

Relationship between Self-Esteem and Job Performance among Psychiatric Nurses in Abbasia Hospital Cairo City

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Abstract: Self-esteem affects our trust in others, our relationships, and our work - nearly every part of our lives. Job performance of individual is a crucial to the survival of any organization. The aim this study was aimed to determine the relationship between self-esteem and job performance among psychiatric nurses at Abbassia hospital. Design of the present study was a descriptive exploratory design. Subject: A 110 of psychiatric nurses was selected from inpatient Nurses in Abbassia hospital. Setting: This study was conducted at inpatient units of Abbassia for psychiatric and addiction governmental hospital. Tools used for data collection were: 1) demographic sheet. 2) The Rosenberg self-esteem scale (RSES). 3) The Six Dimension Scale of Nursing Performance (SDNS). Results of the present study revealed that There is a statistically significance relation between Self-Esteem and Job performance among psychiatric nurses in Abbassia for psychiatric and addiction hospital, the presented study revealed that there is also 54.5% of psychiatric nurses have low self-esteem, 8.2% of psychiatric nurses have average self-esteem and 37.3% have high self-esteem and there is A positive correlation between self-esteem and job performance. Conclusion: slightly more than two third of psychiatric nurses have low level of self-esteem; have low level of performance and there was highly significant relation between level of self-esteem and level of job performance among psychiatric nurses. Recommendations: Development of educational programs for all nurses in hospital that would help nurses to improve their self-esteem and providing teaching program about how to enhance of quality performance for psychiatric nurses.

Keywords: Self-esteem, Job performance, psychiatric Nurses.

I. INTRODUCTION

Self-esteem it is the subjective evaluation of individual's worth as a person, it does not necessarily reflect others evaluation about the person's talents and abilities consequently, self-esteem involves feelings of self-respect and self-acceptance (Ghazy, 2018). Also **National Association for self-esteem (2019)** Define self-esteem as the experience of being capable of meeting life challenges and being worthy of happiness. Self-esteem is how gain value for selves; it is how perceive the value to the world and how valuable think to others. Self-esteem affects the trust in others, relationships, and work - nearly ever.

Self-esteem is attractive as a social psychological construct because researchers have conceptualized it as an influential predictor of certain outcomes, such as academic achievement, happiness, satisfaction in marriage and relationships, and criminal behavior. (Universidad Estatal Peninsula de Santa Elena, 2015). Also lowered self-esteem frequently accompanies or became an etiological factor in many psychiatric conditions and stated that the mentally ill people who experienced negative self-appraisals performed badly in community, and were more likely to relapse. As reported by Kumar & Mohanty (2016).

Self-esteem is the evaluation and experience related to self-value, the perception of self-ability as well as the acceptance of the whole self, which an individual obtains during the process of socialization (Egwurugwu et. al., 2018). Also Self-esteem refers is a measure of an individual's sense of self-worth based on perceived success and achievements, as well as perception of how much one is valued by peers, family members and society in general (Sadock, Sadock & Ruiz 2017).

According to Seatang, Sulumnad and Sungkaewt (2015), States that worker performance remain an important factor to push forward, they pointed out that an organization failure also depended on a large extent on the job performance of the individuals in the organization. In addition Job performance of individual is a crucial to the survival of any organization. (Wen-Rou Hiang , 2019).

Self-esteem is not typically associated with the nursing profession however the concept is indispensable for improve job performance and good quality of patient care. Many researches done in this field most researchers view that people with high self-esteem perform and do better than people with low self-esteem esteem, high self-esteem does improve persistence in the face of failure According to (Royf. Baumeiste, Junnifer D. Campbell, Joachim I. Kruger, 2016). Other researchers view that job adjustment and organizational self-esteem have a direct and significant relationship (Sima Shariati, Reza Zarei 2016).

Psychiatric nursing is regarded as one of the most stressful occupations in the world. It considered as a challenging task for nurses physically and psychologically especially nurses who are faced with specialized work demands. The nurses responsibilities are challenging as they primarily work with the health, suffering, grief and death of people .Consequently, it is evident that nurses, in general, be liable to give a lot of themselves to help others. They work long hours in physically and mentally very tiring duties that may affect their own well-being. Psychiatric nurses need to enhance their self-esteem and improve their job performance this help in improving nursing care and quality of care so that improve the nursing outcome. Omori, (2015).

