**NURSING JOB EFFECTIVENESS AND THE OUTBREAK OF COVID-19 PANDEMIC IN NIGERIA**

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**ABSTRACT**

*This study examined nursing job effectiveness and the outbreak of Covid-19 pandemic in Nigeria. Three research questions were raised and answered in the study. A correlation research design was used. Simple random sampling technique was used in selecting a total of 95 nurses across nine general hospitals in Ogun East Senatorial District of Ogun State. Researcher self-developed instrument tagged: Nursing Job Effectiveness and Covid-19 Pandemic Questionnaire (NJECOVQ) with 0.94 reliability coefficient was used for data collection. Descriptive statistics of mean and bar-chart were used for answering research questions. The findings of the study revealed that management of ongoing care and treatment in hospital, assess, plan and administer daily treatment and manage general health, record medical history and symptoms, collaborate with teams to plan for patient care, advocate perform diagnostic tests and educate patients about management of illnesses were among the level of job effectiveness of nurses in public hospital. Years of experience, personal income inform of salary, workplace relationship, job autonomy, organizational support, organization work justice, adherence to professionalism, leadership development and nursing environment were among the correlates of nursing job effectiveness in public hospital. Depressive symptoms, tiredness, improved anxiety level, reduced work hours and increases in numbers of nurses that death were among the likely effects of Covid-19 pandemic on nursing job effectiveness. The study recommended that there is need to support the nurses physically and psychologically in their day to day task to allay their anxiety. Hospital administrators should employ all the necessary strategies to prevent them from being infected, and those seen to be experiencing chronic anxiety should receive good counsel and support.*

**Keywords**: **Nurse, Nursing, Job Effectiveness, Covid-19 Pandemic, Nigeria**

**Introduction**

Every nation of the world are taken serious attention to the development of the health sector of their countries based on the fact the role played by the sector towards human capital development and health outcomes are germane for economic development. However, nursing or nurse represents one of the stakeholders that can make attainment of the health sector goals a reality. Nurses’ job effectiveness is influenced by various aspects starting from the organizational system in developing potential and opportunities through training programs and attachments to develop and master the field of work to motivational factors in doing their work. Nurse training programs include assessing and educating patients, providing care, supervising, and coordinating the care process. The main concepts of care training include monitoring vital signs, inserting and removing catheters, changing bandages, basically providing holistic care according to patient needs. If the nurse carries out the training results, the nurse’s job effectiveness is considered good and can be accounted for (Yulianti, 2021).

Nurses play a critical role locally and worldwide since they are on the front lines every day caring for these patients. They can see what works and what may be done differently to give more efficient and appropriate treatment and they can provide ideas for change. Nurses are critical in handling health emergencies because they serve as vital bridges between patients and the rest of the healthcare team. They are there for all of their patients’ changes and may detect tiny changes in their patients’ behaviour that indicate whether they are becoming worse or better, using judgment and critical thinking (Diana, Anis, Dewi, Vicky & Aisha, 2021). Nurse Job effectiveness can be classified into two things, namely task effectiveness and contextual effectiveness. Task effectiveness is behaviour related to technical core and contextual effectiveness i.e., behaviour that maintains the social environment in which the technical core must function. Nursing job effectiveness is the ability of a nurse who contributes well to task performance and contextual performance. In this case a nurse who carries out his role and responsibility properly to contribute effectively to direct patient care.

Nurses play a critical role in the provision of care and the optimization of health services resources worldwide, which is particularly relevant during the outbreaks of Covid‑19 pandemic. Pandemic is a term used to define a condition where there is a global epidemic of a disease covering various countries and even continents. Officials in Wuhan City, China, announced the first human occurrences of Covid-19 in December 2019, after which Chinese authorities conducted retroactive investigations and discovered human cases with symptoms. The majorities of persons infected with the Covid-19 virus have mild to moderate respiratory symptoms and recover without needing any particular therapy. People who are older or who have co-morbid conditions such as cardiovascular disease, diabetes, chronic lung disease, or cancer are more prone to acquire severe illnesses. Nigeria recorded it is own Covid-19 first case on 27th February, 2020 in Lagos state from an Italian citizen who just returned from Italy to Nigeria. Since the first case was recorded, the number of the positive cases of the virus began to increase. As at 15th of March, 2022, a total of 254,945 positive cases of Covid-19 have been confirmed in Nigeria with 249,335 discharged and 3,142 deaths recorded and only 2,468 active cases. Lagos state has been the epicenter of Covid-19 in Nigeria with total confirmed cases of 98,989, follows by Federal Capital Territory (FCT) with 28,539 confirmed cases (NCDC, 2022).

