



Nursing Personnel Perception Toward Entrepreneurship at Beni Suef University Hospital

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Abstract

Background: Entrepreneurship has recently risen to the top of the list of crucial considerations in the study of economic growth processes, along with innovation and competitiveness. **Aim:** This study aimed to assess nursing personnel perception toward entrepreneurship at Beni_Suef University Hospital. **Design:** A descriptive research design was utilized to conduct this study. **Setting:** This study was conducted at Beni_Suef University Hospital. **Subjects:** All available head nurses and charge nurses (80) of a convenience sample at the time of data collection in the fore mentioned setting. **Tool of data collection:** One tool was used in this study named: Nursing personnel perception toward entrepreneurship questionnaire. **Results:** Findings of this study showed that, more than two-thirds of the studied subjects had un-satisfactory level of total entrepreneurial knowledge, more than half of the studied subjects had an in-competent level of total entrepreneurial skills, about two-thirds of the studied subjects had a negative attitude regarding entrepreneurial. **Conclusion:** There was about two thirds of the studied subjects had a un satisfactory perception level regarding entrepreneurship. **Recommendation:** Conduct workshops and training programs regarding entrepreneurship, particularly in the health care field.

Keywords: Entrepreneurship, Nursing personnel and Perception

INTRODUCTION

Entrepreneurship has recently risen to the top of the list of crucial considerations in the study of economic growth processes, along with innovation and competitiveness. The growth of innovation and entrepreneurship is one of the aspects that boost competitiveness, which in turn boosts a particular economy. Additionally, entrepreneurship is not confined to a particular business size or a particular stage in an organizations' life cycle, such as the start-up phase. Entrepreneurship is an essential element in

the long-range success of every business organization, small or large, new or long established in a competitive environment (Kurpayanidi, 2020).

Entrepreneurship has a role in the expansion of economic activity, the challenges brought on by globalization and the new challenges posed by competitiveness. Therefore, the entrepreneurial skills can be developed through overcoming hurdles, particularly those relating to information management, market integration, the use of new technology, organization and networking.

Also, a variety of important outcomes are produced through entrepreneurship, benefiting both the persons and entrepreneurs involved. These include establishing new companies, strategic renewal and restructuring of old ones, innovation and the use of cutting-edge technology, the creation of new goods, market diversification and the creation of new business alliances (**Dess et al., 2019**).

There are some factors affecting entrepreneurship as some personality traits, such as self-assurance, the capacity for taking risks, the drive for success and locus of control. However, person is affected by a wide range of cultural, social, economic, political, demographic and technical aspects. As a result, it is impossible to separate personality traits from these external influences. In certain studies, the significance of these aspects is also considered. As an illustration, situational factors that are connected to a person's past experiences and present circumstances might push or pull on them (**Ugwu, 2022**).

Significance

Many health issues now need for the development of multidimensional thinking, multidisciplinary studies and novel problem-solving techniques. In order to achieve this goal, entrepreneurial principles had to have been used to research on disease prevention and health improvement by coming up with ideas for tackling health issues and incorporating new ideas. By starting new entrepreneurial ventures or expanding current ones, entrepreneurship contributes to the reduction of poverty by generating employment possibilities. This can lead to an increase in social wealth through the development of new markets, industries, institutional structures, technologies and income levels that raise living standards for

the general public (**Adeosun & Shittu, 2021**).

The study conducted by **Zinhom (2020)** revealed that, (32.1%) of participants had an un-satisfactory level of total entrepreneurial knowledge, (82.8%) of participants had a competent level of total entrepreneurial skills and (81.8%) of participants had a positive level of total entrepreneurial attitude. Also, there is a big opportunity to introduce entrepreneurship into the nursing profession despite the fact that there is only 0.5–1% of working nurses who are entrepreneurs globally. This is required to alter public perceptions of the nursing profession and prepare for a future with a growing population, more complexity and higher standards for healthcare quality, a lack of resources and a labor shortage (**Jakobsen et al., 2021**). Therefore, the current study aimed to assess nursing personnel perception toward entrepreneurship.

SUBJECT AND METHODS

Aim of the study

The aim of this study was to assess nursing personnel perception toward entrepreneurship at Beni_Suef University Hospital.

Research Question

What is the nursing personnel perception level regarding entrepreneurship?

Research design

A descriptive research design was used in carrying out the study.

Setting:

The study was conducted at (Icu, Ccu, OR, ER, Medical, Surgical, Pediatric Obstetrics and Gynecology) at Beni_Suef University Hospital.

