

## THE IMPACT OF PROFESSION TESTS ON NURSES JOB PERFORMANCE IN PUBLIC HOSPITALS OF NORTHERN DISTRICT

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### Abstract

This study aimed to investigate the impact of profession tests dimensions (cognitive abilities, specialized competencies, interpersonal skills, and development capabilities) on job performance dimensions (speed delivery, efficiency and effectiveness) of nurses in public hospitals in the northern district. The study used the deductive analytical approach. The population of study was consisting of (8) public hospitals located in northern district of Jordan. A random sample was used with a number of (302) nurses. A survey set was distributed to study sample and was collected with a percentage of (99%). The study reached many results, the most important of which was that there is a statistically significant impact at the level of significance ( $\alpha = 0.05$ ) for profession tests dimensions on job performance dimensions in government hospitals in Irbid governorate. The study recommended a number of recommendations, the most prominent that there is a necessity of reviewing the components of the profession tests for the nursing profession by reviewing them periodically to ensure that the best applicants for the nursing profession choose to maintain a high level of quality of job performance of nursing profession.

**Key words:** Profession Tests, Job Performance, Government Hospitals in Irbid District.

### INTRODUCTION

Organizational employees realized that the process of development and change in all functional processes it comes as a result of the surrounding changes, such as the scientific and technological development, which has become a major part of the employee's functional process inputs in an effort to improve job performance and efficiency to achieve the highest degree of effectiveness at work, in order to reach its desired goals.

Health institutions are one of the service institutions that deal with public health for members of the local community by providing a number of health services with high specifications and quality, through the medical and support staff. In order to provide the best health services, it is imperative to work on developing the medical cadres in health institutions and their professional capabilities in order to positively transmit their job performance and the quality of the health services provided, and to achieve the best satisfaction for the beneficiaries (Ghazal, 2009).

Health services are one of the most important functions that the Ministry of Health seeks to develop, develop its systems in light of this expansion, and modernize it to raise its competitive position, increase its ability to meet the needs of society and its members, and improve the quality and efficiency in its performance, as it cannot improve its quality, efficiency and level of performance without it gives importance to its workers, because of their qualifications, competencies, scientific competencies, and skills that enable them to provide services that contribute to improving the conditions of the patient (Abbas, 2017).

Based on this, the Jordanian Ministry of Labor has since the current year 2019 adopted a decision related to the practice of the profession for the medical professions in support of nursing, based on clear and specific foundations, and takes into account the general controls in the testing process, such as equality and justice, equal opportunities for all candidates, and

the adoption of the foundations of merit and merit, and the distribution Candidates according to their qualifications, abilities and experiences, which contributes to reaching the right choice, which is reflected in the mastery of work and raising its efficiency, especially in the nursing profession because of its privacy in dealing with patients.

The issue of practicing the profession tests is one of the important and new topics in practice, which seeks to provide a good level of services provided, so that it not only shows an ability to survive and continue, but also has the ability to deal and positively interact with the requirements of work in supportive medical professions such as nursing.

## STUDY PROBLEM

This study aim to measure the impact of the profession tests on the job performance of nurses in the Northern Region, as the level of job performance in hospitals did not reach the required level due to the deficiency in the application of the criteria on which the job performance evaluation process to show the gap between the expected performance and the actual performance of the nurses. Hospital workers, it was necessary to continuously improve the performance. To achieve this purpose, this study came to answer the following question:

The main question: What is the impact of the profession tests based on the overall dimensions (cognitive abilities, specialized competencies, personal skills, developmental capabilities) on the overall job performance dimensions (speed of achievement, efficiency, and effectiveness) of nurses in government hospitals in the northern region? The sub questions:

- 1- What is the effect of practicing the profession tests on the overall dimensions (cognitive abilities, specialized competencies, personal skills, developmental capabilities) on the speed of achievement of nurses in government hospitals in the northern region?
- 2- What is the effect of the profession practice tests on the overall dimensions (cognitive abilities, specialized competencies, personal skills, developmental capabilities) on the competence of nurses in government hospitals in the northern region?
- 3- What is the effect of practicing the profession on the overall dimensions (cognitive abilities, specialized competencies, personal skills, developmental capabilities) on the effectiveness of nurses in government hospitals in the northern region?