The job effectiveness of nurses as the front line is crucial in handling Covid-19. Nurses are on the frontline fighting Covid-19, as they are caring for patients during the days and nights they spend at the hospital. During the Covid-19 pandemic, nurses have received much heavier workload than normal. On top of it, stigma and low appreciation of the community for nurses leads to increase of both physical and psychological pressure (Ryusuke & Mahyuni, 2021). Covid-19 has infected many healthcare providers, and some of them died while caring for patients with the disease. Nurses are among the first front line medical personnel caring for patients with Covid-19 all over the world, and Nigerian nurses are not left out. As posited by the International Council of Nurses (2020), information from 30 countries' National Nursing Associations puts government figures, and media reports at over 90,000 of health workers believed to have been infected with Covid-19 and possibly twice that amid reports of a continuing shortage of personal protective equipment. Also, more than 260 nurses have lost their lives to the disease. Nurses are always in contact with patients, and this exposes them to infected cases in health care settings. Thus, nurses are at high risk of contracting Covid-19. Because of this risk, most nurses have an unprecedented level of anxiety at this moment that a common enemy, Covid-19, is being fought world over. Nurses are facing unprecedented stressors in their professional and personal lives, compounded by uncertainty about the future especially those whose works require direct interface with Covid-19 patients, and fears including being put in the position to care for patients with an inadequate workforce or without lifesaving personal protective equipment, which could lead to contracting the disease. The stressors extend to nurses working in other specialty areas, such as outpatient clinics, mental health/psychiatric facilities, and home care settings, who may worry about contracting Covid-19 from an asymptomatic patient (Odikpo, Abazie, Emon, Mobolaji-Olajide, Gbahabo & Musa-Malikki, 2021).

**Statement of the Problem**

Nurses in Nigeria and the whole world are facing an unprecedented severe level of anxiety in their professional and individual lives, compounded by not knowing what the future holds especially with regards to the present Covid-19 pandemic. Covid-19 has brought healthcare workers in general and nurses in particular into the limelight as never before. The pandemic of Coronavirus disease 2019 (Covid-19) has brought significant pressure on nurses globally as they are the frontline of care. This study is an attempt to examine nursing job effectiveness and the outbreaks of Covid-19 pandemic in Nigeria.

**Purpose of the Study**

The main purpose of the study was to examine nursing job effectiveness and the outbreaks of Covid-19 pandemic in Nigeria. Specifically, the study sought to:

1. Examine the level of job effectiveness of nurses in public hospital.
2. Identify correlates of nursing job effectiveness in public hospital.
3. Itemize the likely effects of Covid-19 pandemic on nursing job effectiveness in public hospital.

**Research Questions**

The following research questions were raised and answered in this study:

1. What is the level of job effectiveness of nurses in public hospital?
2. What are the correlates of nursing job effectiveness in public hospital?
3. What are the likely effects of Covid-19 pandemic on nursing job effectiveness in public hospital?

**Scope of the Study**

This study was carried out among public or state general government owned hospital in Ogun East Senatorial District of Ogun State, Nigeria. In terms of contents coverage, the study only investigated the level of job effectiveness of nurses, correlates of nursing job effectiveness and the likely effects of Covid-19 pandemic on nursing job effectiveness in public hospital.