Significant of study:

According to statistics on self-esteem in the world population by Dr Joe rubino (2016) show that over 85% of world population suffer from some kind of diminish self-esteem meaning only 15% of the world population live their life styles this suffering is one of the biggest roadblocks that prevent people from achieving their desired results. From the point of the researcher view, it was important to assess stress among psychiatric nursing working in mental health hospitals with addict patient for maintaining their mental health, and helping them to deal positively with their stress, and achieving their role.

In Egypt According to Self-esteem and Assertiveness among Staff Nurses at Ain Shams University Hospital by Beshoy Youssef.2018 show that the staff nurses in the study settings lack assertiveness, and this is significantly related to their experience years. They have slightly better self-esteem, which is significantly influenced by their nursing qualification and experience years. The staff nurses with high higher self-esteem are also having high assertiveness. So that the researcher view that's important to study the relationship between self-esteem and job performance among psychiatric nurses the results can contribute in improve the quality of nursing patients care.

Aim of the Study

This study aimed to investigate the relationship between Self-esteem and Job performance among psychiatric nurses In Abbassia hospital this aim will be achieved through:

- 1-Assessing the psychiatric nurses' self-esteem.
- 2-Assessing the perception of psychiatric nurses to their job performance.
- 3-Exploring the relation between self-esteem and job performance among psychiatric nurses.

Research Questions:

The following research questions were developed to conduct this study.

- 1- What are self-esteem levels among psychiatric mental health nurses?
- 2- What is the perception of nurses to their job performance?
- 3- Is there relationship between self-esteem and job performance among psychiatric mental health nurses?

II. SUBJECTS AND METHOD

This study was undertaken to assess the Relationship between Self-Esteem and Job Performance among Psychiatric Nurses in Abbasia Hospital Cairo City

Technical design:

Research design

A descriptive research design was used in the current study.

Research setting:

This study was conducted at Abbassia mental health and addiction treatment Hospital at its in-patient units

Sample:

A convenient sample was selected from the in-patient units at Abbassia mental health and addiction treatment Hospital according to were presented at the day of data collecting for the study sample.

Tools of data collection:

Data will be collected using the following tools:

1) *Demographic interview questionnaire sheet:*

The aim of this sheet is to assess demographic data. This sheet will be constructed by researcher after reviewing literature in field of relationship between self-esteem and job performance among psychiatric nurses. It includes: age, sex, marital status, education level, etc.

2) *Rosenberg Self-esteem Scale (1975):*

It is developed by **Rosenberg (1975)**, translated by (**El-ghanbosi, 2004**) and used in (**El-dlimy.et al, 2012**), this is questionnaire is consisted of 10-item self-report is designed to measure global self-esteem. Each item is rated on a four-point scale (strongly agree, agree, disagree, strongly disagree) and results in a total score ranging from 10 to 40. Higher scores represent higher levels of self-esteem.

3) **The Six Dimension Scale of Nursing Performance (SDNS):**

The SDNS is developed by **Schwirian, P.M (1978)**. The purpose of the Instrument is to allow measurement of nursing performance by nurses themselves, or others, in a quick and easy way. 52-item inventory rated on a 4 point Likert-type Scale. Items 1-42 are scored twice; one representing the frequency of a given behavior by the nurse (displaying self-confidence, for example), and another representing the quality of that behavior. Items 43-52 are measured solely in terms of quality.

Operational design:

Preparation phase:

It included reviews of related literature and theoretical knowledge of various aspects of the study using books, articles, internet periodicals and magazines.

Pilot study

A pilot study was conducted on 10% (11 Nurses) of the study sample to assess the feasibility of the study as well as clarity and objectivity of the tools and applicability of the tools the time needed to complete them and perform the required modifications according to the available resources. Subjects who shared in the pilot study were excluded from the main study sample.

Field work:

This study was carried out on the first of May 2018 and finished at the end of October 2018 After Acceptance and permission from the Ethical and Scientific research committee at General Secretarial of Abbassia mental Health and

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Addiction treatment Hospital. The researcher met nurses who agreed to be involved in the study were interviewed and assessed two times per week on Sundays and Mondays After explaining aim of study that conducted through three phases.