## SIGNIFICANCE OF THE STUDY

The significance of the study lies in the detection of the effect of practicing the profession tests on the job performance of nurses in government hospitals in the Northern Region, and this importance is evident through the practice tests on job performance in hospitals, as this study deals with a set of independent variables in its dimensions (cognitive abilities, specialized competencies Interpersonal skills, development capabilities), and the variables dependent on its dimensions (speed of achievement, efficiency, and effectiveness), in addition to enriching the libraries with literature and study results, which will open new horizons for researchers to address this topic from different aspects with the aim of reaching more comprehensive studies, which will contribute In support of theoretical literature in general. In addition to identifying the impact of practicing profession tests on the job performance of nurses, and knowing the strengths and weaknesses of their performance in government hospitals in the Northern Region, to be a feedback for decision-makers as an attempt to improve the performance of hospitals and their support services such as nursing and others,

and to keep pace with the development and advancement of the nursing profession in the North Region in a way. Private and governmental hospitals in the Kingdom in general.

## STUDY HYPOTHESES

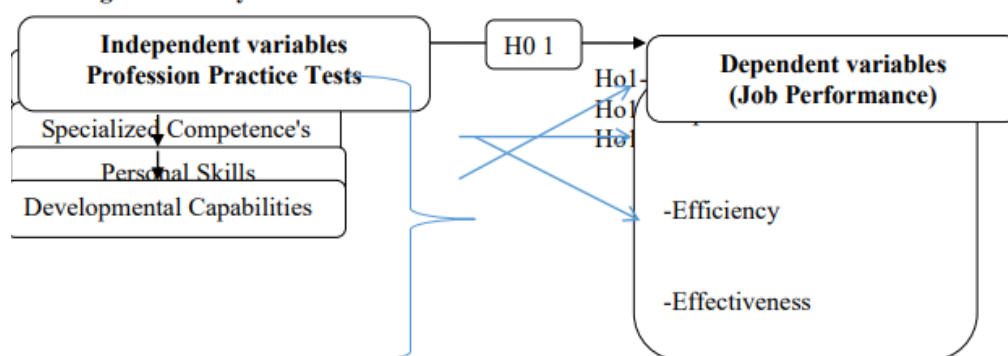
Based on the study problem and its variables, the following hypotheses have been formulated:  
Ho1: There is no statistically significant impact at the level of significance ( $\alpha = 0.05$ ) of the profession practice tests with its dimensions (cognitive abilities, specialized competencies, personal skills, developmental capabilities) on the job performance of nurses in its dimensions (speed of achievement, efficiency, effectiveness) in the governmental hospitals. A number of the following sub-hypotheses :

- Ho1-1: There is no statistically significant impact at the level of significance ( $\alpha = 0.05$ ) of the profession practice tests with its dimensions (cognitive abilities, specialized competencies, personal skills, developmental abilities) on the speed of achievement of nurses in government hospitals in the North Region.
- Ho1-2: There is no statistically significant impact at the level of significance ( $\alpha = 0.05$ ) of the profession practice tests in all its dimensions (cognitive abilities, specialized competencies, personal skills, developmental capabilities) on the efficiency of nurses in government hospitals in the North Region.
- Ho1-3: There is no statistically significant impact at the level of significance ( $\alpha = 0.05$ ) of the profession practice tests in all its dimensions (cognitive abilities, specialized competencies, personal skills, developmental capabilities) on the effectiveness of nurses in government hospitals in the North Region.

