

“An expert opinion on professional behaviour of nursing cadre related to procedure of resignation, retirement, and changing departments” followed by a nursing staff appointed in selected hospitals and selected working areas”.

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ABSTRACT

INTRODUCTION: Professional behaviour in nursing is essential for delivering quality patient care, fostering effective teamwork, and upholding the integrity of the healthcare system. Nurses are expected to demonstrate high ethical standards, positive attitudes, and moral values in their interactions with patients, colleagues, and the workplace. This study investigates the impact of career transitions—such as resignation, retirement, and departmental changes—on the professional conduct of nursing staff. It is guided by theoretical frameworks including Benner's Competence Model, Rest's Ethical Decision-Making Model, Socialization Theory, Role Theory, and Transformational Leadership Theory. These theories help explain how experience, ethics, leadership, and social roles shape professional behaviour.

RESEARCH METHODOLOGY: A quantitative descriptive approach was employed using a self-reported attitude scale distributed via Google Forms. The study involved 30 graduate nurses—comprising administrators, leaders, and practitioners—selected through stratified random sampling in a metropolitan city. Expert-validated tools were used to collect data, which was analyzed in four sections: demographics, and perceptions of professional behaviour during resignation, retirement, and departmental changes.

RESULT: The study found that 82.7% of participants reported unprofessional behaviour during resignation, while retirement (94.5%) and departmental changes (94.4%) showed even higher concerns. Key issues included abrupt resignations, duty violations, poor handovers, absenteeism, and blame culture. Despite some positive feedback on documentation, the findings emphasize significant gaps in maintaining professionalism during transitions.

CONCLUSION: The study reveals a strong need for structured guidelines, ethics training, and policy reforms to enhance professional conduct in nursing, especially during career transitions, ensuring consistent standards and improved patient care.

INTRODUCTION

Professional behaviour is crucial in nursing, ensuring high-quality patient care, effective workplace relationships, and maintain healthcare integrity. The survey study explores professional behaviour in nursing during transitions like resignation, retirement, and department changes. Theories such as Benner's Stage of Clinical Competence, Rest's Four-Component Model of Ethical Decision Making, Socialization Theory, Role Theory, and Transformational Leadership Theory provide frameworks for understanding professional behaviour development. These theories highlight the influence of experience, ethics, socialization, role expectations, and leadership on professional behaviour. The survey study aims to examine how these transitions impact professional conduct in nursing, informing policies and practices that promote professionalism throughout a nurse's career.

RESEARCH STATEMENT

“An expert opinion on professional behaviour of nursing cadre related to procedure of resignation, retirement, and changing departments” followed by a nursing staff appointed in selected hospitals and selected working areas”.

OBJECTIVES

This study was designed with the following specific objectives:

- To identify experience of nursing leader in relation to resignation.
- 4. To assess view about retirement behaviour.
- 5. To find out opinion about a change of one department.

LIMITATIONS

- 4. The samples are limited to graduate nurses
- 5. Sample size is limited to 30
- 6. The research findings may be constrained by social desirability bias, whereby respondents may provide view that conform to societal expectations rather than their true opinions

REVIEW OF LITERATURE

Literature related to resignation, retirement, changing of department and professional behaviour of nursing cadre. Review of literature gave the researcher through and profound knowledge of the research topic, a through and extensive review of literature guessed the wheels to establish the conceptual framework, tool, research design and plan for analysis. The review of literature has been organized under the following headings • Professional behaviour of nursing cadre related to procedure of resignation

- Professional behaviour of nursing cadre related to procedure of retirement.
- Professional behaviour of nursing cadre related to procedure of change department
- Overall professional behaviour of nursing cadre

