**ETHICAL AND PROFESSIONAL ISSUES IN NURSING**

**AUTHOR DETAILS :**

Kshirabdhi Tanaya 1 , Assistant Professor,Department of mental health nursing , SUM Nursing college, Bubaneswar, Odisha, India

Mail Id : ktktanaya@gmail.com , Mob No. - 9040104025

Sakuntala Giri 2, Assistant Professor, Department of mental health nursing , SUM Nursing college, Bubaneswar, Odisha, India

 Mail Id: sakuntalagiri@soa.ac.in, Mob No.- 8249017067

Editor reference ID: IIPER1655891646

**ETHICS:**

Ethics is a kind of process for creating logical and harmonious moral decisions. Morals can contemplate in a broad, extensive manner that influence the individual to move in a correct path with making correct decisions among right or wrong and good or bad throughout their life.Ethics helps in maintaining specific principles, rules, regulations,theories and perspectives to inquire into the reason of an individual’s actions in a specific situation. Ethics includes individual’s behaviors and matters of characterthat means beneficence, kindness,unselfishness and tolerance. [1]

**Definition of ethics**

Ethics are the rules or principles that govern right conduct and are designed to protect the rights of human beings.

(…By Sister Nancy)

Ethics refers to the moral code for nursing and is based on obligation to service and respect for human life.

(…By Melanie and Evelyn)

**PROFESSION:**

Profession is a type of occupation in which people need to complete special training or a specific skill because it involves high level of education**.**

[**Professional nursing**](https://www.lawinsider.com/dictionary/professional-nursing) :

It refers to the performance of an act that necessitates a great deal of specialization in judgment and ability, and whose appropriate execution is predicated on knowledge and application of biological, physical, and social science concepts as obtained by the completion of a course in an accredited school of professional nursing. The phrase excludes acts of prescribing therapeutic or preventative measures or acts of diagnosing medical conditions. [2]

**ETHICS IN NURSING PROFESSION:**

Nursing ethics is a branch of applied ethics that concerns with different activities in the field of nursing .

Ethics helps to maintain nursing standards and guide the nurse in every step while performing procedures in clinical practice like “being truthful with the client” , “advocating on behalf of the client” and respect client confidentiality”.[3]

**NEED OF ETHICS IN NURSING:-**

* Nurses will confront ethical problems faced in their clinical or teaching field.
* Ethics is crucial to nursing.
* In the nursing profession interdisciplinary input is vital.
* Knowledge about ethics is important for professional acceptance.
* Ethical reasoning is very much essential for this profession to be taken seriously in comparison to other disciplines.
* For providing holistic care ethical proficiency is required for nursing personnel.
* Nursesperform their role as a advocator and protector for patients.
* Nurse as a leader,will take better decision for patients by following all ethical principles.

**THEORIES OF ETHICS:-**

There are 2 theories that nurse ethicists have identified as useful.The 2 basic theories of ethical philosophy specifically that are mostly usedin literature i.e. utilitarianism, deontology.

1. **Utilitarianism:-**

This theory was first delineated by DAVID HYME (1771-1776) and then other philosophers was further developed this. Occasionally the utilitarianism is also elaborated on teleology.

The basic principle of this philosophy is – all activities are ‘morally right’ and individuals are receiving the best result by taking the activities into action.

**According to MILL (1863):-**

 A right action always meet to the significanthappiness principle. It is absolutely correct to optimize the happiness or pleasure for the large number of people. This approach described that each individualshould be treat as one and maximum number of people get benefits according to their feasibility.

1. **Deontology:-**

According to deontology, which is an ethical theory, all people must always abide by the rules, acts must be taken in accordance with principles.

**According to IMMANUEL KANT (1974):-**

He believed that an action was moral if it was motivated by goodwill. Doing one's responsibility is what constitutes an ethical activity. It was right to carry out one's responsibilities; failing to do so was wrong. [4]

**OTHER ETHICAL THEORIES :**

1. **Duty-oriented ethical theories:**

In a duty-oriented theory, obligations are stringent and take precedence over rights and objectives. Each obligation has certain equivalent rights. Due to how simple it will be for a small number of people to share values and ideas, duty-oriented theory would be effective in tribal or rural societies.