## STUDY MODEL

To achieve the purpose of the study, the two researchers developed a model based on the study problem and Figure No. (1) Clarifying the study model and its dimensions.

Figure 1: Study Model



## Theoretical framework and previous studies

Tests are one of the important methods used to measure the capabilities of employees, to know the extent to which behavioral goals have been achieved, to know the candidate's behavior and performance for the job, and to compare his behavior, trends and performance. The aim of it is to identify the capabilities of employees and the comparison between them,

and it is a method by which the personality of the candidate for a job is identified, in terms of the ability to display information, understanding and methods of communication, and the aim of conducting the tests is to determine the strengths and weaknesses of the job candidate. The test “is one of the research tools in the behavioral sciences, as it is used to describe current behavior and measure what might change it as a result of its exposure to factors and stimuli that affect it in the future.” (Ghanem, 2014) (Permission to conduct business idiomatically: a certificate issued in England by a competent official body to a joint stock company stating that the company has fulfilled all the procedures and that it has the right to conduct its activity. Practicing the profession of nursing: is the granting of permission to practice as a nurse after verifying that the applicant has fulfilled the minimum competencies safely to perform nursing activities within the scope of the practice of the profession. Wikipedia licensing is essential when a pathogen is exposed to complex activities that require specialized knowledge, skill, and independent decision-making. Profession practice examinations are an examination held by the Nurses Syndicate, in order to obtain a specialty in nursing, and it is a program that qualifies, develops and trains health teams of nurses, to raise their level of qualification, gain scientific and practical experiences, cognitive abilities, specialized competencies, personal skills, and developmental capabilities of Jordan Nurses Syndicate (Nursing Licensure, 2019). Researchers deal with a number of dimensions related to the profession practicing tests, including:

#### **Cognitive abilities:**

Cognitive ability has been defined as the ability of individuals that enables them to process mental information accurately and appropriately across a wide range of cognitive tasks, and is directly related to the individual's raw capacity for mental performance (Ismail, 2012).

The importance of the employee's cognitive ability is the safety of decision-making, accuracy in decision-making as it relates to rationality, impartiality, and adaptation to complexity, any task in situations of ambiguity, mixing goals, and temporal momentum, and these capabilities are considered as means for the individual to learn and acquire knowledge, to be used in a solution. Problems and controlling the environment in which he lives, in order to adapt to the circumstances and conditions surrounding them (Al-Kubaisi and Ibrahim, 2014).

#### **Specialized Competencies:**

Al-Otaibi (2011) defined competencies as “a set of advanced capabilities and knowledge that the organization seeks to obtain, acquire, develop and maintain, and that contribute to achieving the organization’s competitive advantage, making it superior to its competitors. Akinyele (2010) defined adequacy as more than just knowledge and skills, it involves the ability to meet complex demands by making use of workers' psychological and social resources in addition to their abilities and skills. Ledford (2012) defines competencies as “characteristics. The talents, knowledge, skills, and behaviors of an individual that enable good performance. Mengesha (2015) defined,“ competencies are observable behaviors, knowledge, skills and abilities that employees possess, which contribute to attracting clients and retaining them by providing high-quality services to them.

#### **Personal Skills:**

Interpersonal skills are one of the skills that allow a person to express himself and interact with others, and it is one of the easy skills that appear through situations and human characteristics. Personal skills help to convey ideas clearly, and to listen to others well, which are the skills that can be obtained when identifying Strengths such as merit and responsibility,

flexibility at work, communication and interaction skills, positivity and passion for work, and critical thinking (Alison Doyle, 2017).

### **Development Capabilities:**

It is “the process by which individuals, organizations and societies acquire, strengthen and maintain the necessary capabilities to set their own development goals and reach them over time” (United Nations Development Program). It is also defined as the process by which individuals and organizations obtain the skills and knowledge necessary to efficiently perform, improve and maintain their jobs. Capacity building and development: Capacity development recognizes current capabilities that need improvement, while capacity building does not recognize current capabilities, as it is at the individual level concerned with building and strengthening skills and knowledge, and creating conditions that allow individuals to participate in the learning process and adapt to change (Ismail, 2012)..

