

# Analysis of Interprofessional Factors (Integrity, Honesty, and Leadership) That Affect Nurse Performance: Literature Review

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## Abstract

**Purpose:** Nurses today must meet the pressure to make hospitals more competitive. The disconnect between corporate culture and improving nurse performance has been demonstrated in various studies. Although it is considered that organizational culture has a major impact on how well nurses work, it is still unclear how culture can improve nurse performance. To increase the effectiveness of health care facilities, a nurse must also be trustworthy and honest. This has had a significant impact on the way in which nurses provide medical care to patients. Therefore, although there have been previous interprofessional care studies, there has been no research that systematically explores interprofessional nursing factors which include three indicators, namely integrity, honesty, and leadership. This supports us in conducting a literature review which is expected to provide evidence that these three indicators have an important influence in improving the interprofessional abilities or capabilities of a nurse.

**Aim:** To determine the factors that influence IPC in nurses which include integrity, honesty, and leadership.

**Methodology:** For this article's research, ten literature reviews were used, and keyword syntax for each database was used to search PubMed, Google Scholar, and ResearchGate databases from 2018 to 2023.

**Results:** The literature review shows how leadership, integrity, and honesty are factors influencing interprofessional nursing. From this comprehensive subject matter, the following sub-themes emerge: Integrity in Nurses with Other Professions, The Nature of Honesty in the Individual Nurses, Leading a Team with Leadership, and Nurse Performance IPC

**Conclusion:** The ability of nurses to perform at their best in order to care for patients and enhance hospital performance is dependent on interprofessional attitudes such as integrity, honesty, and leadership.

**Keyword:** *Nursing, Student, Integrity, Honesty, Leadership*

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## 1. Introduction

A sector that is always expanding is healthcare. It includes hospital services like nursing, medicinal or surgical care, etc. The primary roles in the health care sector include providing patient care, clinical services, medical treatment, and management (Mishra & Rnganathan, 2023). The term "workplace

civility climate" relates to nurses' opinions of how management upholds the politeness of the workplace by using policies, procedures, and practices that control conduct in a particular area of concern. The healthcare environment is a crucial success factor (Ali & Ahmed, 2022).

Professional values are principles for conduct that are agreed upon by professional organizations and experts. They serve as a framework for assessing the beliefs and values that have an impact on (Jesmi, Yazdi, Sabzi, Chenari, & Hasani, 2021). Honesty and integrity are significant and fundamental principles that underpin nursing students' academic and clinical training. A greater focus on first-year nursing students would offer a special chance to mold nursing students into their professional responsibilities and strengthen these fundamental principles (Emmanuel, Fielden, & Miller-Rosser, 2021). In national public survey polls, nurses' honesty and ethical standards are routinely rated among the highest of all occupations (Jones, 2015). Code of Ethics and Interpretation Statements of the American Nurses Association (2015) call on nurses to respect the nursing profession and exhibit traits that uphold their integrity and wholeness of character (ANA, 2015). Since Florence Nightingale, integrity has been a significant part of the nursing identity and is necessary for the nursing profession. In fact, for the past 15 years, nurses have consistently placed best among all occupations in terms of honesty and ethics (Norman, 2016).

In view of the complexity of the present healthcare system, the acuity of clients, and the additional responsibilities nurses experience on healthcare teams, fostering the moral and ethical development of nursing students acquires crucial relevance (Miron et al., 2022). Leadership integrity is essential. Management and leadership must collaborate in a morally tenable fashion if the nurse leader is to maintain her credibility. Integrity is a key element of moral leadership and can contribute to the success of the nurse leader job (Miron et al., 2022). To respect these fundamental standards and develop into safe, effective practitioners, nursing students must have a practical understanding of integrity as it relates to both academic and professional responsibilities. As stated by (Morgan & Hart, 2013). As mentioned above, although there have been reviews of interprofessional care before, there has not been a review that explores systematically the interprofessional factors of nursing which include three indicators, namely integrity, honesty, and leadership. In this systematic review, we review the evidence in the existing literature. It is hoped that this review will provide evidence that these three indicators have an important influence on improving a nurse's interprofessional abilities or capabilities.