Phase I: there was an introductory phase for researcher with psychiatric nurses to explain the aim of study and obtain the oral/written approval to participate in the study. The researcher made two visit /week for six months on Sundays and Mondays from 12pm: 3 pm in Abbassia Mental Health and Addiction Treatment Hospital individually. All scale needs from 20 to 30 minute. After the permission is taken the researcher introduced himself to nurses who agreed to include in this study in order to gain their trust, cooperation and Confidence.

Phase II: There was a working phase for the researcher through which every nurse was interviewed individually to assess his/her knowledge regarding their psychiatric nursing job as related to psychiatric nursing ability, attitude toward patients, communication with patients & communication with patients’ families through use of The Rosenberg self-esteem scale (RSES) and The Six Dimension Scale of Nursing Performance (SDNS) .At the end of this stage the Researcher Clarified the importance of relationship Between Self-esteem and Job performance among psychiatric nurses and add who increase self-esteem that effect the job performance .

Phase III: There was a terminating phase for the researcher through which, A total of 110 nurses (male and female) who agreed to participate in the were assured that the information collected would be treated confidentially & that it would be used only for the purpose of the study.

Scoring system:

Part A Scoring system for self-esteem: The scale consists of ten- items Like retype scale with items answered on a four-point scale from strongly agree to strongly disagree, five of the items have positively worded statements and five have negatively worded ones. The estimate is as follows:

< 15	Low Self-esteem.
16 to 22	Average Self-esteem
23 to 30	High Self-esteem

Part B Scoring system for job performance: The scale consists of 52- Item inventory rated on a 4 point Likert- type Scale and Contain Tow Column (Column A(quantity), B(quality)). Items 1- 42 are scored twice; one representing the frequency of a given behavior by the nurse (displaying self- confidence, for example), and another representing the quality of that behavior. Items 43- 52 are measured solely in terms of quality. The 52 items nurse behaviors grouped into six performance subscale: the leadership (items: 3.23.25.26.41), the critical care (items: 11.18.19.27.30.31.40), the technical/collaboration (items: 1.4.5.12.14.28.29.31.32.38.39), the planning /Evaluation (items: 2.4.7.9.10.13.36), the interpersonal relations/communication (items: 8.15.16.17.20.21.22.24.33.34.35.42 and the professional development (items: 43.44.45.46.47.48.49.50.51.52). This scale is characterized by the uniformly high reliability values for all the subscales with (Cronbach’s alpha > 8).

The estimate is as follows.

< 105	Low job performance
105to 150	Moderate job performance
151:208	High job performance

Administrative design:

Before conduction of the study an official letter was issued from faculty of Nursing Helwan University to the director of the hospital for obtain approval to conduct the study after explanation the purpose of the study.

Ethical consideration

The researcher emphasized to psychiatric nursing that the study was voluntary and anonymous. Nurses had the full right to refuse to participate in the study or to withdraw at any time without giving any reason.

Statistical design:

The collected data was coded, organized, analyzed and tabulated using computer. Presentation of into tables and graphs was carried out according to types of variables.

Data collection:

Subjects was collected by researcher by confidential way .Each scale needs to answer from 20 to 30 minute

Data analysis:

Data were analyzed using Statistical Program for Social Science (SPSS) version 20.0. Quantitative data were expressed as mean± standard deviation (SD). Qualitative data were expressed as frequency and percentage.

The following tests were done:

- Chi-square (X^2) test of significance was used in order to compare proportions between two qualitative parameters.
 - The confidence interval was set to 95% and the margin of error accepted was set to 5%. So, the p-value was considered significant as the following:
 - Probability (P-value)
 - P-value ≤ 0.05 was considered significant.
 - P-value ≤ 0.001 was considered as highly significant.
- P-value > 0.05 was considered insignificant.

III. RESULTS

Table (1) Number and percentage distribution of psychiatric nurses according to their demographic characteristics: (N=110).