Subjects:

All available head nurses and charge nurses (80) of a convenience sample at the time of data collection in the fore mentioned setting.

Tools of Data Collection:

The data of this study was collected using one tool which named "**Nursing personnel perception toward entrepreneurship questionnaire**". It was developed by (Henry & Lewis, 2018; Henry, Hill & Leitch, 2017; Matlay, 2018; Entrialgo & Iglesias, 2018; Ferreira, Fernandes & Raposo, 2018; Bhat & Singh, 2018; Galvao, Marques, 2018; Marques, Valente & Lages, 2018), then modified by (Zenhom, 2020) and modified by the researcher. It included (52) items to assess nursing personnel' perception about entrepreneurship and consisted of four parts as the following:

Part (1): Personal characteristics data of the nursing participants, which included: (Age, gender, year of experience, social status, qualification, job title place of residence, self employed before, attending training program and work place unit).

Part (2): Entrepreneurship Knowledge Questionnaire : It included (20) forced choice question to assess nursing personnel' knowledge about entrepreneurship and was categorized into (5) dimensions namely: definition of entrepreneurship (3 items), business ideas and plan (6 items), market research (3items), cost estimation (4 items) and the barriers of business (4 items).

Scoring system for knowledge:

The responses of the participants were obtained and scored (1) for correct answer and (zero) for incorrect answer questions, then the total score were summed and converted to percentage. In which the total score was (20 grades) and converted to percentage (100%).

The total level of knowledge was categorized as the following:

- Satisfactory level scored $\geq 60\%$
- Unsatisfactory level scored $< 60\%$

-Part (3): Entrepreneurship skills Questionnaire: It consisted of (25items) to

assess nursing personnel' skills toward entrepreneurship and was categorized into (10) dimensions namely: opportunity seeking (2 items), perseverance (2 items), risk taking (2 items), demand for efficiency and quality (2 items), commitment to work contract (2 items), information- seeking (3 items), goal- setting (2 items), planning (3 items), persuasion and network (3 items), self confidence (4 items).

Scoring system for skills:

The responses of the participants were rated on a 3point likert scale ranging from (never = 1) to (neutral = 2) and (always = 3), then total score were summed up and converted to percentage. In which the total score was (75 grades) and then the scores are converted to percentage (100%) and total score categorized as the following:

- Competent level scored $\geq 60\%$
- In-competent level scored $< 60\%$

Part (4): Entrepreneurship Attitude Questionnaire: It included (7) items to assess nursing personnel' attitude toward entrepreneurship.

Scoring system for attitude:

The responses of the participants were rated on a 3point likert scale ranging from (never = 1) to (neutral = 2) and (always = 3), then total score were summed and converted to percentage. In which the total score was (21 grades) and then the scores are converted to percentage (100%) and total score categorized as the following:

- Positive level scored $\geq 60\%$
- Negative level scored $< 60\%$

The total perception level:

- Satisfactory level scored $\geq 60\%$
- Unsatisfactory level scored $< 60\%$

Validity:

The validity of the tool was tested via five experts from Faculty of Nursing - Helwan University and Faculty of Nursing-Beni_Suef University (5experts in Nursing administration) while their category as (Prof (1)/Lecturer (4)). Modification was carried out in the content and the tool was tested for validity and applicability.

Reliability:

The study tool was tested for its internal consistency by calculating cronbach's Alpha, which was (0. 0.987) for knowledge questionnaire, (0.991) for skills questionnaire, (0.986) for attitude questionnaire and (0.93) of total perception questionnaire regarding entrepreneurial.

Ethical considerations:

The researcher was clarify the objective of the study to the participants included in the study. The researcher was assure maintaining anonymity and confidentiality of the subject data. The subject were be informed that they are allowed to choose to participated or not in the study and they have the right to withdraw from the study at any time. Ethics, values, believes was respected.

II- Operational design.

Operational design includes: preparatory phase, pilot study and field work.

A) *The preparatory phase:*

It was included reviewing of past, current, national and international related literature and theoretical knowledge of various aspects of the study using books, articles, internet, periodicals, journal and magazines to develop tools for data collection. The researcher reformatted of sentences items and translated to Arabic.

B) *Pilot study:*

A pilot study has been conducted to test the clarity and applicability of the tools. It has been conducted on (8 participants) equally

(10%) of the sample, no modification done, so, the participants in the pilot study were included in sample size.

