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Research Paper

Administrative planning and its relationship to the efficiency of performance of nursing department officials

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ABSTRACT

Background: Administrative planning is a core function influencing the performance efficiency of nursing department officials, yet its relationship to actual performance outcomes in hospital nursing administration remains under-examined, particularly in resource-constrained settings.
Objective: To identify administrative planning practices and their relationship to the performance efficiency of nursing department officials at Al-Diwaniyah General Hospital, Iraq.
Methods: A cross-sectional descriptive study was conducted from September 1, 2023 to April 20, 2024. A purposive (non-probability) sample of 50 responsible nurses holding a university degree, technical diploma, preparatory school certificate, or nursing school certificate, and with more than three years of experience in nursing administration, was recruited from the hospital. A researcher-developed questionnaire covering demographic characteristics, administrative planning, and performance efficiency was used, with reliability and validity established through a pilot study. Data were collected via the questionnaire and structured interviews and analyzed using descriptive statistics (frequencies, percentages, mean, standard deviation) and the t-test.
Results: A statistically significant correlation was found between administrative planning and performance efficiency among nursing department officials. The hospital was found to have deficiencies in its institutional structure for nursing administration.
Conclusion: Administrative planning is significantly associated with the performance efficiency of nursing officials. Strengthening the professional and scientific development of nursing administrative cadres, establishing a clearer institutional structure, opening bridging pathways for career advancement, and attracting more female staff to address acute shortages are recommended to improve nursing department performance.

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1. INTRODUCTION

Nurses are essential in providing high-quality health care because they are majority of the health workforce [1]. with nurse managers and nursing management Leading nurses' activities in health care [2]. Hence, as Health care is becoming increasingly complex, and national agencies Proficiency and expertise in this domain are essential. The management aims to deliver services that are both effective and efficient, with the goal of assuring satisfaction among both customers and employees [3]. Nursing departments employ several strategies, including planning, administering, and assessing nursing care, in their role as leaders. There are four standards that are necessary [4]. Planning involves making premeditated decisions about future actions to be taken within minutes, hours, days, months, or even years. Planning is essential for attaining goals and objectives, and provides purpose. In operation, it optimizes the utilization of existing resources, including personnel, logistics, and facilities. It is economically efficient, taking into account both past and future considerations, and aids in the reduction of various components. Change is needed for efficient regulation. Furthermore, considering the multitude of advantages According to Asmani [5], many nursing departments do not have official plans and prefer to manage their units using informal plans. Nursing management is structured into three tiers: executive, intermediate/departmental, and unit-based. Executives have the responsibility of making organizational decisions and establishing goals and objectives that have an impact on the entire organization. Supervisors at an intermediate level Communicating the vision and mission to operations managers, allocating resources, delineating the roles and duties of nurses, and overseeing the work of unit level managers. Unit level managers oversee operations at the unit level by engaging in activities such as planning, organizing, leading, and staffing. Executing and assessing the effectiveness and actions of staff members. The official ward supervisors are the largest group responsible for nursing management in Iraq. Scientists deliberately These groups selected nursing departments because of their pivotal position in the healthcare system. The objective of this research is to investigate the planning strategies employed by nursing departments to optimize resource utilization and foster a favorable work environment.

2. RELATED WORK

Bryson [6] defines planning as a purposeful and systematic endeavour to establish the core decisions and actions that form and guide organizations. Practices for planning nursing management Recently, there has been a significant emphasis on studying Unit management planning due to its immense importance. Strategic planning has become a common technique that promotes responsibility and compliance. Therefore, when examining the topic of strategic planning research, it is important to understand the concept of strategy. The researchers successfully identified the advantages of implementing public sector planning. They employed a quantitative research methodology and discovered that planning practices had only a minimal impact on loneliness. Planning inside a unit might take on either a formal or informal approach. Without formal planning, absence of written documentation, and minimal communication of vision and goals. In contrast, formal planning includes the establishment of precise goals and objectives that often span certain time periods, which can range from weeks to months or even years. As a result, it is highly favoured in nursing administration [7]. Likewise, systematic strategizing is crucial for the daily administration of healthcare organizations. Because of the intricate nature of customer and

stakeholder requirements [8]. Furthermore, formal planning has been acknowledged for its contribution to the integration, coordination, and establishment of the foundations for both centralization and decentralization in organizational decision-making [9].