Demographic data	N	%
Age		
19: 24	49	44.6
25 : 35	47	42.7
36 : 50	14	12.7
The mean Age (24.9±4.58)		
Sex		
Male	63	57.3
Female	47	42.7
Education		
Diploma in Nursing	34	30.9
Nursing Technician Institute	45	40.9
Bachelor in nursing sciences	31	28.2
Years of experience		
< 1 years	13	11.8
From 1: 3 years	31	28.2
> 3 years	66	60.0
Marital Status		
Unmarried	39	35.5
Married	60	54.5
Divorced	6	5.5
Widowed	5	4.5

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Monthly income		
1500: 2000 (LE)	29	26.4
2000: 3000 (LE)	77	70.0
> 3000 (LE)	4	3.6
Number of shift per week		
3	27	24.5
4	9	8.2
5	9	8.2
6	57	51.8
more than 6	8	7.3
Number of weekly night shifts per week		
0	31	28.2
1	4	3.6
2	6	5.5
3	44	40.0
6	25	22.7
Percentage of nursing distribution for patients		
(1: 2)	3	2.7
(1: 4)	4	3.6
(1:5)	5	4.5
1: more than 6	98	89.1

This table shows the percentage Distribution of Demographic characteristics among studied subject as regard gender male nurses (57.3%), Academic Qualification Nursing Technician Institute (40.9%), years of experience more than 3years (60%),while marital status married (54,5%) and Unmarried (35.5%), Percentage of nursing distribution for patients 1:more than 6 patients (89.1%).

Table (2) Number and percentage distribution of psychiatric nurses according to their Self-esteem. (N: 110) (Rosenberg)

Items of Rosenberg self-esteem scale	Strongly disagree		Disagree		Agree		Strongly agree	
	N	%	N	%	N	%	N	%
1- I feel that I am a person of worth, at least on an equal plane with others	15	13.6	34	30.9	37	33.6	24	21.8
2- I feel that I have a number of good qualities	10	9.1	49	44.5	39	35.5	12	10.9
3- I am able to do things as well as most people	13	11.8	54	49.1	21	19.1	22	20.0
4- I take a positive attitude toward myself	16	14.5	50	45.5	37	33.6	7	6.4
5- On the whole, I am satisfied with myself	28	25.5	35	31.8	25	22.7	22	20.0
6- All in all, I am inclined to feel that I am a failure (R)	25	22.7	53	48.2	27	24.5	5	4.5
7- I feel I do not have much to be proud of (R)	39	35.5	48	43.6	10	9.1	13	11.8
8- I wish I could have more respect for myself (R)	26	23.6	46	41.8	34	30.9	4	3.6
9- I certainly feel useless at times (R)	21	19.1	52	47.3	31	28.2	6	5.5
10- At times I think that I am no good at all (R)	22	20.0	45	40.9	36	32.7	7	6.4

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This table Clarifies that (44.5%) of nurses were Disagree that there are feel that they have a number of good qualities, (49.1%) of nurses were Disagree that there are able to do things as well as most people, (45, 5%) of nurses were Disagree that there are have positive attitude toward their selves, (20%) of nurses were strongly agree that there to do things as well as most people, (48.2%) of nurses were Disagree that there are inclined to feel that there are a failure,(30.9%)

Table (3): Number and percentage distribution of psychiatric nurses according to their total level of Self-esteem score (Rosenberg): (N=110)

Total self-esteem score	N	%
Low self-esteem (Range from 10:15)	60	54.5
Average self-esteem (Range from 16:22)	9	8.2
High self-esteem (Range from 23:30)	41	37.3
Total	110	100.0
Mean±SD	18.5±3.9	

This table shows that level of self-esteem in psychiatric nurses [low self-esteem (54.5%), Average self-esteem (8.2%) and High self-esteem (37.3%).

Table (4): Number and percentage distribution of psychiatric nurses according to perception of their total level of performance. (N=110)

total level of performance	N	%
Low	62	56.4
Moderate	28	25.5
High	20	18.2
Total	110	100.0
Mean ±SD	130.3±36.6	

This table shows that level performance of Psychiatric nurses [low level of performance (56.4%), Moderate level of performance (25.5%), High level of performance (18.2%).

Table (5): Total Score of Job performance according to its Six Dimension. (N=110)

Dimension of Job performance	Mean ±SD	Level of performance
Leadership	20.44 ± 6.76	Low
Planning & Evaluation	19.25 ±5.97	Low
Communication skills	18.11± 7.69	Moderate
Critical Care	20.55± 8.39	Above Moderate
Family Teaching & Guidance	20.01±6.17	High
Job Development	22.80±6.60	Low
Job performance Total score	121.16±31.43	Low

This table shows that level of performance of Psychiatric nurses [low level of Job performance and the total Mean ±SD (121.16±31.43).