## **2. Methodology**

A thorough review of the literature is presented in this article that was carried out using the analysis procedures and inclusion standards for this study. References are checked to see if they meet the following requirements: publishing in English, six-year source limitation, and open access to abstracts and articles. These criteria for inclusion allow the study to evaluate only elements of organizational culture in hospitals that affect the performance enhancement of healthcare professionals (nurses). Articles are omitted if reportage and literature are grayed out. The search technique was independently carried out by looking through online resources like Google Scholar, PubMed, and ResearchGate. To find pertinent publications, the following search phrases were used: "interprofessional nursing to honesty, integrity, and leadership". The results obtained were 2,368 journals and articles with details on Google Scholar resulting in 349, 1,019 Pubmed, and 1,000 ResearchGate journals or articles. In addition, we used an indicator of criteria for the year of publication with a span of the last 6 years, namely between 2018-2023, so we found 98 journals or articles detailed on Google Scholar as many as 78, PubMed 10, and ResearchGate as many as 10 journals or articles. Of the 98 journals and articles above, we screened them to obtain 19 journals and articles. However, of the 19 journals and articles that match the three indicators of interprofessional factors, namely integrity, honesty, and leadership, only 10 journals or articles were found. A thorough assessment of the literature is provided in this article. The inclusion criteria and analytical procedures for the study were developed. References are checked to verify if they adhere to the following standards: English publication, six-year source limitation, and open access to abstracts and complete papers. These inclusion criteria allow the study to solely analyze interprofessional nursing-related factors that have an impact on health care workers' performance improvement (nurses). When

reportage and literature are grayed out, articles are omitted. Using online databases including Google Scholar, PubMed, and ResearchGate, the search was conducted separately. "Nurse performance" and "interprofessional nursing to honesty, ethics, and leadership."

## 2.1 Inclusion Criteria

We evaluated English-language studies that addressed the significance of professional nursing attitudes, such as ethics, honesty, and leadership. We conduct our search once more in English. The kinds of publications that can be used in the research design are subject to restrictions set by us. In this instance, we utilized the 2018–2023 publishing year range. Our search method turned up 2368 titles and abstracts. All authors searched for and assessed online-published article titles and abstracts using the original inclusion criteria. Our broad search terms result in many results that are inappropriate for our goals. Several unrelated articles talk about how leadership, integrity, and honesty in nursing practice can influence how well nurses function in healthcare institutions. The researchers were pleasantly surprised to uncover 98 articles after applying the first inclusion criteria. Many articles, though, continue to fall short of the standards we have set. We then picked 10 titles for review after discarding duplicates from a total of 19 papers that matched interprofessional nursing.