RESEARCH METHODOLOGY

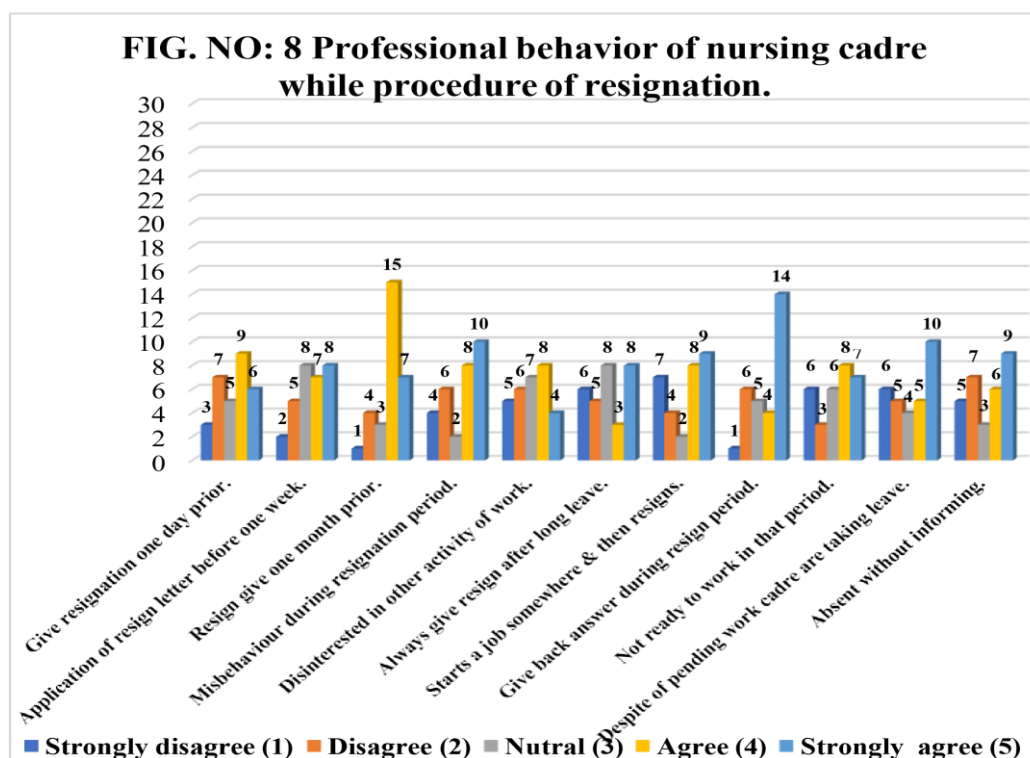
This quantitative study employed a descriptive survey design to investigate the perception of graduate nurses regarding professional behavior related to resignation, retirement, and department changes. The dependent variable was the perception of participants, while the independent variable was the professional behavior of nursing cadres in these situations. The study targeted graduate nurses in a selected metropolitan city, with inclusion criteria being willingness to participate and exclusion criteria being unwillingness to participate. A sample size of 30 graduate nurses was selected, and data was collected using a self-reported method with the help of an attitude scale.

FINDINGS

Section-A: Demographic Characteristics

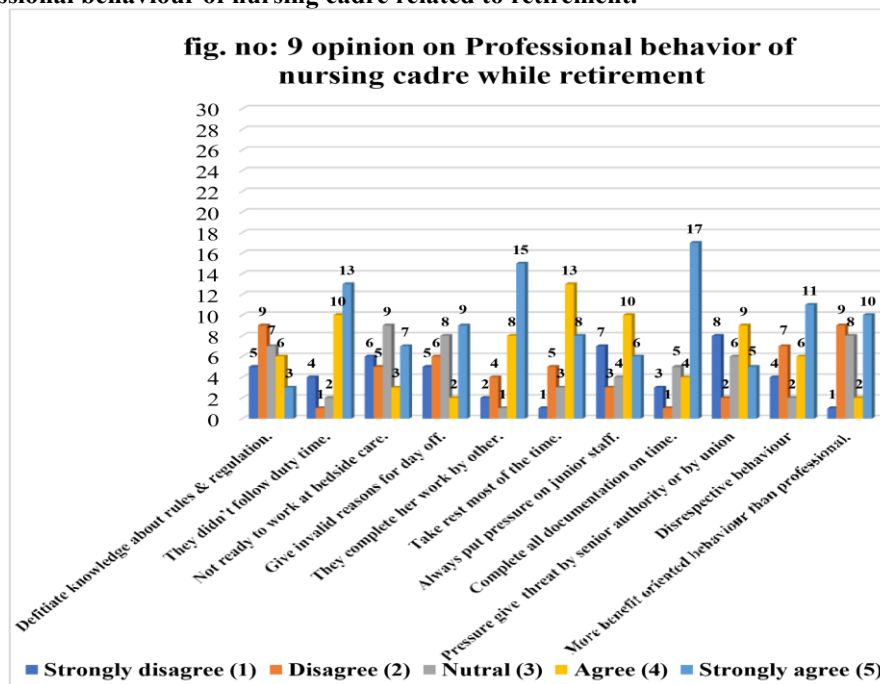
The survey study sample consists of 93% female and 7% male respondents. Regarding education, 27% have a GNM qualification, 23.33% hold a B.Sc. / P. B. Sc. , and 3.33% have an M.Sc., while 13% PhD. In terms of work settings, the majority are employed in corporate hospital (36.66%) and government hospital (30%), with smaller proportions in private nursing school / colleges (16.66%), government nursing school / college (10%), and private hospitals (6.66%). A significant 70% of respondents have over 15 years of experience , 23.33% have 10-15 years, and 6.66% have 5-10 years of experience.