1. **Ethical theories with goals:**

According to goal-oriented philosophy, ethical reasoning has the idea of maximizing the ultimate aim. In the current situation, nurses in the field of health can decide to offer fundamental preventive and therapeutic services to everyone. Providing services for both prevention and treatment could be seen as maximizing societal benefit.

1. **Rights-oriented ethical theories:**

This is a way of thinking about ethics that is built on the idea of rights. Assuming a right-oriented perspective, duties and objectives flow. Therefore, in order to accomplish the goal, a nurse should first consider the client's right to privacy by maintaining information's secrecy. The nurse should also encourage the client to communicate openly about their issues, uncertainties, and other details.

**ETHICAL PRINCIPLES:-**

1. **Ethical principles of autonomy**
* The autonomy concept upholds the right to make one's own judgments and includes both acts and decisions.
* Autonomy: A person's independence and capacity for self-determination enable them to make choices.
1. **Principle of beneficence**

Commonly, "doing good" is referred to as "beneficences."

Following these ideas, 1973's Frankenstein involved numerous duties:

* Not to cause harm
* To stop harm
* To undo damage
* To encourage a patient to act contrary to his or her own preferences by promoting or carrying out good deeds that the healthcare professional believes to be in the patient's best interests.
1. **Principle of justice**

The principles of justice explains that patients should be treated equally irrespective of education, status, position and gender as per priority or need of the client.

1. **Principle of veracity**

Patient has the rights to know the truth about disease, diagnosis, procedures, treatment and all the information related to his/her health. So ,nurse should always tell the truth to the patient.

1. **Principle of fidelity**

The nurse should keep his/her promise, if he/she has promised to the client. She/he should be faithful towards her/his client. [5]

**ETHICAL DILEMMA:-**

* When two or more ethical principles are in conflict with one another, an ethical dilemma results.
* No choice is ever the right one. Such conundrums could come from disparities in religious or cultural views.

**ETHICAL DILEMMA IN NURSING:-**

1. Need to take a necessary action for the care and treatment of the terminally ill patient.
2. Need to collect the patient’s informed consent before administering the orders /procedures and treatments in the unit, such as
* Oder to perform CPR or not
* Withholding/removing fluids and food
* Turning on or off a life support system
1. In response to a patient's request for medically assisted suicide
2. Children and incompetent adults' autonomy rights regarding consenting to research participation.
3. The need to defend the legal rights of patients who take part in experimental therapy in random trials.

**SOURCES OF ETHICAL PROBLEMS FOR NURSES:-**

Several factors are creates problem for nurses that are;

1. **Societal factor**
* Increased awareness among patients and family members
* Presence of advanced technology in the health sector.
* Dealing with peoples having multiple cultures.
* Cost issues
1. **Nature of nursing job**

Nurses are handling lots of patients and their relatives, community people, co-workers, doctors, seniors, juniors, student nurses, health personnel etc during their duty period, so they are facing varieties of issues in which they are ethically bound to think about “what to do? and what not to do?”.

1. **Nature of nursing profession**

We have unresolved questions about nature, scope and goals of our practice, as well as our professional values and a lack of clarity within the nursing profession. [6]

**PURPOSES OF CODE OF ETHICS IN NURSING:-**

* To maintain nursing standards and prepare general guidelines for nursing interventions.
* To choose a correct option in between both right and wrong alternatives that may appears more satisfactory.
* Helps to take a correct decision within the groups.
* Helps to defend rights of people, rights of society and the rights of the nurse
* Helps to protect rights of individuals, families and also the right of the nurse.