C) *Field work:*

The actual field work was started at the beginning of **March (2022)** after securing all official permissions. It was complete by the end of **August (2022)**. The researcher met the hospital manager of Beni_suef University Hospital and nursing manger to explain the aim of the study to gain the official written consent, then the researcher collected data through meeting the nurses, before beginning to collect data from the study subject, the researcher introduced herself to them, explained the aim of the study, obtained a verbal consent to participate in the study and informed them that, their information will be treated confidential and was be used only for the purpose of the research, additionally, each participants was notified about the right to accept or refuse to participate in the study. The researcher ensure that each questionnaire sheet was fulfilled for each item by the participants at morning shift (3 days / week, from 9 am _ 2 pm).

III- Adminstrative design

An official permission to conduct the proposed study was obtained from the Scientific Research Ethics Committee of the faculty of nursing, Helwan university.

Approval to carry out this study was obtained from the manager of Beni_suef University Hospital to get his approval to conduct the study. The permission letter included the necessary data, the purpose and nature of the study.

IV - Statistical design

Data were coded, scored, tabulated and analyzed by using SPSS statistical package version 26. Categorical variables were expressed as number and percentage while

continuous variables were expressed as (mean \pm SD). For comparison of categorical data, the χ^2 -test was performed. Comparison of quantitative variables between the study groups was carried out using t-test for independent samples to compare two groups when normally distributed. Pearson

correlation was done to measure correlation between quantitative variables. For all tests, a two-tailed p-value ≤ 0.05 was considered statistically significant, P-value ≤ 0.01 was considered highly statistically significant. While p-value > 0.05 was considered not significant.

RESULTS

Table (1): Frequency Distribution of personal characteristics among the studied nurses (n= 80)

Personal characteristics items	No.	%	
Age (year)	▪ 25-<30	42	52.5
	▪ 30-<35	38	47.5
	▪ Mean \pm SD	29.31 \pm 2.78	
Gender	▪ Male	35	43.8
	▪ Female	45	56.3
Years of experience	▪ 3-<5 years	36	45.0
	▪ 5-<10 years	44	55.0
	▪ Mean \pm SD	5.83 \pm 2.25	
Social status	▪ Single	53	66.3
	▪ Married	27	33.8
Qualifications	▪ Bachelor nursing degree	80	100.0
Job title	▪ Charge Nurse	41	51.2
	▪ Head Nurse	39	48.8
Place of residence	▪ Rural	46	57.5
	▪ Urban	34	42.5
Attending training program	▪ Yes	26	32.5
	▪ No	54	67.5

Table (1) illustrates that more than half of the age of the studied nurses was between 25-<30 years old with a mean age of 29.31 ± 2.78 . Also, more than half of the studied nurses were female. Additionally, considering years of experience, more than half of them have experience 5-<10 years with the mean of 5.83 ± 2.25 . While regarding qualification level, all (100%) of them holding a Bachelor nursing degree. Moreover, more than two third of the studied nurses were single and didn't attend training courses respectively. As well, concerning job title and place of residence more than half of

them were charge nurse and from rural area and more than three quarters of the studied nurses weren't self-employed before.

Figure (1) represents the level of total entrepreneurial knowledge among the studied nurses. It clarifies that more than two-thirds (66.3%) of the studied nurses had an unsatisfactory level of total entrepreneurial knowledge among the studied nurses. In addition to, presence of difference between observed and expected values with a highly statistically significant difference at $P = 0.004$. Moreover, satisfactory to

unsatisfactory level of total entrepreneurial knowledge ratio (= 0.5:1).

Figure (2) represents level of total entrepreneurial skills among the studied nurses. It clarifies that more than half (58.8%) of the studied nurses had an in-

competent level of total entrepreneurial skills. In addition to, there is no statistically significant difference between observed and expected values at ($P = 0.118$). Moreover, competent to in-competent level of total entrepreneurial skills (ratio = 0.7:1).

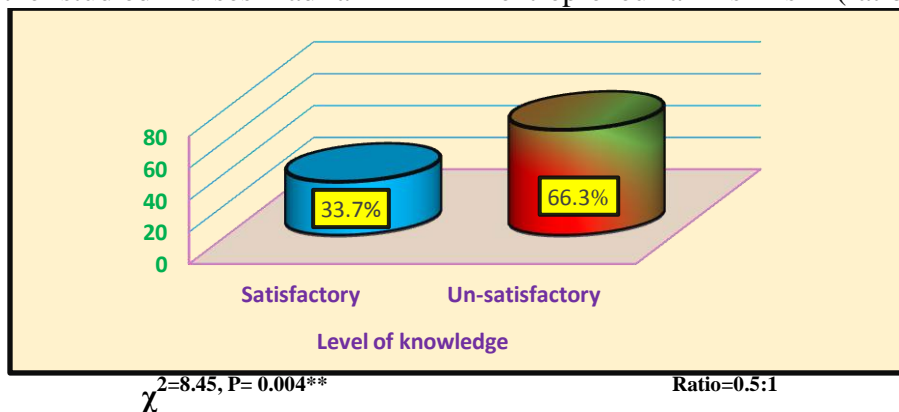


Figure (1): Percentage Distribution level of total entrepreneurial knowledge among the studied nurses