### **Job Performance:**

Job performance refers to the degree of fulfillment and completion of the tasks that make up an individual's tasks, and it reflects how it is achieved or satisfies the individual with the requirements of the job (Muhammad, 2015). (Mehndiratta, et. al, 2014) defined job performance as the effort that the employee exerts in his work in order to accomplish the tasks required of him, and to achieve success on the personal and public level and its productivity. Job performance is also defined as reaching certain facts that can work to evaluate and understand the employee's performance for his work in a certain period of time, and to assess the extent of his scientific, practical and technical competence to carry out the duties of duties related to his work in the present and future (Attia, 2012). Job performance is defined as the degree to which workers in Jordanian ministries accomplish the tasks assigned to them and achieve the goals pursued by their ministry (Al-Maani 2009).

Shrair and Al-Masry (2017) study, which aimed to ensure the selection of the best elements and protect the profession from the elements of low academic and professional competence, within the framework of a comprehensive study. It deals with the rooting and historical and philosophical analysis of the issue of licensing to practice the profession of teaching. It concluded by presenting the philosophy, perspectives and goals of a proposed conception to develop the licensing process for practicing the profession of education in Palestine, including implementation mechanisms, as well as controls and recommendations that should be taken into account for the success of the application. Abbas's (2017) study, which aimed to measure the level of job performance and job satisfaction of nurses in its dimensions (performance efficiency, performance motivation) and to find the relationship between the demographic characteristics of nurses with job performance and job satisfaction. The study found that (77)% of the study sample are nurses and (56)% are married, and it also showed that the level of overall job satisfaction is low with a clear relationship between job satisfaction and gender and between job performance and age. . The study recommended the establishment and follow-up of job satisfaction programs to increase job performance.

Tawil and Sabirah (2018) study, which aimed to evaluate the role of the nursing heads in documenting, evaluating and reviewing the performance of the nursing staff at Tishreen University Hospital from the point of view of the nursing staff. The results of the study indicated that the evaluation of the role of the heads of the nursing divisions was at a medium level in documenting and evaluating the performance of the nursing staff, while the evaluation of the study sample of the role of the heads of the nursing divisions in reviewing their performance was at a good level.



Askar, et al (2016), study, which aimed to show the role of creative performance skills in job performance of medical staff in general, to develop a training program for them, and to note the implications of this program on the participants. What is done by the nursing director regarding the application of the performance of the nursing staff, contributes directly to determining the quality of health care in the department and intersects with it, and this study indicated that the members of the nursing staff have a clear and documented understanding of evaluating their performance through performance review to ensure higher engagement in The department or institution in the future.

**Study Approach**

In this study, the researcher relied on the descriptive and analytical approach, where she used the descriptive approach to deal with and classify the data, describing the phenomenon and the researched community and the analytical part thereof to obtain the results of testing the study hypotheses and to reach conclusions about the impact of profession practice tests on the job performance of nurses in government hospitals in Irbid Governorate.

**Study Population and Sampling Unit**

The study population consists of all government hospitals in the northern region, specifically in the Irbid governorate, which consisted of (8) hospitals. The sampling unit consisted of nurses working in Jordanian government hospitals in Irbid Governorate. A random sample of (302) nurses was selected. Administrated questionnaire was designed. The questionnaires valid for analysis were (300) which almost of (99%) of the total questionnaires distributed by the two researchers to the sample members.

**Tool Reliability**

The Cronbach’s Alpha coefficient used of internal consistency and validity of the questionnaire as a data collection tool for the present study to measure the level of internal consistency of the resolution paragraphs.

