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Research Paper

Nursing administrative organization and its relationship to the performance efficiency of nursing department officials

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ABSTRACT

Background: The nursing administrative organization has a big influence on how well nursing department officials work inside healthcare institutions, but still there are gaps in the structure of job descriptions and the administrative framework, and this keeps showing up on hospital performance results, kinda in an obvious way.
Objective: To find out the nursing administrative organization and see how it is linked to the performance efficiency, of nursing department officials at Al-Diwaniyah Teaching Hospital.
Method: A cross-sectional descriptive study was carried out from September 8, 2023 to April 25, 2024. A purposive sample of 50 charge nurses was taken, they had different qualifications, like a college degree, technical diploma, and even a middle school certificate up to a nursing school certificate, and all had more than three years of nursing management experience. A questionnaire was designed with three major sections: demographic characteristics, administrative organization, and performance efficiency. The stability and credibility of the tool were checked through a pilot study. Data were gathered using the questionnaire plus a structured interview, then analyzed with descriptive statistics (frequencies, percentages, mean, and standard deviation) and inferential statistics such as the T-test.
Result: There was a statistically meaningful correlation between planning, and the performance efficiency of nursing department officials.
Conclusion: Al-Diwaniyah Teaching Hospital seems to have a weakness or a lack in structural job descriptions. The study suggests opening specialized academic programs in health administration to produce scientifically and professionally trained cadres, who can match the fast developments in health administration, and also fulfill the needs of health institutions.

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1. INTRODUCTION

Hospital organizations must closely attend to Minimize expenses while ensuring excellent client care and satisfaction. Consequently, the interest in hospital organizations and their characteristics grew. Organization is linked to a collection of perceived characteristics of the work environment the persons working in this setting and holding this authority effectively motivate effort and act as a potent source of data, affecting behavior. In the health care literature, organization is defined as the work environment that encompasses the attributes enabling it to function effectively. The chief nurse must operate at maximum efficiency, and that is indeed the situation. It is widely recognized as a vital component in the actualization of their creative potential [1]. The behavior that is replicated in the goals of that facility. Her objective is to elevate the level of nurses by offering them high-quality assignments, establishing clear expectations and guidelines, and giving them with the necessary aid and support during their shifts. Career innovation and inventiveness [2], [3]. Empowerment, job design, organizational factor, nurse-client the dynamics and interactions among nurses, supervisors, and peers Evaluation is one of the organizational climate aspects implemented by the head nurse. The enabler is eligible for the president. Nurses possess extensive autonomy inside the hospital organization. Make decisions by increasing the level of delegation. Enhance efficacy, heightened involvement, intrinsic drive, and foster collaboration by highlighting the significance of teamwork and providing affirmative reinforcement [4]. Management development environment refers to the setting or context in which individuals in leadership6positions enhance their skills and abilities.

Wages, distributive justice, and promotional opportunities are examples of organizational factors that are regarded crucial issues. Concerning the degree of cohesion and fairness in the political dynamics among the nursing personnel within the institution. Interactions between nurses and clients the organization factor is associated with the emotions experienced by nurses [4]. To provide care receivers with efficient and effective service in order to meet the needs of the patient. Nursing staff – superiors Supervisor-related relationships pertain to the actions exhibited by the supervisor. Demonstrates comprehension and sincerity towards staff members. Efficient Nurse-supervisor relationships are characterized by a strong drive of nurses to improve management inventiveness, and a favorable perception of their colleagues. Each employee is evaluated by their respective superiors based on their own performance. Factors pertaining to peer relationships that are associated with interpersonal interactions the correlation between duty-related nursing groups, compassion, assistance, trust, and management dedication.