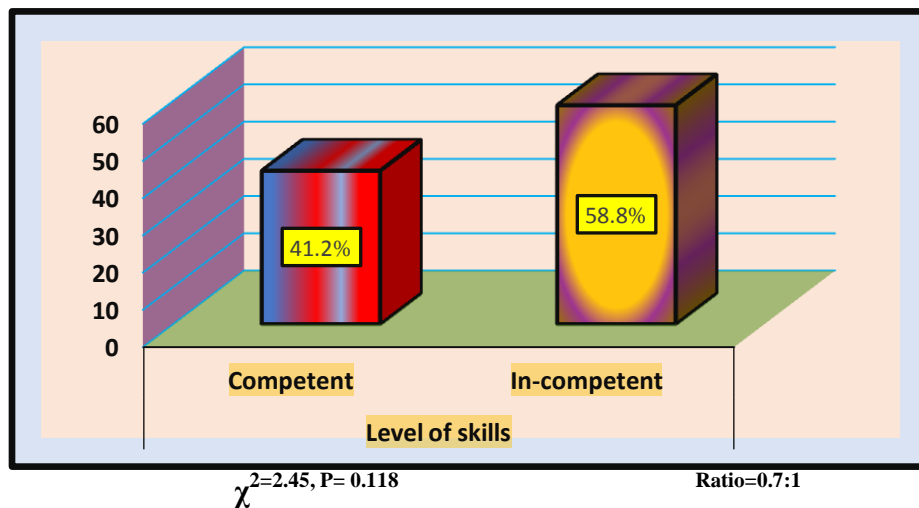


Figure (2): Percentage Distribution level of total entrepreneurial skills among the studied nurses

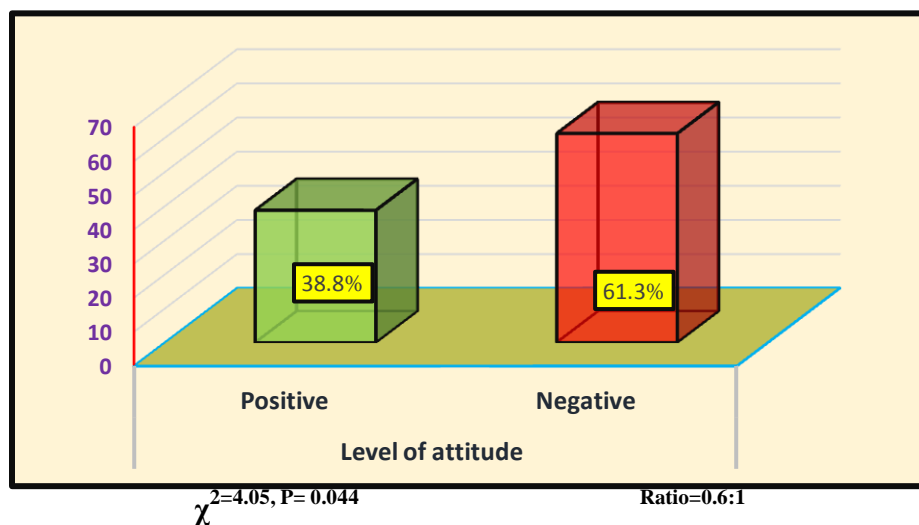


Figure (3): Percentage Distribution level of total attitude regarding entrepreneurial to among the studied nurses (n= 80)

Figure (3) represents level of total attitude regarding entrepreneurial to among the studied nurses. It clarifies that about two-thirds (61.3%) of the studied nurses had a negative attitude regarding entrepreneurial among the studied nurses. Presence of difference between observed and expected values with a statistically significant difference, at ($P = 0.044$). Moreover, positive to negative level of total entrepreneurial attitude (ratio = 0.6:1).