**Table (1): Internal Coherence Coefficients (Alpha Cronbach)**

Variable	Sub. Variables	Coherence coefficient of internal consistency
Profession Practice Tests	Cognitive abilities	0.86
	Specialized Competencies	0.92
	Personal Skills	0.93
	Development Capabilities	0.93
The overall		0.96
Job Performance	Speed of Achievement,	0.94
	Efficiency	0.94
	Effectiveness	0.95
The overall		0.97
<b>Overall</b>		<b>0.965</b>

Table (1) shows that the total stability factor for the independent variable of the profession practice tests with its dimensions (cognitive abilities, specialized competencies, personal skills, developmental capabilities) with an overall of (0.96) on the job performance of nurses in its dimensions (speed of achievement, efficiency, effectiveness) with an overall of (0.97) in the governmental hospitals. The arithmetic mean and standard deviation of the study variables were calculated separately.

## Results Analysis

### 1<sup>st</sup>.: Dimensions of the independent variable: Profession Practice Tests:

The arithmetic averages and standard deviations were extracted for the dimensions of the profession practice tests, and the table below shows in table (2):

**Table (2): Arithmetic Averages of Profession Practice Tests Dimensions**

No.	Rank	Variable	Mean	SD	Level
3	1	Personal Skills	4.34	.912	High
4	2	Development Capabilities	4.25	.872	High
2	3	Specialized Competences	4.23	.907	High
1	4	Cognitive Capabilities	4.00	.931	High
		Profession Practice Tests	4.21	.793	High

Table (2) shows that the arithmetic averages ranged between (4.00-4.34), where personal skills shows the highest arithmetic average of (4.34), while cognitive abilities shows lowest arithmetic average of (4.00), and the overall arithmetic average was (4.21).

### 2<sup>nd</sup>.: Dimensions of the dependent variable: Job Performance:

The arithmetic averages and standard deviations were extracted for the dimensions of the profession practice tests, and the table below shows in table (3):

**Table (3): Arithmetic Averages of Job Performance Dimensions**

No.	Rank	Variable	Mean	SD	Level
3	1	Speed Achievements	4.05	1.008	High
4	2	Efficiency	4.04	.956	High
2	3	Effectiveness	4.03	.995	High
		Job Performance	4.14	.805	High

Table (3) shows that the arithmetic averages ranged between (4.03-4.05), where the speed of achievement shows the highest arithmetic average of (4.05), while efficiency shows the lowest with an arithmetic average of (4.03), and the overall arithmetic average of job performance was (4.14).

### Linear Correlation Test (Multicollinearity):

The linear correlation test was used to ensure that there is no high correlation between the independent variables, by relying on the variance inflation factor (VIF) test, and the Tolerance test for each of the independent variables. The obtained results are listed in table no. (4) As follows:

**Table (4): Coefficient Test of Variance Inflation and the Permissible Variation of Profession Practice Tests**

Variables	(VIF)	Tolerance
Cognitive Capabilities	2.218	.451
Specialized Competences	3.211	.311
Personal Skills	3.209	.312
Development Capabilities	2.652	.377

Table (4) shows the values of variance inflation coefficient (VIF) and permissible variation (Tolerance) for each variable, where we note that the value of (VIF) for all variables was less than (10) and that the value of tolerance variance (Tolerance) for all variables was greater

than (0.05) Based on the VIF decision rule, the values indicate that there is no correlation between the independent variables that impedes the regression test.

**Testing of Hypothesis:**

H01 There is no statistically significant impact at the level of significance ( $\alpha = 0.05$ ) for practicing the profession in all its dimensions (cognitive abilities, specialized competencies, personal skills, developmental capabilities) on the job performance of nurses in its dimensions (speed of achievement, efficiency, effectiveness) in government hospitals in the region North: To verify the validity of this hypothesis, multiple regression analysis was used for the impact of profession practice tests on the job performance of nurses in government hospitals in the North Region.