3. METHODOLOGY

- **Aim of the Study:** to identify administrative planning and its relationship to the efficiency of nursing department officials at Al-Diwaniyah General Hospital.
- **Design of the Study:** This study is a cross-sectional descriptive study that was done from September 1, 2023, to April 20, 2024. in order to identify administrative planning and its relationship to the efficiency of nursing department officials.
- **Setting of the Study:** The study was conducted at Al-Diwaniyah Teaching Hospital on a sample of nursing department administrators.
- **The Sample of the Study:** A purposive sample was selected consisting of 50 nurses in charge of Al-Diwaniyah Teaching Hospital, where responsibility was divided between a lobby administrator, a nursing unit administrator, a nursing department administrator, and a ward administrator in the hospital.
- **The Study Instrument:** The researcher used the questionnaire form as a tool to collect the field data necessary for this study, which was designed in light of theoretical research. This tool helps record data and display it in tables that help the researcher uncover the meanings of this data. It was designed to suit the nature and objectives of the research. The respected opinions of a group of arbitrators in this field were taken into account. It consisted of the following. Primary (personal) data, which includes age, gender, educational level, and number of training courses. Administrative planning consisting of (16) paragraphs. The competency of nursing department officials, which consists of (10) items.
- **Method of Data Collection:** Data were collected using prepared questionnaires and structured interview techniques with participants. Data were collected between 6/2/2024 to 5/3/2024. An average of 15 to 20 minutes is allocated for each session.
- **Reliability of the Questionnaire:** To verify the validity and reliability of the questionnaire items and the study scale, the researcher used the alpha correlation coefficient (the Cronbach coefficient), and the level of reliability and internal consistency of the dimensions composing the study variables, namely administrative planning and performance efficiency, was measured using the Cronbach alpha scale according to the elements of the study variables, planning, which consists of sixteen elements. = 0.983, and the dependent variable (performance efficiency) consists of ten elements, and the value of the alpha correlation coefficient (Cronbach's coefficient) was = 0.973. It is noted that the result of internal consistency between the dimensions that make up the variables of the study (administrative planning, performance efficiency) is acceptable, because the value of the alpha correlation coefficient Alpha is considered statistically acceptable when it is equal to or greater than (0.75) in administrative and behavioural research.
- **Measuring the Validity of the Questionnaire:** The questionnaire was presented to ten experts in the field of administration and nursing. The researcher took into account the opinions and observations of the majority of arbitrators related to the paragraphs of the dimensions of the components of the administrative process as well as the elements of performance efficiency. In light of the observations, some of the objectionable paragraphs of the questionnaire were modified, and the Approval of the paragraphs that received a percentage of approval (90%) or more from the experts and arbitrators, and this percentage is considered valid in agreement with (Bloom)'s recommendation in this regard, which states (if the percentage of agreement between the arbitrators obtains a percentage of (75%) or more, one can be satisfied with Where the test was valid).
- **Data Analysis:** The data was analysed using SPSS Version 25. Many statistical methods were used to analyse the data and information collected through the questionnaire form. These methods were frequency, proportions, weighted mean, standard deviation, simple correlation coefficient (Person), and T-test.

4. RESULTS AND DISCUSSION

Table 1. Distribution of Sample Members by Sex

Type	Frequency	Percentage
Male	43	86%
Female	7	14%
Total	50	100%

Table 2. Distribution of Sample Members by Age Categories

Age Categories	Frequency	Percentage
Less than 30	13	26%
31-35	13	26%
36-40	12	24%
41-45	5	10%
More than 46	7	14%
Total	50	100%

Table 3. Distribution of Sample Members by Level of Education

Level of Education	Frequency	Percentage
Technician nurse	11	22%
Academic nurse	2	4%
Skilled nurse	32	64%
Nurse	5	10%
Total	**50**	100%

Table 4. Distribution of Sample Members by Number of Courses

Number of Courses	Frequency	Percentage
Not receiving	37	74%
Inside the country	10	20%
Outside the country	3	6%
Total	50	100%

Table 5. Distribution of Sample Members by Years of Experience

Years of Experience	Frequency	Percentage
Less than 5	22	44%
6-10	11	22%
11-15	5	10%
16-20	3	6%
21-25	5	10%
More than 26	4	8%
total	50	100%

Table 6. Distribution of Sample Members by Level Responsibility

The Responsibility	Frequency	Percentage
Ward official	30	60%
Unit official	10	20%
Department official	5	10%
Lobby manager	5	10%