## 2.2 Flowchart Literature Review

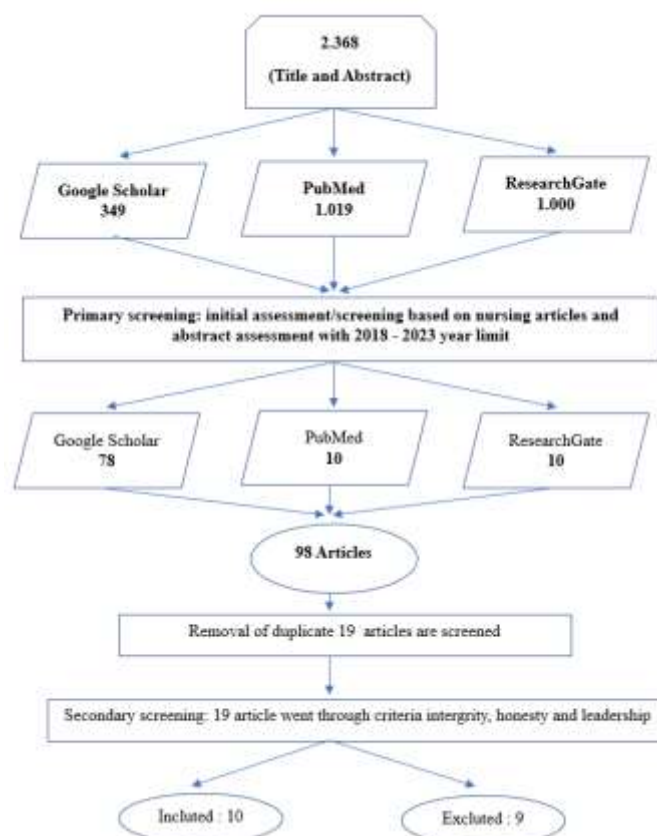


Figure. 1. Flowchart Literature Review

## 2.3 Extraction and filtering of data

Three standards serve as a guide for the final screening process: (1) original research papers published; (2) research focusing on nurses; and (3) the idea of performance improvement culture. After final screening, 10 items were used for data collection. Figure 1 provides an overview of the exclusion criteria and the frequency with which studies were eliminated from the final data set. Study design, setting, sample type, sample size, theoretical foundation, cultural definition, cultural viewpoint, tools employed, unit of analysis, and analysis procedures were taken from the remaining studies. The final group of examined studies and their characteristics are shown in Table 1. This research team typically views culture as a metaphor or strategy for raising nursing performance.

### 3. Result and Discussion

During the search, 2368 objects in all were uncovered (see Figure 1). A backward reference search on ResearchGate turned up 1000 publications, 1019 publications were found using PubMed, and 349 papers were found using Google Scholar. All of them were included in the study. Among the original 98 articles, 79 were eliminated because they were discovered to be duplicates. A screening of the titles and abstracts of the submitted papers revealed 19 publications that satisfied the following exclusion criteria: publications in order to achieve our conclusion, we reviewed 10 pertinent papers on the impact of company culture on nurse performance.

Table 1. Article included in review uploaded separately

Author (year), country	Design	Purpose	Result
Ali Asghar Jesmi et al. (2021) India	A descriptive content analysis	Examining the variables influencing nurses' professional integrity is the goal of this study.	During analysis, the hidden meanings coalesced into the theme "keeping up confident beliefs," which is composed of the categories "religious convictions," "inner call," "philanthropic sense," "empathetic care," and "divine benefits."
(Miron et al., 2022) Canada	Research questions survey	Understanding what particularly affects students' desire to act honorably in WIL circumstances is crucial. This study examined factors that predicted students' intents to act honorably in three distinct WIL contexts during their upper- years of study, and it presents those findings in this publication.	The results of this study showed that students' attitudes, subjective norms, and perceived behavioral control all have a significant impact on whether or not they intend to act in a way that upholds academic integrity in the WIL environment. Professional programs and everyone involved in teaching students within WIL practice curricula should encourage the growth of positive attitudes toward academic integrity because this will positively influence their intention to act with integrity in the clinical setting and during their postgraduate practicum.
(Ali & Ahmed, 2022)	Quasi- experimental research design	To assess the impact of the civility training program on the professional values and knowledge of moral and ethical concerns among staff nurses.	Before the program's implementation, head nurses' overall knowledge scores and perceptions of workplace civility were low; after the program's implementation, these scores improved with statistically significant differences. Additionally, following the implementation of a program educating head nurses on workplace civility, staff nurses' professional values and awareness

			of legal and ethical issues also improved.
(Mishra & Rnganathan, 2023)	Research questions via online emailed survey.	In the developing healthcare industry, this article will look at how different leadership philosophies affect employee job engagement.	The outcomes of the data analysis showed that the expected variables significantly affect how engaged doctors are at work in the healthcare industry. Findings show that passive avoidant leadership style has a detrimental influence on employee engagement, but transformational and transactional leadership styles have large positive effects.
(Sastrawan, Newton, Malik, & 2019)	A descriptive content analysis	Review and synthesize the nursing concept of integrity, as well as prevalent threats and coping mechanisms.	There were two main concepts of integrity found. Among them was a feeling of completeness in terms of ethical and moral behavior as well as personal and professional issues. Self, patients, teamwork and workplace culture, the nature of the profession, and the organization were all named as interconnected factors that might pose risks to integrity. Nurses employ two crucial coping mechanisms when their integrity is at danger: adapting and compensating. We examine an emerging approach for analyzing the dangers to nurses' integrity.
(RN et al., 2017)	The study used a descriptive survey design involving self-reported written accounts and framework analysis.	The aim of this study was to explore the difficulties experienced by nurses and healthcare professionals when engaging in the process of breaking bad news.	The framework provides insights into the scope of the challenges faced by staff when they engage in the process of breaking bad news. This provides the foundation for developing interventions to support staff that more closely matches their experiences in clinical practice.
Moore and Gaviola (2018) Indiana	Interactive online integrity course	This article's discussion of the creation of an interactive online course aimed at enhancing comprehension and engagement with integrity behaviors serves as its main focus.	Twenty of the invited 38 professor and staff members took the course. On the basis of student input, changes were made to the course's content, navigation, and quiz clarity. The entire faculty approved the online integrity course.