Creativity is a characteristic that is measured on a scale of. Hospital organizations are currently required to exhibit creative and innovative activity. In addition, inventiveness is now a prerequisite [5]. Due to the swift evolution of healthcare, head nurses are confronted with many problems and opportunities. Consequently, fostering creativity is crucial for the advancement of nursing. Enhancing proficiency and achieving desired outcomes through systematic training and effective management. The manifestation was an expression of creativity [6]. The term is described as the process of crafting a narrative that is both suitable and valuable. Individual or small group initiatives to construct a hospital are less effective compared to the efforts of organizations, which are more efficient in meeting the needs of patients [7]. Administrative creativity is the act of generating novel ideas and services. Novel innovative concepts generated through the structured interaction of persons [8]. The capacity of head nurses to generate novel and valuable ideas. Comprehensible, achieved by fostering innovative administrative

thinking Aspects of novelty, cognitive fluidity, and mindset Adaptability, responsiveness to challenges, competence, and evaluation of potential risks [9]. Originality is the capacity of the head nurse to create something new or unique. What is atypical, what is enduring, what is novel and Exceptional, astute, and proficient the factor of intellectual fluency encompasses the capacity for imagination, symbolization, logical reasoning, perception, and intuition [10]. Mental resilience component: the cognitive capacity of the head nurse in order to modify a particular category and gain a comprehensive understanding of the issue by examining it from several perspectives and analyzing alterations in significance or understandings, Comprehend the work, select a technique or alter the direction of thinking that may result in a fresh understanding of the objective [10]. Analytical prowess: The head nurse's capacity to swiftly assess and analyze Comprehend, examine, or resolve an intricate scenario The ability of nurses to take action in complex situations is based on their capacity to make decisions utilizing the information that is available to them. Actions that may involve unknown concepts or techniques assume accountability for the outcomes that result from its actions [11].

2. RELATED WORK

Administrative creativity is the act of generating novel ideas and services. Novel innovative concepts generated through the structured interaction of persons [8]. The capacity of head nurses to generate novel and valuable ideas. Comprehensible, achieved by fostering innovative administrative thinking Aspects of novelty, cognitive fluidity, and mindset Adaptability, responsiveness to challenges, competence, and evaluation of potential risks [9]. Originality is the capacity of the head nurse to create something new or unique. What is atypical, what is enduring, what is novel and Exceptional, astute, and proficient the factor of intellectual fluency encompasses the capacity for imagination, symbolization, logical reasoning, perception, and intuition [10]. Mental resilience component: the cognitive capacity of the head nurse in order to modify a particular category and gain a comprehensive understanding of the issue by examining it from several perspectives and analyzing alterations in significance or understandings, Comprehend the work, select a technique or alter the direction of thinking that may result in a fresh understanding of the objective [10]. Analytical prowess: The head nurse's capacity to swiftly assess and analyze Comprehend, examine, or resolve an intricate scenario The ability of nurses to take action in complex situations is based on their capacity to make decisions utilizing the information that is available to them. Actions that may involve unknown concepts or techniques assume accountability for the outcomes that result from its actions [11], [12], [13].

3. METHODOLOGY

- **The Objective of the Study:** Is to determine the nursing administrative structure and its impact on the effectiveness of nursing department officials at Al-Diwaniyah Teaching Hospital.
- **Study Design:** This study is a descriptive cross-sectional study done to determine the structure of nursing administration and its impact on the effectiveness of nursing department officials.
- **Study Location:** The research was carried out in Al-Diwaniyah Teaching Hospital, focusing on a sample of officials from the nursing department.
- **Research Sample:** A deliberate sample of 50 competent male and female nurses was chosen at Al-Diwaniyah Teaching Hospital. The nurses held various positions of responsibility, including lobby administrator, nursing unit administrator, nursing department administrator, and ward manager inside the hospital.
- **Research Tool:** The researcher employed a questionnaire as a means to gather the field data required for this study, which was developed based on theoretical research. This tool facilitates the collection and presentation of data in tabular form, enabling the researcher to discern the underlying significance of the data. The design was tailored to align with the characteristics and goals of the research. The opinions of a number of distinguished arbitrators in this subject were considered. It comprised the

following. Primary personal data consists of age, gender, educational level, and the number of training courses completed. The administrative organization has 16 paragraphs. The competencies possessed by nursing department personnel encompass a total of ten items.

