Using the Theory of Planned Behaviour to Explore the Multicultural Nursing Workforces' Behavioural Intentions to Comply with Nursing Policies and Procedures in the Kingdom of Saudi Arabia

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Abstract:

The nursing shortage may cause increase worries about the quality of healthcare and contributing to highly multicultural nursing workforce, which can lead to influencing on their compliance with nursing policies and procedures in Saudi healthcare organizations. It has been shown that positive attitudes, behavioural norms and the beliefs are all significantly associated with nurses' compliance with nursing policies and procedures. Evidence indicates that although nurses are increasingly compliant with nursing policies and procedures to ensure a higher quality of nursing care, there is still a wide variance in their compliance. The utility of the Theory of Planned Behaviour (TPB) has not been previously used in explaining this variance in the multicultural nursing workforce.

Aim:

The aim of this study was to examine the utility of the TPB in explaining variations in nurses' intentions to comply with nursing policies and procedures.

Methods:

A mixed methods approach was adopted to determine the important psychosocial factors of nurses in complying with nursing policy and procedure. First phase was an exploratory study to identify salient beliefs regarding the compliance with nursing policy among a multicultural nursing workforce. Second phase used a quantitative study, involving a cross-sectional survey. The questionnaire was designed to assess the variables in the TPB, and included measures of behavioural intention to comply with nursing policy, attitudes, subjective norms, and Perceived Behavioural Control (PBC). A logistic regression analysis was used to test the relationships between the behavioural intention and the TPB variables.

Results:

The results revealed that the TPB model explained up to 40% of variance in behavioural intention to comply with the pre-operative skin preparation policy. Results indicated that the attitudes (OR= 3.86, 95% CI= 2.07-7.20, P<0.05) and subjective norms (OR=3.37, 95% CI=1.71-6.64, P<0.05) significantly predicted high behavioural intention; however, PBC (OR=1.30, 95% CI= 0.81-2.09, P=0.28) did not.

Conclusion and recommendations:

the interventions that address nurses' attitudes, subjective norms could be necessary to raise their high behavioural intention to carry out the compliance when it becomes available. Future studies can build on this study through seeking to replicate the results that reported in this study and expanding the list of contextual variables.