Devine and Chin (2018) United States of America	Concept analysis	For nursing students, the definition of integrity will be clarified by this review. The evaluations that have been published not only call attention to a lack of integrity, but also make an effort to pinpoint what honesty actually looks like.	The Walker and Avant concept analysis methods may be used to examine nursing students' integrity. These methods include concept definitions, defining qualities, models, borderlines, related and opposing situations, antecedents, consequences, and empirical references (Walker and Avant 2005). Honesty, moral conduct, and professionalism may be used to define a person's integrity as a nursing student. The development of a student-faculty connection that can result from respect, trust, and a common learning objective is one of the precursors of integrity in the classroom.
(Emmanuel, Fielden, & Miller-Rosser, 2021)  Australia	Discussion analysis	This discussion paper examines the underlying elements that cause academic integrity violations among nursing students and explains why it is important for nurse academics to be aware of these aspects as well as cautious in spotting and handling such violations.	In order to maintain academic integrity, nursing students must have access to sufficient chances to study and hone their academic writing abilities. Students are better prepared for graduation and beyond when they engage in values that match them with the nursing profession's professional standards of practice and code of ethics, with a larger emphasis in the first year. With more knowledge and understanding, academic nurses must use a variety of tactics to reduce the hazards brought on by academic dishonesty.
Hemberg and Salmela (2021) Finland	Qualitative Design	To investigate how honesty affects effective management leadership in nursing care.	The permeation of integrity may be characterized as effective management nurse leaders who direct relationships and procedures while incorporating various leadership philosophies and styles into a caring and engaged team environment. Such ethical and considerate relationships have their roots in nursing culture, which serves as the cornerstone of all organizational operations. Effective managerial leadership in nursing care may be developed through an integrated leadership model that combines integrity with leadership and management.

### 3.1 Discussion

Interprofessional collaboration is an internal teamwork that happens between health professionals with various educational backgrounds to help health services achieve patient safety and health. Tight interdisciplinary cooperation offers advantages that have a significant impact on patient safety and health. Integrity, honesty, and leadership are some interprofessional characteristics that health care professionals, particularly nurses, should adopt to improve this interprofessional teamwork. The three attitudes must, in our opinion, be a nurse's fundamental attitudes before they enter health care services that directly engage with patients, among the many interprofessional criteria. In essence, interprofessional attitudes—integrity, honesty, and leadership—serve a variety of purposes, such as setting boundaries, creating identities, bringing people together around commitments, and defending social norms. The three attitudes we talked about and how they relate to nursing are described as follows:

#### 3.1.1 Integrity in Nurses with Other Professions

One of the professional qualities included in the Professional Nurses Association's ethical codes is integrity. It is described as a dedication to the five core principles of responsibility, equality, respect, and honesty (Jesmi et al., 2021). Integrity is described as "strong devotion to a code of notably moralistic or aesthetic principles" in the Merriam-Webster Dictionary (MWD, 2016). According to the Oxford Dictionary, integrity is "the quality of being honest and having strong moral values. Integrity can be compared to honesty, morality, ethics, honor, and dependability. Integrity "implies trustworthiness and incorruptibility to such an extent as to render one incapable of betraying a trust, responsibility, or commitment" (MWD, 2016). In the literature on healthcare, academic integrity is defined as professional conduct that exhibits ethical behavior in the contexts of education and practice. Professional behavior and academic integrity are investigated as they relate to self-monitoring and autonomous performance in a study of radiologic science students and instructors. The perceptions of cheating and unprofessional behavior among instructors and students were examined, and the professional ethics and integrity of the faculty were found to be influences on student integrity (Aaron, Simmons, & Graham-Webb, 2011).