- **Data Collection Method:** Data were gathered through the utilization of pre-designed questionnaires and structured interview approaches with the participants. Data were gathered between February 10, 2024, and March 15, 2024. Each session is typically allocated a duration of 15 to 20 minutes on average.
- **The Researcher Assessed the Reliability of the Questionnaire:** By using the alpha correlation coefficient (Cronbach coefficient) to measure the stability and internal consistency of the study scale. This was done for the dimensions of the study variables, which are administrative organization and performance efficiency. The Cronbach alpha scale was used to evaluate the elements of the study variables, specifically the independent variable of administrative organization. The nursing test comprises fourteen items with a correlation coefficient of 0.979. The dependent variable, performance efficiency, comprises 10 items, and the Cronbach's coefficient for the correlation is 0.973. The internal consistency between the dimensions of the study variables (administrative organization, performance efficiency) is considered acceptable. This is because the alpha correlation coefficient, which is statistically acceptable in administrative and behavioural research, is equal to or greater than 0.75.
- **Evaluating The Questionnaire's Validity:** The questionnaire was administered to ten professionals who specialize in management and nursing. The researcher considered the viewpoints and observations of the majority of arbitrators about the sections on the dimensions of nursing administrative structure and the factors influencing performance efficiency. Based on the observations, certain undesirable paragraphs of the questionnaire were revised, and the paragraphs that were approved by 10 experts and arbitrators with an acceptance rating of 90% or more were accepted.
- **Data Analysis:** The data was examined and interpreted using the statistical software SPSS version 25. Various statistical methods were employed to analyze the data and information obtained from the questionnaire form. The methodologies used were frequency analysis, 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	41	82%
Female	9	18%
Total	50	100%

Table 2. Distribution of Sample Members by Age Categories

Age Categories	Frequency	Percentage
Less than 30	15	30%
31-35	14	28%
36-40	10	20%
41-45	4	8%
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	10	20%
Academic nurse	5	10%
Skilled nurse	28	56%
Nurse	7	14%

Total	50	100%

Table 4. Distribution of Sample Members by Number of Courses

Number of Courses	Frequency	Percentage
Not receiving	40	80%
Inside the country	6	12%
Outside the country	4	8%
Total	50	100%

Table 5. Distribution of Sample Members by Years of Experience

Years of Experience	Frequency	Percentage
Less than 5 Surgery Esotericism Digestive the college Sugar Gynecology and obstetrics Hearty Intensive care general the total	20	40%
6-10	10	20%
11-15	4	8%
16-20	5	10%
21-25	3	6%
More than 26	8	16%
total	50	100%

Table 6. Distribution of Sample Members by Level Responsibility

The Responsibility	Frequency	Percentage
Ward official	28	56%
Unit official	10	10%
Department official	7	7%
Lobby manager	5	5%
Total	50	100%

Table 7. Description of the Elements of the Nursing Administrative Organization Variable, According to Descriptive Statistics, N=50

Items	Scale Answers Were Repeated					Weighted Mean	Standard Deviation
	Strong Agree	Agree	Neutral	Disagree	Strong Disagree		
X_1	22	27	-	1	-	4.40	0.60
X_2	20	27	1	2	-	4.30	0.70
X_3	29	17	2	2	-	4.46	0.76
X_4	20	25	3	2	-	4.26	0.75
X_5	29	17	1	3	-	4.44	0.81
X_6	19	28	2	1	-	4.30	0.64
X_7	19	20	1	5	5	4.86	1.30
X_8	28	22	-	-	-	4.56	0.50
X_9	19	28	2	1	-	4.30	0.64
X_{10}	24	22	2	2	-	4.30	0.88
X_{11}	18	29	1	2	-	4.26	0.69
X_{12}	22	28	-	-	-	4.44	0.50
X_{13}	28	20	1	1	-	4.50	0.64
X_{14}	27	19	1	2	1	4.38	0.87
Full orgnization variable						4.38	0.73

