported by **Brewington & Godfrey (2023)**.<sup>(17)</sup> who showed that nurses had a high level regarding of overall nurses' professional identity. As well as **Ching et al. (2021)**.<sup>(18)</sup> revealed that nurses had a high level of total professional identity. In addition, **Chin, Philips (2020)**<sup>(18)</sup> found workers had a high mean score of professional identity. Also, **Clemans and Yeong (2020)**<sup>(19)</sup> found the majority of staff nurses had a high perception level regarding professional identity.

On the opposite, the result of the present study is contradicted with the result of a study conducted by **Liu WH and Zhao (2023)**<sup>(20)</sup> who revealed that

nurses perceived their level of professional identity to be above average. Moreover, **Tomlinson et al (2021)**.<sup>(21)</sup> found that more than half of nurses perceived a moderate level of professional identity. Also, **Haghighat et al. (2020)**.<sup>(22)</sup> found low level of professional identity among nurses within hospitals. As well as, in a study **Chen and Zhang (2020)**.<sup>(23)</sup> showed that staff nurses' perception level regarding professional identity was moderate.

Regarding dimensions of nurses' professional identity, the result of this study revealed that majority of intensive care unit nurses had a high level of professional assertiveness, self- responsibility, and professional image dimensions of professional identity. This may be due to nurses' internalization and reflection of the profession's core values, their involvement in personal and professional growth, and their gaining experience in practice settings as they advance in their careers **Ygurlu and Kav (2019)**.<sup>(24)</sup>

The present study results revealed that the majority of intensive care nurses had career satisfaction through overall intrinsic career satisfaction This may be due to the satisfied about quality of care that they provided in their practice, respected by their nursing colleagues, and appreciation they received when they worked good, encouraging others to become a nurse, the progress they had made towards meeting their goals for the development of new skills, the success they had achieved in their career, and

having the time they need to spend with their patients.

This result is in the same line with **Timothy et al. (2019)** <sup>(25)</sup> who found that nurses with satisfactory intrinsic career satisfaction related to responsibility, achievement, award and opportunity to develop. Also, **Kantanen et al. (2017)** <sup>(26)</sup> found that nurses' intrinsic career satisfaction where found supportive or trustworthy boss, improved career growth at an organization, improved of meaning behind a role, and good work – life balance.

The result of this study is not in line with **Elvina et al. (2019)** <sup>(27)</sup> who reported that intrinsic career satisfaction had not a significant effect on nurses' satisfaction, intrinsic dissatisfaction has many several aspects that can be not improved on their career satisfaction such as failed , not found responsibility and also work itself .Also, **Ayalew et al. (2019)** <sup>(28)</sup> found nurses had not intrinsic career satisfaction and low level of career satisfaction.

The present study results revealed that the majority of intensive care nurses had satisfactory level of overall extrinsic career satisfaction This may be due to they had satisfied with relationship with their patients, they satisfied about relationships with their coworkers, had good work –life balance, the opportunities to work in a variety of settings, this job not affecting on their health, and their found progress for income. Also, this finding may be attributed to hospital strive promote safety climate, teamwork within hospital units, safe

behavior, appropriate staffing, enough pay, adequate working hours and good working conditions to achieve nurses satisfactions.

This result is in the same line with **Crissy Hunter et al. (2021)** <sup>(29)</sup> who found that the nurses who work with progress for income, and with good work –life balance are more extrinsic career satisfaction. In addition, **Loyola (2018)** <sup>(30)</sup> showed that staff nurses' perception level regarding extrinsic career satisfaction was high percent of satisfactory.

On the other side, the present study results unsupported by **Halcomb et al. (2018)**, <sup>(31)</sup> who revealed that more than two thirds of nurses didn't have found progress for income, not have opportunities to work in a variety of settings, so they have extrinsic career un satisfaction. Also, **Alshmemri et al. (2017)** <sup>(32)</sup> found that they had not extrinsic career satisfaction for nurses at hospital.

The present study results revealed that there is a positive statistically significant correlation between nurses' professional identity and nurses' career satisfaction. This result may be due to that having a strong professional identity is important for nurses to feel satisfied in their work. It is also clear that more nurses with high professional identities have higher levels of nurses' satisfaction. The nurses should have sufficient knowledge of their profession since they are united by shared ideals that signify their dedication and allegiance to their career and the community. Workplace improvements and the expansion of a nurses' function, as well as an increase

in career satisfaction, can be brought about by operating in accordance with professional values. The way nurses perceive their professional selves affects how satisfied they are with their careers.