Figure (4) represents level of total perception regarding entrepreneurial to among the studied nurses. It clarifies that about two-thirds (65%) of the studied nurses had an un-satisfactory perception regarding entrepreneurial among the studied nurses. In addition to presence of difference between observed and expected values with a highly statistically significant difference, at $P = 0.007$. Moreover, satisfactory to un-

satisfactory level of total perception (ratio = 0.5:1).

Table (2) illustrated correlation between total scores of entrepreneurial perception among the studied nurses. It clarifies that, there was high positive correlation between total scores of entrepreneurial knowledge and total scores of entrepreneurial skills at ($R = 0.862$), then there was high positive correlation between total scores of entrepreneurial skills and total scores of entrepreneurial attitude at ($R = 0.745$) and finally the least positive correlation between total entrepreneurial knowledge and total entrepreneurial attitude at ($R = 0.507$). Additionally, there was a highly statistically positive correlation between total score of entrepreneurial perception (entrepreneurial knowledge, entrepreneurial skills entrepreneurial attitude) among the studied nurses at ($P = 0.000$).

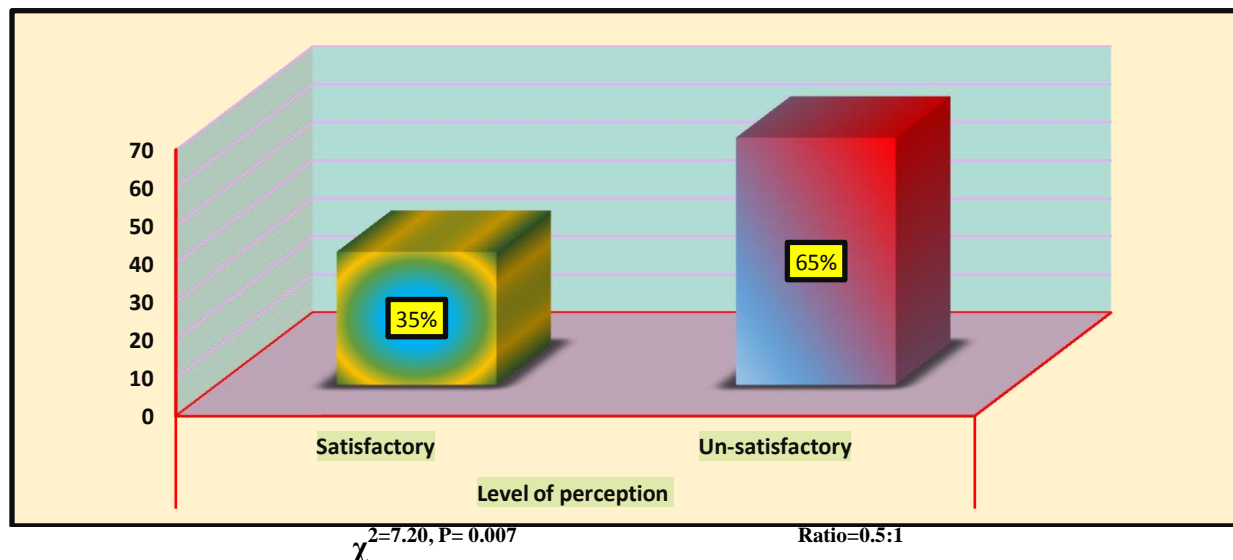


Figure (4): Percentage Distribution level of total perception regarding entrepreneurial to among the studied nurses

Table (2): Correlational matrix between total score of entrepreneurial perception among the studied nurses (n= 80)

Items		Total knowledge	Total skills	Total attitude	Total perception
▪ Total entrepreneurial knowledge	R		0.862	0.507	0.951
	p-value		0.000**	0.012**	0.000**
▪ Total entrepreneurial skills	R	0.862		0.745	0.972
	p-value	0.000**		0.000**	0.000**
▪ Total entrepreneurial attitude	R	0.507	0.745		0.944
	p-value	0.012**	0.000**		0.000**
▪ Total perception	R	0.951	0.972	0.944	
	p-value	0.000**	0.000**	0.000**	

r-Pearson Correlation Coefficient;

*Significant $p \leq 0.05$

**Highly significant $p \leq 0.01$

Discussion

Nowadays, entrepreneurship is seen as a vital dynamic component in all fields related to raising the standard of human life. A stronger entrepreneurial culture benefits the economy. As a result, entrepreneurship is promoted everywhere. Additionally, as social

advancements create opportunities for new entrepreneurs in many fields, entrepreneurship is becoming more and more significant in nursing care (Ghauri & Minayora, 2022).