Total	50	100%

Table 7. Description of the Elements of the Nursing Administrative Planning Variable

Items	Scale Answers Were Repeated					Weighted Mean	Standard Deviation
	Strong Agree	Agree	Neutral	Disagree	Strong Disagree		
X_1	22	24	3	1	-	4.34	0.68
X_2	28	18	3	1	-	4.46	0.7
X_3	30	20	-	-	-	4.6	0.49
X_4	22	22	4	2	-	4.28	0.78
X_5	27	23	-	-	-	4.54	0.5
X_6	26	23	1	-	-	4.5	0.54
X_7	18	26	5	1	-	4.22	0.7
X_8	20	27	1	2	-	4.3	0.7
X_9	25	24	1	-	-	4.48	0.54
X_{10}	21	27	1	1	-	4.34	0.62
X_{11}	32	18	-	-	-	4.64	0.48
X_{12}	18	19	1	1	1	4.44	0.82
X_{13}	27	23	-	-	-	4.54	0.5
X_{14}	27	23	-	-	-	4.54	0.5
X_{15}	33	16	1	-	-	4.64	0.52
X_{16}	26	23	1	-	-	4.48	0.54
Full planning variable						4.45	0.6

Table 8. Description of the Elements of the Performance Efficiency Variable, according to Descriptive Statistic

Items	Scale Answers Were Repeated					Weighted Mean	Standard Deviation
	Strong Agree	Agree	Neutral	Disagree	Strong Disagree		
Y_1	24	24	1	1	-	4.42	0.64
Y_2	26	21	2	1	-	4.44	0.67
Y_3	30	20	-	-	-	4.6	0.49
Y_4	25	25	-	-	-	4.5	0.5
Y_5	26	24	-	-	-	4.52	0.5
Y_6	24	26	-	-	-	4.52	0.5
Y_7	27	23	-	-	-	4.54	0.5
Y_8	25	25	-	-	-	4.5	0.5
Y_9	18	30	1	1	-	4.3	0.61
Y_{10}	31	18	-	1	-	4.58	0.6
Full performance efficiency variable						4.49	0.55

Table 9. Statistical Analysis of the Correlation between Results on Administrative Planning and Performance Efficiency, N=50

Dependent Variable (Y) Independent Variable Planning (X)	Performance Efficiency(Y)	Tabular (T) Value (1)	
Correlation coefficient (r)	0.538*	1%	5%
Calculated (t) value (2)	4.35	2.34	1.67

