

## Background/Significance

- Musculoskeletal & mobility disorders are the most common chronic health disability affecting Americans today. <sup>1</sup>
- Evidence- based care provided by qualified nurses is crucial to ensure superior patient outcomes. <sup>2,3</sup>
- Specialty certification is supported by the American Nurses Association(ANA).
- Certification has been shown to:
  - provide personal feelings of satisfaction and accomplishment, and validate specialized knowledge.
  - enhance perception of empowerment and outcomes of empowerment<sup>4,5</sup>
- Patients, organizations and nurses benefit when nurses hold specialty certifications.<sup>6</sup>
- Rates of certification vary significantly across hospitals, units, education levels and years of experience.
- Strategies to increase certification attainment remains elusive. <sup>7-10</sup>
- No research regarding perception of the value of certification on the orthopedic nurse population has been conducted.

## Purpose

- To examine the perceived values of specialty certification and empowerment held among registered nurses at a major orthopedic teaching institution.

## Method

- Cross-sectional survey study  
Convenience sampling of 406 nurses  
107 responses received (26.3%)
- Responses analyzed based on nurses' certification status and other demographic characteristics
- Fisher's Exact Test, linear regression, and one-way ANOVA were used
- Alpha-level of 0.05 was used to determine statistical significance

## Results (n=107)

Value Statement	N	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
<b>Intrinsic Value</b>					
Certification validates specialized clinical knowledge	107	4.7	5.6	56.1	33.6
Certified nurses are more competent	107	9.3	49.5	33.6	7.5
Nurses who have obtained certification feel a strong sense of accomplishment	106	0	7.5	62.3	30.2
Certified nurses have more confidence in their abilities	105	5.7	40.9	41.9	11.4
Obtaining certification is one of the most challenging aspects of nursing profession	105	4.8	55.2	32.4	7.6
Obtaining a certification shows that a nurse is committed to the nursing profession	105	8.6	17.1	45.7	28.6
<b>Extrinsic Value</b>					
Nurses that have obtained certification receive greater professional recognition from peers	107	9.3	50.5	34.6	5.6
Other medical professionals more likely to listen to certified nurses	105	8.6	57.1	29.5	4.8
Consumers are more confident in certified nurses	105	5.7	40	45.7	8.6
Certified nurses are given more professional autonomy	103	11.6	64.1	23.3	1.0
Employers tend to favor hiring certified nurses	104	1.9	32.7	54.8	10.6
Certified nurses generally make more money	104	18.3	50	31.7	0

All values are percentages, except for the values in N column. Bolded statements and values mean larger than 60% agreement or disagreement.

## Outcomes

- Predominantly female (89%),
- 52 years of age or older (45%)
- Bachelor's degree in nursing (64%)
- Age, experience, higher degree and working in certified role were all statistically significant when separated by certification status.
- PVCT-12** : higher educational degree ( $p=0.035$ )  
current certification ( $p=0.001$ )  
working in a certified role ( $p=0.001$ )  
self-identified as leadership ( $p=0.02$ )  
were found to be statistically significant of intrinsic scores.
- CWEQ-II**: higher educational degree ( $p=0.01$ )  
current certification ( $p<0.001$ )  
working in a certified role ( $p=0.006$ )  
self-identified as leadership ( $p=0.001$ )  
showed statistically significant informal power scores.

## Theories

- Benner's Novice to Expert Model
- Structural Empowerment Model

## Tools

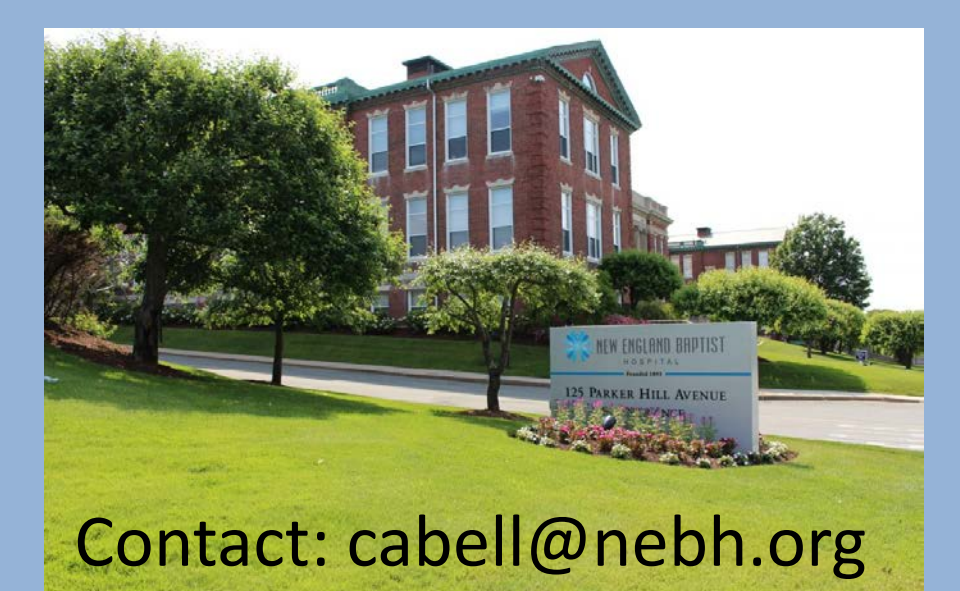
- The Perceived Values of Certification Tool – 12 (PVCT-12)  
Measures **intrinsic (IV)** and **extrinsic values(EV)**
- The Conditions for Work Effectiveness Questionnaire I and II (CWEQ-II)  
Measures the concept of **structural empowerment (SE)**.  
**SE** – the extent to which employees feel they have access to information, resources and support to get things done in an organization

## Conclusion/Implementation for Practice

- Certification demonstrates professional commitment and benefits institutions who employ certified nurses.
- Characteristics of nurses and how they perceive certification value were identified.
- Nurses holding higher educational degrees, current certification and working in certified role or identifying as leadership were more internally motivated and perceived to hold higher informal power.
- Higher experienced and empowered cohort of nurses are preparing to retire.
- Findings may assist institutions towards focusing resources on identified groups of nurses.

ASPAN  
National Conference  
Orlando, FL  
April 14 – 18<sup>th</sup>, 2024

References upon request



Contact: cabell@nebhh.org