**Previous Evidence**

Yulianti (2021) determined the effect of employee training, employee engagement, and work motivation on nurse performance in the healthcare industry when the Covid-19 pandemic occurred. A quantitative approach was used through questionnaire measuring tools and employee performance data. Data analysis was done through path analysis. This research concluded that appropriate employee training, employee engagement, and work motivation had a significant effect on nurse performance. Diana, Anis, Dewi, Vicky and Aisha (2021) determined the direct impact of job satisfaction on motivation, commitment, and performance of nurses during the Covid-19 pandemic. The population in this study is nurses at the State Regional Hospital in Pasuruan, East Java, Indonesia, totaling 161 nurses. The results show that job satisfaction has a significant role to foster motivation, commitment, and performance of nurses in the hospital. Furthermore, employee commitment and work motivation are also proved to affect nurse performance. The results provide a better understanding of the approaches that can be taken to maintain nurse performance, especially during a pandemic. Ryusuke and Mahyuni (2021) analyzed the effect of leadership, workload, and work environment on nurse satisfaction and performance. The sample in this study was 246 nurses who worked at Bali Mandara Hospital. Data was collected through questionnaire distributed online using Google form platform and the data was processed using SmartPLS. The results of the study found that leadership, workload, and work environment had a positive and significant effect on nurses' job satisfaction; leadership and nurse satisfaction have a positive and significant effect on nurse performance, workload has a negative and significant effect on nurse performance, and work environment has no effect on nurse performance; and nurse job satisfaction mediates the influence of leadership, work load, and work environment on nurse performance.

Rathnayake, Dasanayake, Maithreepala, Ekanayake and Basnayake (2021) explored the experiences and challenges of nurses who worked with hospitalised patients with Covid-19. In this qualitative study, a purposive sample of 14 nurses participated in in-depth telephone interviews. Data were analysed using Colaizzi’s phenomenological method. They found that guilty feeling related to inefficiency of care, witnessing the suffering of patients, discomfort associated with wearing personal protective equipment (PPE), work-related issues (e.g., long hour shifts), negative impact to the family and rejection by others were among the leading distress factors. Odikpo, Abazie, Emon, Mobolaji-Olajide, Gbahabo and Musa-Malikki (2021) evaluated the knowledge and reasons for anxiety toward COVID 19 among nurses in Nigeria. An online cross-sectional quantitative survey that utilized a multistage sampling technique and data was collected with questionnaire instrument from 418 nurses using Google form for a period of eight weeks. Analysis of the result was with the aid of the Statistical Package for Social Science (SPSS) version 20 software. Descriptive data of participants was presented in tables while the test of the inferential data was with Chi-square at 95% level of significance (p = 0.05). The result revealed that 81.3% of the respondents are female, with a mean age of 37.81+8.21 years and mean years of experience of 13.1+8.44 years. One hundred and eighty (56.9%) of the respondents have good knowledge of COVID -19, with mean of 10.67±1.19. 88.5% were anxious because they are front line workers and having direct contact with COVID-19 patients. The relationship between identified reasons for the anxiety experienced among Nigerian nurses and level of knowledge of COVID-19 were not significant (p > 0.05).

Babatunde, Olatunji, Oluyemisi, Olumoyegun and Babatunde (2020) assessed the concern about Covid-19 pandemic among primary health workers in Oyo State, Nigeria. This was an online cross-sectional survey conducted among primary health care workers in Oyo State between March and April 2020. Using a two-stage sampling technique, they recruited 284 respondents. A semi-structured questionnaire linked to the Google form was used to collect data. Data were analyzed using IBM SPSS version 25; bivariate analysis was done using Chi-square and binary logistic regression was used to identify the predictors of health workers’ concern at 5% level of significance. The findings revealed that nurses/midwives had lesser likelihood of expressing concern about Covid-19.