#### 3.1.2 The Nature of Honesty in the Individual Nurses

The fundamental principles of honesty and integrity embodied in the Code of Conduct for Nurses (ANA, 2015) and the ICN Code of Ethics for Nurses Bauman (2013), are under attack with regard to the nursing profession and nursing education. Lynch et al.'s examination of the literature Berkowitz (2016), revealed that nursing students frequently engage in a variety of academic dishonest practices. Honesty and integrity are significant and fundamental principles that nursing students are taught throughout their academic and clinical training (Christiana, 2019). Over the past ten years, there has been an increase in student work whose integrity is in question due to the abandonment of in-class writing examinations and the expansion of internet resources. The problem has been elevated to a global priority for higher education institutions (Akerjordet & Severinsson, 2010). The fundamental principles of honesty and integrity embodied in the Code of Conduct for Nurses ANA (2015), and the ICN Code of Ethics for Nurses are under attack with regard to the nursing profession and nursing education. Lynch et al.'s examination of the literature Berkowitz (2016) revealed that nursing students frequently engage in a variety of academic fraud schemes.

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### *3.1.3 Leading a Team with Leadership*

Also, a doctor's core value as a leader in the medical field is to raise the standard of clinical care. According to S. Kumar, Adhish, and Deoki (2014), the managerial and leadership roles in healthcare are crucial. The absence of leadership education frustrates medical professionals and affects the caliber of patient care and services, which is why they work as doctors and nurses. Conducted research on the importance of authentic leadership in the healthcare sector. The purpose of genuine leadership in healthcare was the subject of a research conducted (Malila, Lunkka, & Suhonen, 2018). The study concentrated on employee well-being, the standard of patient care, the workplace, and the promotion of genuine leadership. The researcher underlined that a leader's non-authoritarian, moral, and open behavior style is what constitutes authentic leadership. According to Curtis, de Vries, and Sheerin (2011), undergraduate nursing schools should emphasize leadership development.

According to a study by R. D. Kumar and Khiljee (2016), collective leadership is the technique that will most likely lead to and maintain quality improvement Slavkin (2010) put a strong emphasis on the value of leadership in the healthcare industry. The study stated that leadership in the health care workforce will demand innovative, interdisciplinary, and frequently culturally diverse collaborations, especially transformational leadership style. The effect of transformational leadership practices on the standard of healthcare services was specifically examined by (Mah'd Alloubani, Almatari, & Almukhtar, 2014). The study found that organizational outcomes like successful teamwork, employee happiness, and effectiveness were positively associated to transformational leadership traits and actions. Effective leadership style is a significant difficulty, though. Fischer, 2016 highlighted the crucial part that transformative leadership plays in the field of nursing. More education for nurses is necessary since transformational leadership in nursing has been linked to high-performing teams and better patient care. According to Mehrad, Fernández-Castro, and de Olmedo (2020), Employee engagement is mostly influenced by leadership.

### *3.1.4 Nurse Performance IPC*

In a previous study conducted by Ahmed (2022), regarding the assessment of professional values and awareness of nurses, the results showed that 59% of nurses still had a low level of professional nursing values, so this also affected the performance index of both decency and ethical awareness. to patients is still low which is supported by relatively low pre-test results. The results of the journal show that there is a significant increase of 85% with the interprofessional nurse education program. This is also supported by Leiter et al, that interprofessional nursing will involve supporting high levels of job satisfaction, commitment, trust, application of law and nurse ethics and improving service from nurses to patients (Ali & Ahmed, 2022). So that the performance of nurses in implementing Nursing Interprofessionalism is very much needed because with good interprofessional mastery, a nurse will have a high dedication to efforts to provide health services according to standards and minimize the occurrence of legal deviations or nurse ethics which will lead to a sense of satisfaction from patients.

## **4. Conclusion**

From the literature review for which the authors were selected, it was found that the attitude of integrity, honesty and leadership did influence the interprofessional scope of nursing. With the three indicators of these factors, it will create nurses who have good work professionals in providing patient services and will work more optimally in their scope of work. As a result, the overall quality of health services will increase, as well as the level of public health.



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