**Test for the significance of the coefficients of the multiple regression equation**

Table (5) shows the values of the regression coefficients for the estimators and their statistical tests, as shown below:

**Table (5) Transactions Table for Coefficient**

Model 1	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant):	.0136	.048	.203	.764	.445
Cognitive abilities	.287	.022	.332	13.254	.000
Specialized competencies	.222	.027	.250	8.296	.000
Personal skills	.159	.027	.181	6.007	.000
Development capabilities	.308	.025	.334	12.204	.000

a. Dependent Variable: Job Performance Table No. (5) shows the existence of a positive statistically significant effect of cognitive abilities on job performance, as the value of t. equal to 13.254 at statistical level of .000. A positive statistically indicative impact of personal skills on job performance with of value of t. equal to 6.007 at the statistical level of .000, and the existence of a statistically significant positive impact of developmental capabilities on job performance with a value of t. were equal to 12.204 at the statistical level of .000 H01-1 There is no statistically significant effect at the level of significance ( $\alpha = 0.05$ ) for profession practice tests with its dimensions (cognitive abilities, specialized competencies, personal skills, developmental abilities) on the speed of achievement of nurses in governmental hospitals in the North Region.

**Table (6) Transactions Table for Coefficient**

Model 1	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant):	.0164	.0214		.764	.445
Cognitive abilities	.313	.063	.290	4.965	.000
Specialized competencies	.304	.078	.273	3.896	.000
Personal skills	.145	.049	.174	2.979	.003
Development capabilities	.326	.074	.282	4.423	.000

a. Dependent Variable: Speed Achievements

Table No. (6) Shows the existence of a positive statistically indicative impact of cognitive abilities on the speed of achievement, as the value of t. equal to 4,965 at the statistical level .000. A positive statistically indicative impact of personal skills on speed of achievement,



with a value of t. equal to 2,979, at the statistical level of .000, and the presence of a positive statistically indicative impact of developmental capabilities on the speed of achievement with a value of t. were equal to 4,423 at the statistical level of .000.

H01-2 There is no statistically significant effect at the level of significance ( $\alpha = 0.05$ ) for profession practice tests with its dimensions (cognitive abilities, specialized competencies, personal skills, developmental abilities) on the effectiveness of nurses in governmental hospitals in the North Region.

**Table (7) Transactions Table for Coefficient**

Model 1	Unstandardized Coefficients		Standardize d Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant):	.099	.0205		.483	.629
Cognitive abilities	.366	.060	.343	6.071	.000
Specialized competencies	.139	.050	.152	2.753	.006
Personal skills	.130	.060	.164	2.189	.029
Development capabilities	.396	.070	.347	5.631	.000

a. Dependent Variable: Effectiveness

Table No. (7) Shows the existence of a positive statistically indicative impact of cognitive abilities on effectiveness with a value of t. equal to 6.071 at the statistical level of .000 Statistically indicative of personal skills on effectiveness with a value of t. equal to 2,189 at the statistical level of .000.

H01-3 There is no statistically significant effect at the level of significance ( $\alpha = 0.05$ ) for profession practice tests with its dimensions (cognitive abilities, specialized competencies, personal skills, developmental abilities) on the efficiency of nurses in governmental hospitals in the North Region.

**Table (8) Transactions Table for Coefficient**

Model 1	Unstandardized Coefficients		Standardize d Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant):	.152	.181		.809	.419
Cognitive abilities	.420	.055	.409	7.595	.000
Specialized competencies	.202	.045	.257	4.502	.000
Personal skills	.267	.043	.363	6.219	.000
Development capabilities	.392	.065	.358	6.069	.000

a. Dependent Variable: Efficiency

Table No. (8) Shows the existence of a positive statistically indicative impact of cognitive abilities on efficiency with a value of t. equal to 7.595 at the statistical level of .000 on efficiency with a value of t. equal to 6.219 at the statistical level of .000, and the existence of a positive statistically significant impact of development capabilities on efficiency with a value of t. equal to 6.069 at the statistical level of .000.