4.1 Discussion

Table 1 that the percentage of males was very large, as it was 86%, compared to the percentage of females, which was 14%. The Table 2 shows that the age of the sample studied was highest at 26% for the group under thirty years and the group from 31 to 35 years, while the lowest percentage was 10% for the group from 41 to 45. The Table 3 shows that the percentage of middle school graduates was the highest in the sample, reaching 64%, while the lowest percentage was 4% for those with a bachelor's degree. It is clear from the Table 4 that there is a severe shortage in the number of courses in the administrative field, as the percentage of non-participants in these courses was 74%, the percentage of participants inside the country was 20%, and the percentage of participants in courses outside the country was 6% of the sample. The Table 5 that the highest percentage in terms of number of years of experience is 44%, which represents those who have less than five years of experience, and that the lowest percentage was 8%, which represents those who have more than twenty-five years of experience. From the Table 6, we notice that the percentage of hall officials is higher than the rest of the sample, as it was 60%, while the percentage was lower forward officials, as it was 5%. In the Table 7, the entire planning variable achieved a weighted arithmetic mean of (4.45) and a standard deviation of (0.60). Since the hypothesized mean is equal to (3) on the scale area, the results indicate that the level of planning in the surveyed organizations from the point of view of the sample members is (higher than the average), which is an encouraging result. Element (X1): This element achieved a weighted arithmetic mean of (4.34) and a standard deviation of (0.68). This means that the arithmetic mean of the element is higher than the standard means of (3). Thus, the aforementioned results indicate that the level of this element in organizations is (higher (from average) this is an encouraging result, and this means that most of the sample members set future goals in a clear and specific way. Element (X2): This element achieved a weighted arithmetic mean of (4.46) and a standard deviation of (0.70), which is a higher mean than the standard mean, and indicates that the level of this element in organizations is (higher than the average), which is an encouraging result, and this means that most the sample members delegate sufficient authority to each nurse in proportion to the size of his job to achieve speed in completing the work. Element (X3): This element achieved a weighted arithmetic mean of (4.60) and a standard deviation of (0.49). This mean is higher than the hypothesized mean. This means that the level of interest in this element in organizations is (above the average), which is an encouraging result. This means that most Sample members distribute work to nurses according to qualifications. Element (X4): This element achieved a weighted arithmetic mean of (4.28) and a standard deviation of (0.78). This mean is higher than the hypothesized mean and an indication that this element in organizations is (higher than the average). It is a satisfactory result, and this means that most the sample members tend to think that the department's goals are consistent with the hospital's goals. Element (X5): The element achieved a weighted arithmetic mean of (4.54) and a standard deviation of (0.50), which is higher than the hypothesized mean. Thus, this means that the level of this aforementioned element is (higher than the average), which is a satisfactory result, and this indicates that most of the individuals The sample coordinates between the nursing department and other departments. Element (X6): This element achieved a weighted arithmetic mean of (4.50) and a standard deviation of (0.54). This means that the arithmetic mean of the element is higher than the standard means of (3). Thus, the aforementioned results indicate that the level of this element in organizations is (higher (from average) This is an encouraging result, and this means that most of the sample members participate collectively with nurses to set goals. Element (X7): This element achieved a weighted arithmetic mean of (4.22) and a standard deviation of (0.70), which is a higher mean than the standard mean, and indicates that the level of this element in organizations is (higher than the average), which is an encouraging result, and this means that most Sample members with the availability of written policies in the department that are consistent with its objectives. Element (X8): This element achieved a weighted arithmetic mean of (4.30) and a standard deviation of (0.70). This mean is higher than the hypothesized mean. This means that the level of interest in this element in organizations is (above the average), which is an encouraging result. This means that most individuals The sample's procedures are characterized by flexibility that enables it to accommodate changing circumstances. Element (X9): This element achieved a weighted arithmetic mean of (4.48) and a standard deviation of (0.54). This mean is higher than the hypothesized mean and indicates that this element in organizations is (higher than the

average). It is a satisfactory result, and this means that most Sample members participate with the work group in finding solutions to work problems. Element (X10): The element achieved a weighted arithmetic mean of (4.34) and a standard deviation of (0.62), which is higher than the hypothesized mean. This means that the level of this aforementioned element is (higher than the average), which is a satisfactory result. This means that most of the sample members They direct work activities through procedures, directives, and formal rules and orders. Element (X11): This element achieved a weighted arithmetic mean of (4.64) and a standard deviation of (0.48). This means that the arithmetic mean of the element is higher than the standard means of (3). Thus, the aforementioned results indicate that the level of this element in organizations is (higher (from average) This is an encouraging result, and this indicates that most of the sample members allow nurses to express their opinions at work so that they can contribute to development. Element (X12): This element achieved a weighted arithmetic mean of (4.44) and a standard deviation of (0.81), which is a higher mean than the standard mean, and indicates that the level of this element in organizations is (higher than the average), which is an encouraging result, and this means that most the sample members explain the roles that nurses play, which makes it easier to carry out those roles. Element (X13): This element achieved a weighted arithmetic mean of (4.54) and a standard deviation of (0.50). This mean is higher than the hypothesized mean. This means that the level of interest in this element in organizations is (above the average), which is an encouraging result. This means that most individuals The sample holds periodic meetings to discuss matters related to the nature of work with the aim of improvement and development. Element (X14): This element achieved a weighted arithmetic mean of (4.54) and a standard deviation of (0.50). This mean is higher than the hypothesized mean and indicates that this element in organizations is (higher than the average). It is a satisfactory result, and this means that most Sample members develop the plan using the scientific method as a prior stage for setting goals. Element (X15): This element achieved a weighted arithmetic mean of (4.64) and a standard deviation of (0.52), which is higher than the hypothesized mean. Thus, this means that the level of this aforementioned element is (higher than the average), which is a satisfactory result. This means that most of the individuals The sample has an information system in the department that helps them make their decisions. Element (X16): The element achieved a weighted arithmetic mean of (4.48) and a standard deviation of (0.54), which is higher than the hypothesized mean. This means that the level of this aforementioned element is (higher than the average), which is a satisfactory result. This means that most of the sample members do with the help of detailed procedures in the department, the work is completed with the least expense, the most completion, and with high speed and accuracy. From the above, it was found that the two elements (x11, x15) obtained the highest mean of (4.64) and a standard deviation of (0.48, 0.52), respectively, while the element (x7) obtained the lowest mean of (4.22) and a standard deviation of (0.70). Table 8 From the above, it was found that element (y3) obtained the highest arithmetic mean of (4.60) and a standard deviation of (0.49), while element (y9) obtained the lowest arithmetic mean of (4.30) and a standard deviation of (0.61). Table 9 The calculated (t) value of the correlation between the independent variable (X) and performance efficiency (Y), amounting to (4.35), is greater than the tabular (t) value of (1.67) and a significance level of (5%), and this indicates the existence of a positive correlation relationship. , between the independent variable planning (X) and the dependent variable performance efficiency (Y). It is considered morally significant at the aforementioned level, i.e. with a confidence level of (95%).