Table (6) relation between total Score of self-esteem and Total Score of nursing performance for the psychiatric nurses. (N=110)

Total performance score		Total self-esteem score							
		Low		Average		High		Total	
		N	%	N	%	N	%	N	%
Low		45	77.6	6	43	16	42.1	67	61
Moderate		5	8.6	3	21	10	26.3	18	16.3
High		8	13.8	5	36	12	31.6	25	22.7
Total		58	52.7	14	12.7	38	34.6	110	100.0
Chi-square	X ²	27.624							
	P-value	<0.001**							

This table show highly statistically significant relationship between total self-esteem scale and Total of performance when P-value was <0.001**.

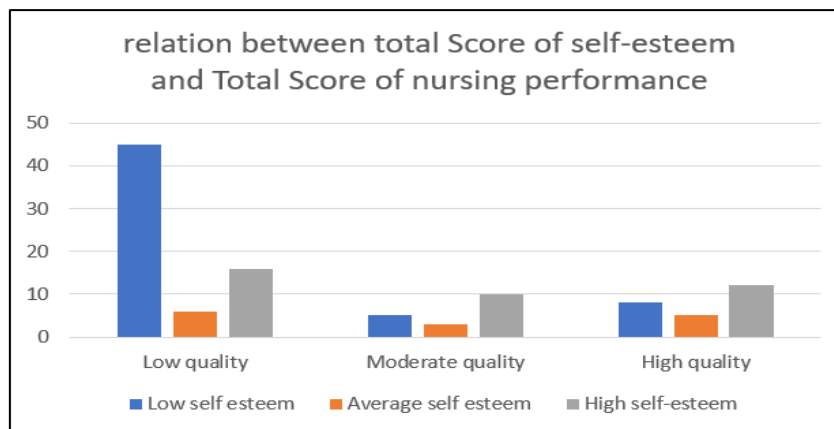


Fig (1): this Fig illustrate relationship between level of Self-esteem and level of job performance: (N=110).

Table (7): Correlation between total self-esteem and total performance for the Studied Subjects

	Total self-esteem	
	r	P-value
total performance	0.856	<0.001** HS
Mean ±SD	129.6±26.4	

This table show highly statistically significant Correlation between total self-esteem and Total performance when P-value was <0.001**

IV. DISCUSION

Self-esteem of individuals could lead to their self-confidence, socialization and good relationship with other people. Person’s self-esteem will also influence a person’s professional behavior.(**Ni C, Lo D, Liu X, Ma J, Xu S, Li L.** 2016). Self-esteem is a necessary parameter of the development of one's personality and professional identity.(**Alexandra D, K. K.** (2017).

The current study results revealed that more than two fifth of subject study ranged between (19: 24 years) and the mean age of the studied subjects was (24.9±4.58) years old for both genders. This finding was agreed with **Badiyepymaie**

Jahromi Z et al.(2015) who reported in a published study entitled as Study of the relationship between nurse self-concept and clinical performance among Nursing Students that stated the mean of age of the studied subjects was about (21.38 ± 2.46) years old. The current study results stated that more than half of the study sample were males and Slight More than Two fifth were females. It may be due to most of nursing staff come from out of Cairo and this easy for male nurse. This finding was disagreed with **Badiyepymaie Jahromi Z et al.2015** who reported in a published study entitled as Study of the Relationship Between Nurse Self-Concept and Clinical Performance Among Nursing Students that stated The majority of the students nurses were female (65.1%). Also disagreed with **Sadra Ansaripour et al.2017** who reported in a published study entitled as The Role of Job Performance on Career Success and Self-Esteem of Staff that stated The majority of the students nurses were female (57%).

The current study showed that that more than Two Thirds of studied subject were married. It may be due to the tradition of Egyptian community about the marriage and believes about it is importance to their life and being unable to live alone and being in need of care. This finding was agreed with **Sadra Ansaripour ET al.2017** who reported in a published study entitled as The Role of Job Performance on Career Success and Self-Esteem of Staff which reported that were married about (81.4%).

The current study results illustrated that Two Third of studied subject education were Nursing Technician Institute, it may be due to that the hospital has nursing technician institute and the graduated nurses employed in it. This finding was disagreed with **Song, Hee-Jung.Lee, Sang-Mi .2016** who reported in a published study entitled as The Effects of Hospital Nurses' Self-Esteem and Communication Skill on Self-Leadership and the Quality of Nursing Service that were (54.4%) from Nurses have Bachelor degree in nursing sciences.