**Methodology**

A correlation research design was used. It is a correlation research design that gathers data at a particular point in time with the intention of describing the nature of existing condition or identifying standard against which conditions can be compared. The population of this study comprised nurses in state owned general hospital in Ogun East Senatorial District of Ogun State, Nigeria. Simple random sampling technique was used in selecting a total of 95 nurses across nine general hospitals in Ogun East Senatorial District of Ogun State. Researcher self-developed instrument tagged: Nursing Job Effectiveness and Covid-19 Pandemic Questionnaire (NJECOVQ) were used for data collection. NJECOVQ is a self structured instrument geared towards eliciting information from nurses regarding their level of job effectiveness of nurses, correlates of nursing job effectiveness and the likely effects of Covid-19 pandemic on nursing job effectiveness in public hospital. The questionnaire requested responses on a four (4) – point scale format which was a modification of 5-point Likert scale. The responses rating scales are as follows: Strongly Agree (SA), Agree (A), Disagree (D) and Strongly Disagree (SD). To ensure the content validity of the instrument (NJECOVQ), copies of the instruments was made available to the experts in the field for face and contents validation. Reliability of the instrument was done using the Cronbach alpha. In this case, copies of the instruments (NJECOVQ) were administered on 10 nurses that are parallel to the sampled population. The collected data were analyzed and the respective reliability estimate was reported as 0.94. Descriptive statistics of mean and bar-chart were used for answering research questions. Any mean score of 2.5 and above was regarded as agree while any one below 2.5 regarded as disagree. However, after questionnaire administration, a total of 83 questionnaires were returned and 12 got missing. Success rate was 87.37% while mortality rate was 12.63%. Data analysis was based on the total numbers of returned questionnaires.

**Results and Discussion**

**Research Question 1:** What is the level of job effectiveness of nurses in public hospital?

**Table 1: Mean responses on the level of job effectiveness of nurses in public hospital** (n = 83)

|  |  |  |
| --- | --- | --- |
| Items  | Mean  | Remarks  |
| Management of ongoing care and treatment in hospital | 2.66 | Agreed  |
| Assess, plan and administer daily treatment and manage general health | 2.50 | Agreed |
| Record medical history and symptoms | 2.64 | Agreed |
| Collaborate with teams to plan for patient care | 2.96 | Agreed |
| Advocate medications and treatments | 2.75 | Agreed |
| Perform diagnostic tests | 2.91 | Agreed |
| Educate patients about management of illnesses | 2.82 | Agreed |
| Average Mean  | **2.74** |

Source: Field Survey, 2022

Figure 1: Bar-chart showing the level of job effectiveness of nurses in public hospital

From Table 1 above, average mean is 2.74 which is greater than 2.50. The implication of this revealed that the level of job effectiveness of nurses in public hospital in Ogun East Senatorial District of Ogun State was high in terms of management of ongoing care and treatment in hospital, assess, plan and administer daily treatment and manage general health, record medical history and symptoms, collaborate with teams to plan for patient care, advocate perform diagnostic tests and educate patients about management of illnesses.

**Research Question 2:** What are the correlates of nursing job effectiveness in public hospital?

**Table 2: Mean responses on the correlates of nursing job effectiveness in public hospital** (n = 83)

|  |  |  |
| --- | --- | --- |
| Items  | Mean  | Remarks  |
| Years of experience  | 3.05 | Agreed  |
| Personal income inform of salary | 2.93 | Agreed |
| Workplace relationship  | 2.83 | Agreed |
| Job autonomy  | 2.72 | Agreed |
| Organizational support | 3.12 | Agreed |
| Work justice  | 2.80 | Agreed |
| Professionalism  | 2.70 | Agreed |
| Leadership development  | 2.63 | Agreed |
| Nursing environment  | 2.55 | Agreed |
| Average Mean  | **2.81** |

Source: Field Survey, 2022

Figure 2: Bar-chart showing correlates of nursing job effectiveness in public hospital

Table 2 revealed that the average mean is 2.81 which is greater than 2.50. The implication of this indicated that years of experience, personal income inform of salary, workplace relationship, job autonomy, organizational support, organization work justice, adherence to professionalism, leadership development and nursing environment were among the correlates of nursing job effectiveness in public hospital in Ogun East Senatorial District of Ogun State.

**Research Question 3:** What are the likely effects of Covid-19 pandemic on nursing job effectiveness in public hospital?