5. CONCLUSION

1. It turns out that there is a statistically significant correlation between administrative planning and the performance efficiency of nursing department officials in the hospital under investigation. This confirms that nursing department officials have the ability to plan according to the components of the administrative process.
2. There is a severe shortage of female staff, whether at the administrative level or at the clinical nursing level, and there is also a shortage of male nursing staff. Therefore, there is no system (shifts) in the hospitals under study, but rather a system (guards) is applied, which leads to exhaustion of the nursing staff. Generally.

3. There is a very large percentage of nursing staff, whether at the administrative or clinical level, who hold a preparatory certificate, which makes them suffer from a low academic and professional level in their field of specialization.
4. There is a significant shortage of courses in the administrative field, whether at the level of courses outside or inside the country, which affects the high and professional level of nursing department officials.
5. The hospitals under study suffer from deficiencies in the institutional structure for nursing, and the existing structure is not implemented, in addition to lacking a logical sequence of departments, divisions, and units.
6. The majority of the sample members lack specialization in the field of health administration, which negatively affects their administrative performance.
7. There is no job description applied in the hospitals under study, which leads to confusion in the work of these nursing cadres, especially in the levels of administrative responsibilities due to the multiple nursing categories and the lack of clarity of the tasks assigned to each category.

5.1 Recommendation

1. The necessity of working to increase the preparation of national nursing cadres in proportion to the population numbers in the governorate, especially the female nursing cadre, through support, encouragement, and giving incentives.
2. Implementing the bridging system and paving the way for nursing staff to complete their studies, especially preparatory school graduates, who represent the largest percentage of nursing categories.
3. Intensifying internal and external courses in the administrative field for nursing department officials to develop their scientific and professional level.
4. Creating an institutional structure for nursing or developing the existing structure to ensure its logical sequence and applicability.
5. Opening the door to specialization in the field of health administration in academic institutions to graduate advanced scientific and professional cadres to keep pace with the rapid development taking place in the field of health administration and in a manner commensurate with the needs of health institutions.
6. The necessity of creating job descriptions to define the duties and responsibilities of all nursing groups, especially administrative ones, in a way that serves the goals of health institutions.
7. We recommend that the administration not ignore the contributions of nursing staff within the hospital by creating fair competition among them and encouraging them to pursue scientific initiatives, whether financially or morally.
8. The necessity of having a special law that protects nurses and defends their professional rights, such as (compensating nurses and workers in health-harmful places, conducting examinations to ensure the safety of nursing workers, etc.)
9. Giving greater powers to nursing staff in accordance with the duties assigned to them.
10. Educating nurses and encouraging them to pay attention to international standards for the nursing profession, which are found in Arab and foreign bulletins and publications.

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Author Contributions Statement

Name of Author	C	M	So	Va	Fo	I	R	D	O	E	Vi	Su	P	Fu
Haider Kadhum Raddam	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓

C	: **C**onceptualization	I	: **I**nvestigation	Vi	: **Vi**sualization
M	: **M**ethodology	R	: **R**esources	Su	: **Su**pervision
So	: **So**ftware	D	: **D**ata Curation	P	: **P**roject administration
Va	: **Va**lidation	O	: Writing - **O**riginal Draft	Fu	: **Fu**nding acquisition
Fo	: **Fo**rmal analysis	E	: Writing - Review & **E**diting		

Conflict of Interest Statement

The authors declare that there are no conflicts of interest regarding the publication of this paper.

Informed Consent

All participants were informed about the purpose of the study, and their voluntary consent was obtained prior to data collection.

Ethical Approval

Not Applicable.

Data Availability

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

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