Section-B: Professional behaviour of nursing cadre related to procedure of resignation.



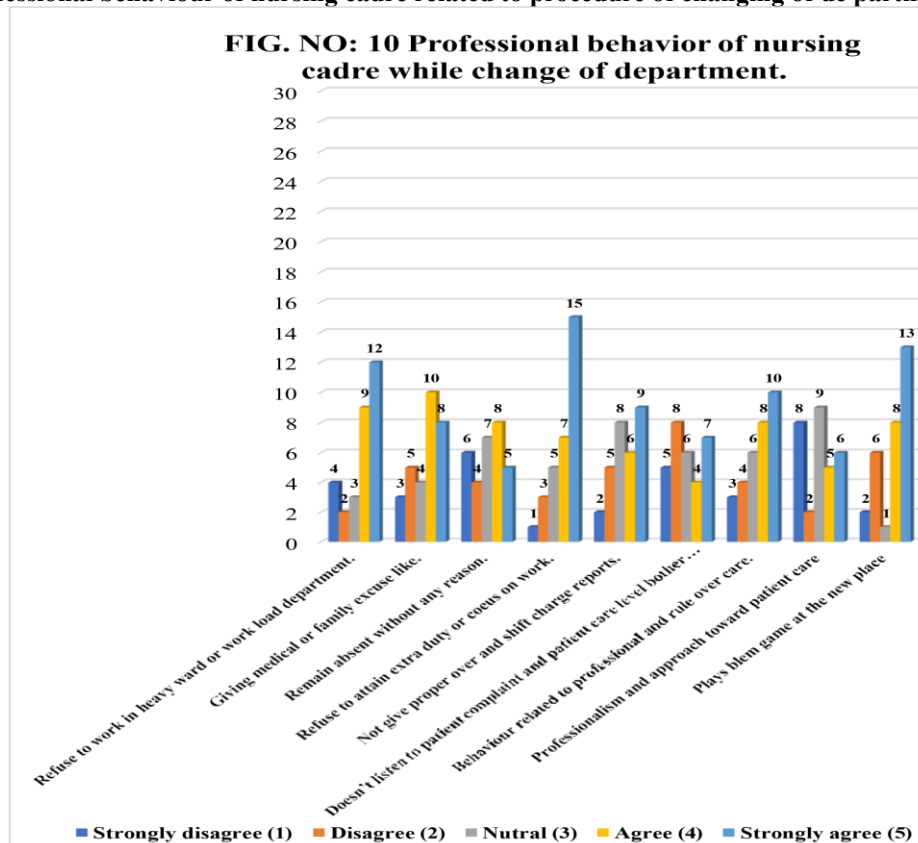
The study examines the professional behaviour of nursing cadre during resignation procedures, revealing a tendency for many nurses to display negative behaviour, as evidenced by 91 strongly agreeing and 81 agreeing with negative actions. These behaviours may disrupt the resignation process and impact organizational efficiency. A smaller portion of respondent (46 strongly disagreed, 56 disagreed) indicated that not all nurses engage in these negative highlighting the diversity of responses during resignation.

Section-C: Professional behaviour of nursing cadre related to retirement.



The study explores the professional behaviour of nursing cadre during retirement procedures, revealing that a significant portion of nurses (104 strongly agreed, 73 agreed) exhibit negative behaviours, such as disengagement and reluctance to transition responsibilities. This may affect team performance and organizational efficiency. A smaller proportion of respondents (46 strongly disagreed, 52 disagreed) maintain professionalism, while 55 remain neutral, highlighting mixed responses toward retirement.

Section-D: Professional behaviour of nursing cadre related to procedure of changing of department.