Table 8. Description of the Elements of the Performance Efficiency Variable, According to Descriptive Statistics, N=50

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 Organization and Performance Efficiency, N=50

Dependent Variable (Y) Independent Variable Organization (X)	Performance Efficiency (Y)	Tabular (T) Value (1)	
Correlation coefficient (r)	0.366*	1%	5%
Calculated (t) value (2)	2.67	2.34	1.67

4.1 Discussion

Table 1 shows that the percentage of males was very large, reaching 82%, compared to the percentage of females, which amounted to 18%. Table 2 shows that the age of the studied sample was higher at 28% for the group under 30 years of age and the group of 31 to 35 years of age, while the lowest rate was 8% for the group of 41 to 45 years of age. Table 3 shows that the percentage of middle school graduates was the highest in the sample, reaching 56%, while the lowest percentage was 10% for those holding a bachelor's degree. It is clear from 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 reached 80%, the percentage of participants within the country was 8%, and the percentage of participants inside the country was 8%. The percentage of participants in courses outside the country was 4% of the sample. Table 5 shows that the highest percentage in terms of number of years of experience is 40%, which represents those who have less than five years of experience, and the lowest percentage is 6%, which represents those who have more than twenty-five years of experience. Table 6, we note that the percentage of hall officials is higher than the rest of the sample, reaching 56%, while the percentage was lower than that of imam officials, reaching 10%. A – Table 7 the entire organization variable achieved a weighted arithmetic mean of (4.34) and a standard deviation of (0.73). Since the hypothesized mean is equal to (3) on the scale area, the results indicate that the level of organization in the investigated 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 (4.40) and a standard deviation of (0.60). 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) which is an encouraging result, and this indicates that most of the sample members identify the individuals who will be entrusted with carrying out the specific nursing tasks and define their specialties. Element (X2): This element achieved a weighted arithmetic mean of (4.30) 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 indicates that Most of the sample members assign authority and responsibility to the nurse to carry out work. Element (X3): This element achieved a weighted arithmetic mean of (4.46) and a standard deviation of (0.76). 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 indicates that most Sample members coordinate between departments to prevent duplication or duplication of work. Element (X4): This element achieved a weighted arithmetic mean of (4.26) and a standard deviation of (0.75). This mean is higher than the hypothesized mean and indicates that this element in organizations is (higher than the average), which is a satisfactory result. This indicates Most of the sample members define relationships, divide work and responsibilities, and distribute competencies as stated in the laws and regulations of the Ministry of Health. Element (X5): The element achieved a weighted arithmetic mean of (4.44) and a standard deviation of (0.81), 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 the sample members direct the nurses towards the desired goals by urging them to innovate and be creative to achieve the goals. Element (X6): This element achieved a weighted arithmetic mean of (4.30) and a standard deviation of (0.64). 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 guide nurses in formal written ways on how to perform their work. Element (X7): This element achieved a weighted arithmetic mean of (3.86) and a standard deviation of (1.30), 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 indicates that Most of the sample members issue a written penalty to nurses for violating laws or regulations. Element (X8): This element achieved a weighted arithmetic mean of (4.56) 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). This is an encouraging result, and this indicates that most Sample members with a job description for each nurse. Element (X9): This element achieved a weighted arithmetic mean of (4.30) and a standard deviation of (0.64). This mean is higher than the hypothesized mean and an indication that this element in organizations is (higher than the average), which is a satisfactory result, and this indicates that Most of the sample members seek the help of specialized experts to help perfect the work and obtain information from specialized sources. Element (X10): This element achieved a weighted arithmetic mean of (4.30) and a standard deviation of (0.88), 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 sample members direct all nurses to know the orders and directions to ensure the achievement of the organization's goals. Element (X11): This element achieved a weighted arithmetic mean of (4.26) and a standard deviation of (0.69). This means that the arithmetic mean of the element is higher than the standard means of (3). Therefore, the aforementioned results indicate that the level of this element in organizations is (higher (from average) which is an encouraging result, and this indicates that most of the sample members inform nurses of everything that is happening in the organization through records and research. Element (X12): This element achieved a weighted arithmetic mean of (4.44) and a standard deviation of (0.50), 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 indicates that Most of the sample members seek to find effective communication channels to ensure understanding between them and the nurses. Element (X13): This element achieved a weighted arithmetic mean of (4.50) and a standard deviation of (0.64). 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 indicates that most of the sample members adopt the open-door system through direct dialogue and participation with nurses to achieve the organization's goals. Element (X14): This element achieved a weighted arithmetic mean of (4.38) and a standard deviation of (0.87). 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 indicates that Most of the sample members delegate some powers to nurses while managing organizational affairs to achieve speed in performance. From the above, it was found that element (x24) obtained the highest arithmetic mean of (4.56) and a standard deviation of (0.50), while element (x23) obtained the lowest arithmetic mean of (3.86) and a standard deviation of (1.30). Table 8 from the above shows 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 (X2) and performance efficiency (Y), amounting to (2.67), is greater than the tabulated (t) value of (1.67) and a significance level of (5%), which indicates the rejection of the null hypothesis (H0), and accepting the hypothesis of existence (H1), which means that there is a positive correlation between the independent variable organization (X2) and performance efficiency (Y). It is considered morally significant at the mentioned level, that is, with a degree of confidence of (95%). Based on the above, it becomes clear to the researcher that the organization sampled for the study is