**Table 3: Mean responses on the likely effects of Covid-19 pandemic on nursing job effectiveness in public hospital** (n = 83)

|  |  |  |
| --- | --- | --- |
| Items  | Mean  | Remarks  |
| Depressive symptoms  | 3.33 | Agreed  |
| Tiredness  | 3.13 | Agreed |
| Improved anxiety level  | 3.27 | Agreed |
| Reduced work hours | 2.99 | Agreed |
| Increases in numbers of nurses that death | 3.07 | Agreed |
| Average Mean  | **3.16** |

Source: Field Survey, 2022

Figure 3: Bar-chart showing the likely effects of Covid-19 pandemic on nursing job effectiveness in public hospital

Table 3 revealed an average mean of 3.16 which is greater than 2.5. By implication, this implied that depressive symptoms, tiredness, improved anxiety level, reduced work hours and increases in numbers of nurses that death were among the likely effects of Covid-19 pandemic on nursing job effectiveness in public hospital in Ogun East Senatorial District of Ogun State.

**Discussion of Findings**

From research question 1, the findings of the study revealed that management of ongoing care and treatment in hospital, assess, plan and administer daily treatment and manage general health, record medical history and symptoms, collaborate with teams to plan for patient care, advocate perform diagnostic tests and educate patients about management of illnesses were among the level of job effectiveness of nurses in public hospital. These findings correlate with Yulianti (2021) who showed that job satisfaction has a significant role to foster motivation, commitment, and performance of nurses in the hospital. Furthermore, employee commitment and work motivation are also proved to affect nurse performance. The results provide a better understanding of the approaches that can be taken to maintain nurse performance, especially during a pandemic.

From research question 2, the findings indicated that years of experience, personal income inform of salary, workplace relationship, job autonomy, organizational support, organization work justice, adherence to professionalism, leadership development and nursing environment were among the correlates of nursing job effectiveness in public hospital. These findings correlate with Ryusuke and Mahyuni (2021) who found that leadership, workload, and work environment had a positive and significant effect on nurses' job satisfaction; leadership and nurse satisfaction have a positive and significant effect on nurse performance.

Based on research question 3, the findings of the study revealed that depressive symptoms, tiredness, improved anxiety level, reduced work hours and increases in numbers of nurses that death were among the likely effects of Covid-19 pandemic on nursing job effectiveness. These findings corroborate with Rathnayake, Dasanayake, Maithreepala, Ekanayake and Basnayake (2021) who found that guilty feeling related to inefficiency of care, witnessing the suffering of patients, discomfort associated with wearing personal protective equipment (PPE), work-related issues (e.g., long hour shifts), negative impact to the family and rejection by others were among the leading distress factors. Odikpo, Abazie, Emon, Mobolaji-Olajide, Gbahabo and Musa-Malikki (2021) found anxiety experienced among Nigerian nurses were high during the Covid-19 pandemic.

**Conclusion**

Having examined nursing job effectiveness and the outbreaks of Covid-19 pandemic in Ogun East Senatorial District of Ogun State, Nigeria, the following conclusion was drawn based on the findings of the study revealed that management of ongoing care and treatment in hospital, assess, plan and administer daily treatment and manage general health, record medical history and symptoms, collaborate with teams to plan for patient care, advocate perform diagnostic tests and educate patients about management of illnesses were among the level of job effectiveness of nurses in public hospital. Years of experience, personal income inform of salary, workplace relationship, job autonomy, organizational support, organization work justice, adherence to professionalism, leadership development and nursing environment were among the correlates of nursing job effectiveness in public hospital. Depressive symptoms, tiredness, improved anxiety level, reduced work hours and increases in numbers of nurses that death were among the likely effects of Covid-19 pandemic on nursing job effectiveness.

**Recommendations**

Based on the findings of the study, the following recommendations were made:

1. There is need to support the nurses physically and psychologically in their day to day task to allay their anxiety.
2. Hospital administrators should employ all the necessary strategies to prevent them from being infected, and those seen to be experiencing chronic anxiety should receive good counsel and support.

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