## FINDINGS

The results of the statistical analyzes showed the following results:

- The arithmetic averages of the dimensions of the independent variable (the profession practice tests), which ranged between (4.00-4.34), were shown. Personal skills was in first rank with the highest arithmetic average of (4.34), while cognitive abilities was in lowest rank with an arithmetic average of (4.00). The mean of the profession practice tests as a whole was (4.21). The arithmetic averages of the dimensions of the dependent variable (job performance) ranged between (4.03-4.05), where the speed of achievement was in the first rank with the highest arithmetic average of (4.05), while proficiency was in the lowest rank with an arithmetic average of (4.03), reaching Average job performance as a whole (4.14).
- The main hypothesis tests show that there is a positive impact of cognitive abilities on job performance with a value of  $t$  were equal to 13.254 at the statistical level of .000. Job performance was shows with a value of  $t$  were equal to 6.007 at the statistical level of .000, and the existence of a positive statistically significant impact of developmental capabilities on job performance with a value of  $t$  were equal to 12.204 at the statistical level of .000.
- The results of the first sub-hypothesis: shows that there is a statistical significant positive impact of cognitive abilities on the speed of achievement with a value of  $t$ . were equal to 4.965 in statistical terms. Positive statistically significant for personal skills on the speed of achievement with a value of  $t$ . were equal to 2,979, in statistical terms .000, and a positive statistical significant impact of developmental capabilities on the speed of achievement with a value of  $t$ . were equal to 4,423 at the statistical level of .000.
- The results of the second sub-hypothesis: shows that there is a statistical significant positive impact of cognitive abilities on efficiency with a value of  $t$ . were equal to 6.071 at the a statistical level of .000. Statistically for personal skills on efficiency with a value of  $t$ . were equal to 2,189 at the statistical level of .000, and a statistical significant positive impact of developmental capabilities on efficiency with a value of  $t$ . were equal to 5.631 at the statistical level of .000.
- The results of the third sub-hypothesis: shows that there is a statistical significant positive impact of cognitive abilities on effectiveness with a value of  $t$  were equal to 7.595 at the statistical level of .000. Statistically for personal skills on effectiveness, with a value of  $t$ . were equal to 6.219 at the statistical level of .000, and a statistical significant positive impact of developmental capabilities on effectiveness with a value of  $t$ , were equal of 6.069 at the statistical level of .000.

## Recommendations

In light of the results of the study, the researcher makes a set of recommendations, which are as follows:

1. Hospitals administration required to review periodically the components of the nursing profession practice tests by removing them by the competent authorities in the Jordanian Ministry of Health and periodically to ensure that the best applicants for the nursing profession are selected to maintain a high quality standard of job performance by removing them to the nursing profession.
2. Hospitals administration required to periodic tests aimed to evaluating nurse professional performance in light of professional developments in the nursing profession as a sensitive

- profession related to human life to ensure their response to career and professional development.
3. Hospitals administration required adopting specialized training programs and mandatory workshops in government hospitals, with the participation of nurses under the supervision of specialized local and international bodies, and periodically, the trainee can obtain certificates that qualify him to practice the profession of nursing efficiently and competently.
  4. Hospitals administration required to establish a culture of quality in the nursing profession in government hospitals in accordance with local and international standards to ensure the practice of the profession by nurses in accordance with approved references that raise the level of their job performance in the practice of the profession of nursing.
  5. Hospitals administration required to implement the principle of the issue and transparency by the Jordanian Ministry of Health in the nursing profession in government hospitals in an effort to advance the nursing profession on the one hand, and to address the wrong behavioral imbalances in some cases on the other hand.
  6. Hospitals administration required to keep conducting studies on a regular basis by the competent authorities in the Jordanian Ministry of Health with the aim of developing the exams for the profession of nursing within other dimensions related to the nursing profession to benefit from them in order to develop and advance them in accordance with local and international standards.

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