interested in the independent variable, organization, because of its great importance in raising the performance efficiency of nursing department officials.

5. CONCLUSION

1. The study found a strong and meaningful relationship between how the administration is organized and how efficiently nursing department officials function in hospitals. This suggests that clearly outlining the tasks and authority of nursing department officials is crucial.
2. A significant proportion of nursing staff, both in administrative and clinical roles, possess a preparation certificate, resulting in a low academic and professional proficiency in their specialized sector.
3. There is a notable scarcity of administrative courses, both domestically and internationally, which has a direct impact on the competence and professionalism of nursing department administrators.
4. The hospitals being examined have shortcomings in their nursing institutional structure, and the current structure is not put into practice, as well as lacking a coherent arrangement of departments, divisions, and units.
5. Most of the individuals in the sample lack expertise in the subject of health administration, which has a detrimental impact on their administrative performance.
6. The hospitals being studied do not have a clear job description for nursing staff, which causes confusion, particularly in terms of administrative obligations. This confusion arises from the existence of various nursing categories and the lack of clarity regarding the activities assigned to each category.

5.1 Recommendation

1. It is essential to prioritize efforts to enhance the training and development of nursing professionals at the national level, particularly focusing on increasing the number of female nurses. This can be achieved through providing support, encouragement, and incentives.
2. Enacting the bridging system to facilitate the completion of nursing education for preparatory school graduates, who make up the majority of nursing professionals?
3. Enhancing both internal and external training programs in the field of administration for nursing department officials to enhance their scientific and professional proficiency.
4. Establishing an institutional framework for nursing or enhancing the current framework to ensure its logical progression and practicality.
5. Academic institutions are now offering specialized programs in health administration to train highly skilled professionals who can keep up with the rapid advancements in the field and meet the needs of healthcare institutions.
6. It is essential to develop job descriptions that clearly outline the duties and obligations of all nursing groups, particularly those in administrative roles, in order to align with the objectives of healthcare organizations.

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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	✓	✓	✓	✓		✓		✓	✓	✓	✓			
Sajida Khamees Abdullah		✓	✓	✓		✓			✓	✓		✓	✓	✓

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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