As regard to personal characteristics among the studied nurses, the present study

revealed that, more than half of the age of the studied nurses was between 25-<30 years old, more than half of the studied nurses were female. Additionally, more than half of them have experience 5-<10 years and all (100%) of them holding a Bachelor nursing degree. Moreover, more than two third of the studied nurses were single and didn't attend training courses respectively. As well, concerning job title and place of residence more than half of them were charge nurse and from rural area and more than three quarters of the studied nurses weren't self-employed before. This result agreed with **Ali et.al, (2020)** who conducted a study about Entrepreneurship orientation program and its effect on the entrepreneurial intention of future nurses and stated that, more than three quarters of the study participants their ages varied from 22 to 30 years old and near to two quarters of the participants were female and from rural areas and about two third of the participants are single weren't self-employed before.

As regarding level of total entrepreneurial knowledge among the studied nurses, the present study revealed that, more than two-thirds of the studied nurses had unsatisfactory level of total entrepreneurial knowledge among the studied nurses. The researcher point of view this is due to most of nurses did not attending any training program before about entrepreneurship to enhance the level of the entrepreneurial knowledge. The current study finding was congruent with **Zinhom et al. (2020)**, who mentioned that, more two-thirds of the nursing intern's had unsatisfactory level of total entrepreneurial knowledge.

As regarding level of total entrepreneurial skills among the studied nurses, the present study revealed that, more than half of the studied nurses had an in-competent level of total entrepreneurial skills among the studied nurses. This finding was in agreement with

Dehghanzadeh et al. (2016), who conducted a study about Entrepreneurship psychological characteristics of nurses, who stated that, about three quarters of nurses had an in-competent level of total entrepreneurial skills.

As regarding to total level of entrepreneurial attitude, the present study revealed that, about two-thirds of the studied nurses had a negative of attitude regarding entrepreneurial. This is realistic because people change their opinions, emotions, behaviors and attitude when they gain more knowledge about a subject and vice versa. This finding was in agreement with **Mengesha (2020)**, who conduct study about Determinants of entrepreneurial intention towards self-employment, who stated that, more than half had a negative of attitude regarding entrepreneurial.

As regarding to the level of total perception regarding entrepreneurial among the studied head and charge nurses, the present study results revealed that, about two-thirds of the studied nurses had an unsatisfactory perception regarding entrepreneurial among the studied nurses. This result disagreed with **Omar et al. (2022)**, who found that, more than three quarters of participants had satisfactory perception regarding entrepreneurship.

Regarding the correlation between total scores of entrepreneurial perception among the studied nurses, the current study illustrated that, there was a highly statistically positive correlation between total score of entrepreneurial perception among the studied nurses. This result agreed with **Aldianto et al. (2018)**, who revealed that, entrepreneurship education makes a person know the world of business as well as the skills and character needed to become an entrepreneur. Thus, there was a statistically positive correlation between total score of

entrepreneurial knowledge, skills and attitude.

CONCLUSION

The current study findings concluded that, There was about two thirds of the studied subjects had a un satisfactory perception level regarding entrepreneurship. More than two-thirds of the studied subjects had unsatisfactory level of total entrepreneurial knowledge, more than half of the studied subjects had an in-competent level of total entrepreneurial skills, about two-thirds of the studied subjects had a negative attitude regarding entrepreneurial. Also, there was a highly significant statistical relation between personal characteristics (age, gender, years of experience, job title, residence, self-employed & attending training program) and total level of entrepreneurial perception among the studied subjects. Additionally, there was a highly statistically positive correlation between total score of entrepreneurial perception (entrepreneurial knowledge, entrepreneurial skills and entrepreneurial attitude) among the studied subjects.

Recommendations

Based on the finding of the current study, these points are recommended:

A. At organization level :

1. Conduct workshops and training programs to increase awareness regarding entrepreneurship, particularly in the health care field.
2. Use the media to spread awareness about entrepreneurship.
3. Provide entrepreneurship courses at various levels from pre-university through graduation to foster an entrepreneurial culture.

B. At nursing personnel level:

1. Be eager to attend entrepreneurship-related activities and workshops.
2. Develop commercial ideas, thoroughly research them, and put them into action to benefit the national economy without quitting the nursing profession.
3. Study business success tales to gain knowledge from them.

C. At research level:

1. Conduct a study in another environment to compare the findings.
2. Replicate this study with a large sample and in multiple settings in order to strengthen the generalizability of the findings.
3. Future research should be done to evaluate the effect of another variables in entrepreneurial perception.

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