The current study results showed that slightly more than two third of psychiatric nurses earned from 2000:3000 pound .this finding not agree with **HuihuiLiu, 2017** who reported in a published study entitled as A research regarding the relationship among intensive care nurses' self-esteem, job satisfaction and subjective well-being that were 28.6% of the nurses earned <3500 yuan monthly and 29.5% of nurses earned 4501:6000 yuan . it may inadequate income for psychiatric nurses that can participated in low performance of psychiatric nurses.

The current study results showed that Slightly More Than half of psychiatric nurses have Low self-esteem of total this Finding was agreed with **Sabah Abo El Fetouh 2019** who reported in a published study entitled as Relationship between emotional intelligence and self-esteem among nursing students that more than half of the studied students had low self-esteem. But also this Finding Disagree with **Georgios Manomenidis, 2017**. Who reported in a published Study entitled as Is Self-Esteem Actually the Protective Factor of Nursing Burnout? That most of Half nurses Had High Self-esteem. It's may be related to most of nurses feel that they don't have a number of good qualities, unable to do things as most people and unsatisfied with themselves.

The result of the present study showed that more than two third of nurses had low nursing performance, minor of nurses had high nursing performance and near on Fifth of nurses had moderate nursing performance. This finding go in the same line with **Khoeniha, F 2016**. Who reported in a published Study entitled as nurses' clinical performance assessment in critical care units in teaching and non-teaching hospital in Qazvin city, Based on Synergy model that there are lower level of nurses' clinical performance in teaching and non-teaching hospital was related to clinical inquiry respectively. But this finding was Disagree with **Huda M. Al-Makhaita, 2014** who reported in a published study entitled as Job Performance among nurses working in Two Different Health Care Levels Eastern Saudi Arabia that almost half of the studied nurses perceived their performance as good with comparable results among primary and secondary level of care. It's may be related to Level of Nursing care were stress, shifts and department of work and Level of Self-esteem, number of patients.

The current study was illustrated that there were high statistically significant relation between self-esteem and Job performance. It's may be related to contributing factors as the interaction with the family and the social environment, the school and work as The development of self-esteem is an ongoing process that begins in childhood. This Finding go on the same line with **Patricia Sator, 2017**. Who reported in a published study entitled as The Effect of Low Self-Esteem on Clinical Performance among First Year Nursing Students in a Private College at Kota Kinabalu, Sabah that there were negative effect of low self-esteem on clinical nursing student's performance. Also agree with **Poorgholami F, 2016**. Who reported in a published study entitled as Nursing students' clinical performance and professional self-concept that there are a significant correlation between the students' clinical performance and professional self-concept. Also agreed with

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Alexandra Dimitriadou, 2014. Who reported in a published study entitled as The Concept of Self-Esteem in Nursing Education and its Impact on Professional Behavior that nurses with low self-esteem had lower performance while nurses with high self-esteem had better performance, collaboration with colleagues and patients.

V. CONCLUSION

Based on the study results, the current study results answered the research questions that related to first; level of self-esteem of most psychiatric nurses was low self-esteem. Second, regarding job performance, the most of psychiatric nurses had low level of job performance. The last question which regarding relationship between self-esteem and job performance, there was significant relationship between self-esteem and job performance among psychiatric nurses.

VI. RECOMENDATION

From the previous findings the following recommendations are suggested:

- Development of educational programs for all nurses in the hospital that would help nurses to improve their self-esteem and job performance.
- Counseling center for nursing students in the faculty should be established.
- The nursing curriculum should incorporate activities that help students in developing self-esteem and performance, such as: Games, film strips, and self-esteem group activities which gave the students an opportunity to think more positively about themselves.
- Psychiatric nursing department must act as positive role models in academia and clinical practice. These actions include increasing awareness of community regarding nursing as an appropriate profession; and improving nursing image through public media.
- Efforts to increase achievement will be more successful if they focus on self-esteem and personal resources.
- Implications for nursing management Nursing managers and leaders may enhance their nurses' performance by understanding and addressing the factors that affect their ability and motivation to perform.
- developed high performance work system imposed by the hospital should be included employment security; selective hiring; extensive training; self-managed teams and decentralized decision making; information sharing; transformational leadership; high-quality work and reduced status distinctions to improve nurses' job performance and hospital outcomes.

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