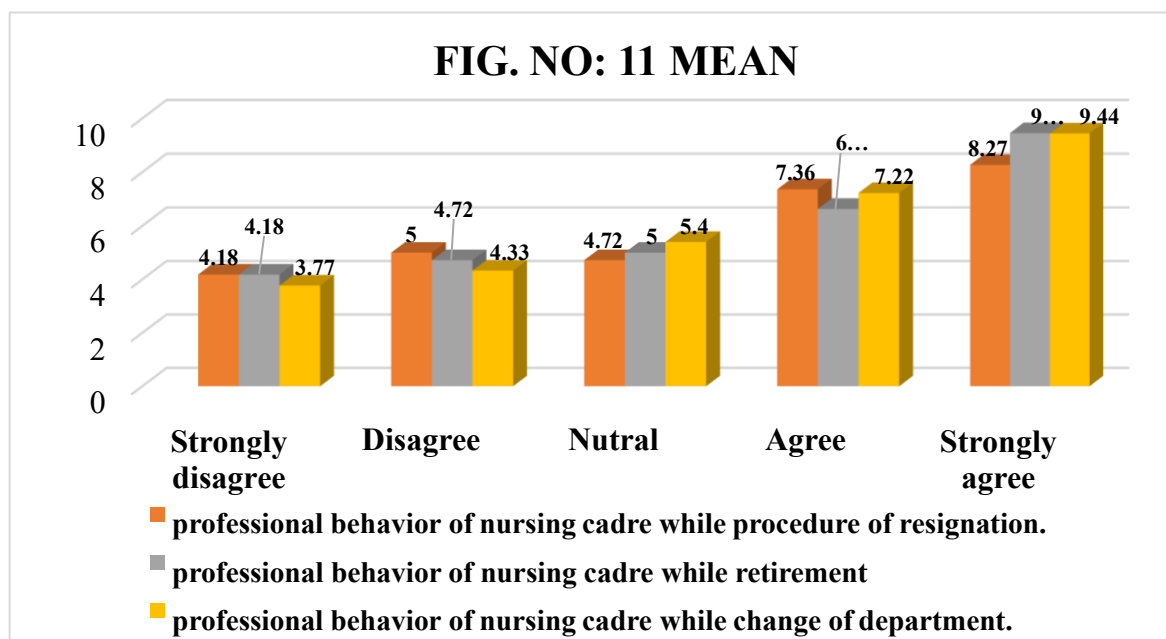


The results indicate there is a concerning perception of professional behaviour during department changes among the nursing cadre. A significant number of respondents (85) strongly agree, which in this suggests that a majority view professional behaviour as inadequate or problematic during these transitions. This is further supported by 65 respondents who agree. However, there are also 49 neutral responses and 39 who disagree, indicating that not all nurses share the concern. The relatively high number of negative responses highlighting an area of concern that may require attention, such as enhanced training or support to improve professional behaviour during department changes.

RESULTS

Table No.6:- Mean of expert opinion about professional behaviour of nursing cadre while resignation, retirement, change department.

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE
Professional behaviour of nursing cadre while procedure of resignation.	4.18	5	4.72	7.36	8.27
Professional behaviour of nursing cadre while retirement.	4.18	4.72	5	6.63	9.45
Professional behaviour of nursing cadre while change of department.	3.77	4.33	5.4	7.22	9.44



The study reveals a perception of the professional behaviour of the nursing cadre during transitions such as resignation, retirement, and departmental changes. The relatively high percentages (8.27%, 9.45%, and 9.44%, respectively) indicate concerns about unprofessional conduct in these situations. This suggests gaps in maintaining professional standards, highlighting the need for improved guidelines and training to enhance professionalism during critical career transitions.

DISCUSSION

The study by Moradi et al. (2023) [reference 44] highlights a significant lack of professionalism among nurses during resignation, retirement, and departmental transitions, aligning with findings on the adverse outcomes of professional misconduct. Both studies emphasize the need for structured interventions, including policy reforms and training programs, to uphold ethical nursing practices.

CONCLUSION

This study on expert opinions regarding the professional behaviour of the nursing cadre during resignation, retirement, and departmental changes reveals a significant prevalence of unprofessional conduct during these transitional phases. The findings indicate that professionalism is notably lacking, with retirement and departmental changes emerging as

particularly problematic areas. These concerns highlight the urgent need for structured interventions, including clear professional guidelines, targeted training programs, and policy reforms, to enhance ethical standards and promote consistent professional behaviour among nurses during critical career transitions.

IMPLICATIONS OF THE STUDY

The study's findings have significant implications for nursing cadre:

- Policy and Process Revisions

Healthcare organizations should develop clear policies to guide nurses through transitions and promote professionalism during these periods.

- Training and Leadership Support

Implement targeted training programs and strengthen leadership support to help nurses manage transitions more effectively, reducing unprofessional conducts.

SCOPE OF STUDY

- Focus on Transitional Phase

The study examines unprofessional behaviour among nurses during resignation, retirement, and departmental changes, aiming to identify patterns and underlying causes of these behaviours.

- Impact on Work Environment and Patient Care

The study explores how these negative behaviours affect the workplace culture and the quality of patient care, highlighting areas for improvement in nursing transitions.

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