This result is congruent with **Chron et al. (2021)**.<sup>(33)</sup> found a positive relationship between self-responsibility and professional identity. This observation they have a right to be able to work in a setting where they may do so legally, ethically, and in compliance with professional standards. Also, **Nelson and Hang (2021)**<sup>(34)</sup> who revealed there is a significant relationship between professional identity and career satisfaction among ICU nurses, Else, **Rababa and Hammouri (2020)**<sup>(35)</sup> found that professional identity affected nurses' career satisfaction, there is positive significant relations between the classification of nurses professional identity and nurses satisfaction. In addition, **Gaudenz and Geest (2019)**<sup>(36)</sup> who found a high correlation between nurses' professional identity and career satisfaction.

As well as **Stephanie (2018)**<sup>(37)</sup> who found a positive significant relationship between self-responsibility and professional identity that have the right to advocate for themselves, to receive fair compensation, to perform their duties in a safe work environment and to negotiate their working conditions, nurses also have the right to be free from retribution when they exercise their right. Moreover, **Kabeel et al. (2017)**<sup>(38)</sup> stated that nurses who have enough knowledge regarding their profession, and working in

accordance with professional values may result in beneficial improvements to the workplace and an expansion of the nurses' role, which may lead to an increase in career satisfaction. In the same line with **Wilson and Nam (2017)**<sup>(39)</sup> found that professional identity among ICU nurses was positively associated with career satisfaction.

Besides, **Park and Hwang (2019)**<sup>(40)</sup> found significant improved nurses' professional lead to increase their career satisfaction. The findings are also agreed with **Ugurlu and Kav (2019)**,<sup>(41)</sup> claimed that played a positive role in development and create a good professional identity between nurses within health sector to improve the health care within organization and increase career satisfaction between nurses. Further, the finding concurs with **Coetzee and Van (2018)**<sup>(42)</sup> argued that professional identity supports its nurses' increase career satisfaction and development the organization. Career satisfaction is increased through the development of professional identity. Furthermore, **Rush and Hickey (2017)**<sup>(43)</sup> indicated that estimate of professional identity within nurses by increased career satisfaction among nurses is correlated with increased individual autonomy, professional self-confidence, and communication skills.

Conversely, this study is disagreed with **Liu and Hao (2018)**<sup>(44)</sup> who found that no correlation between nurses' professional identity and their career satisfaction. Also, **Chien et al (2018)**<sup>(45)</sup> found more nurses who have low level of nurses professional

identity have high level of nurses satisfaction.

### **Conclusion**

**Based on the findings of the present study it was concluded that:**

Nursing professional identity influence the career satisfaction. The majority of the nurses in Intensive Care Units at Tanta University Main Hospitals had a high perception level of total professional identity. Also, the majority of studied nurses had high perception level regarding career satisfaction.

As well as, there was a highly statistical significant positive correlation between professional identity and career satisfaction. Furthermore, there was statistically significant relation between nurses' professional identity and their unit name, and monthly income. Also, there was statistically significant relation between nurses' career satisfaction and unit name, and years of experience.

### **Recommendations**

**The findings of the present study directed to recommend the following:**

#### **For the hospital administration**

- Offer workshops, in-service training, and other nursing education activities for nurses in a variety of work situations to improve their development that enhances professional identity.
- Shared organization to encourage nurses to practice in a manner that promotes involvement, role growth, nursing ownership of the profession, and a positive practice environment to provide more career satisfaction.
- Improve culture of self-responsibility in nursing by maintaining moral direction and upholding humanistic

principles rather than decreasing standards.

#### **For nurse managers:**

- Create coaching and mentoring program to provide resources and support needed by nurses to promote professional development to enhance nurses' professional identity and their career satisfaction.
- Initiate a coverage system so that nurses can safely hand-off assignments and attend training program. The flexibility and convenience of education at work can boost nurses engagement and participation as well as interprofessional partnerships within your organization engagement, as well as interprofessional relationships within your organization.
- Build trust between manager and nurses and provide nurses a sense of independence in their own development as professionals.
- Ensure that nurses are receiving enough rest and are finishing their shift on time because nurses have a good work-life balance are satisfied nurses
- Develop more assertiveness training as a strategy to improve nurses deal with the anxieties of nursing, improve skills and knowledge, help them to interact more profitably with other professionals and reduce stress related with interpersonal conflict.
- Create a workplace atmosphere full of respect and promoting the image of nursing in clinical settings.

#### **For nurses:**

- Seek professional growth to acquire new abilities and information relevant to practice and education
- Respect for the value of lifelong learning.
- Guide clinical practice, policies, and procedures using reliable research, standards, and evidence-based practice.
- Increase participation to change in the work place.

#### **For further studies:**

- Conduction a study on the effect of nurses' professional identity and career satisfaction on quality of patient care.
- Conduction a study on factors that effect on nurses' professional identity and career satisfaction.

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