**USES OF CODE OF ETHICS:**

* Recognize an individual's valuable role in the delivery of healthcare.
* Contributes to a person's empowerment to take control of their health and welfare.
* Helps to provide high-quality care.
* Determines responsibilities in practise, research, and relationships.
* Explain to the patient, their family, the community, and other professionals what to anticipate from the nurse**.**

**TYPES OF CODE OF ETHICS:-**

 The code of ethics is 2 types

1. Employee ethics

2. Professional ethics

**EMPLOYEE ETHICS:**

• A code of conduct is a statement intended to guide employees' behaviour.

• They specify the processes to be followed in particular ethical circumstances.

• The degree to which management supports such codes of ethics with penalties and rewards determines their effectiveness.

• When a code of conduct is broken, the offender may be liable to repercussions from the organization, which, in some cases, may include termination of employment.

**PROFESSIONAL ETHICS:-**

• A government or non-governmental group adopts a code of practice to regulate a profession.

• A code of practice may be referred to as a code of professional responsibility. It will tackle difficult issues, difficult judgments that frequently need to be taken, and give a clear description of what conduct is considered "ethical," "proper," or "right" in the given situation. [7]

**INTERNATIONAL CODE OF NURSING ETHICS:-**

The four main responsibilities of a nurse are to promote health, prevent sickness, restore health, and relieve suffering. Nursing is often always needed. It is not constrained by factors like social class, politics, age, sex, nationality, or any other of these. The introduction to the code give a general description of:-

1. The fourfold responsibilities of the nurse to promote health, prevent disease, restore health, and relieve sufferings are often described in the introduction to the code.

2. How nursing care should be provided to all people without regard to their nationality, race, creed, colour, age, sex, politics, or socioeconomic standing, in coordination with relevant groups.

3. The community, as well as individuals, families, and groups, are served.Concept of Code of ethics is divided into 5 section :-

1. NURSES AND PEOPLE:-

 The nomenclature has undergone the biggest change; instead of using the term "patient" as before, nurses now refer to "people," which expands the scope of their work beyond only caring for sick patients. According to the code, nurses must respect each person's values, traditions, and religious views. The nurse is required to keep all personnel information confidential or to reveal it only in situations when it makes sense.

2. NURSES AND PRACTICE:-

 For nursing practice and for upholding competence via ongoing learning, nurses are personally responsible and answerable. In order to avoid having their ability to deliver care impaired, nurses uphold high standards for their own health. When taking on and distributing duty, the nurse makes assessments of each patient's aptitude. The nurse consistently upholds moral norms that reflect favorably on the field and foster public trust in the nursing profession. When delivering care, the nurse makes sure that scientific advancements and the use of technology are in keeping with the rights, dignity, and safety of individuals.3. NURSES AND PROFESSION:-

 The primary responsibility for establishing and upholding accepted standards for clinical nursing practice, management, research, and education rests with the nurse. This is actively constructing a foundation of professional knowledge grounded in research. The nurse, operating through the professional association, takes part in establishing and upholding secure, fair social and financial working conditions in the nursing profession.

4. NURSES AND CO-WORKERS:-

The nurse maintains a cooperative working relationship with colleagues in the nursing industry and other professions. When a coworker or any other person puts someone's health in jeopardy, the nurse takes the necessary steps to protect those people, their families, and their communities.

5. NURSES AND SOCIETY:-

A nurse should take part in and share responsibility for advocating actions to satisfy the health needs of the general public on a local, state, national, and international level with other citizens and other health professionals. She was able to understand and carry out her civic responsibilities and was well-versed in the rules and legislation that governed the practice of medicine and nursing. [8]

**CODE OF ETHICS FOR NURSES**:-

Professionals are given distinct rules of conduct by ethics regarding how they should interact with one another, the general public, and governments.

* When interacting with clients, professionals should adhere to these guidelines.
* Ethics also explains to the general public what to expect from professionals and explains to those in the field what is expected of them.
* Ethics-related problems in nursing practice are referred to as nursing ethics.
* Nursing is a wonderful job since it provides people with a healing touch while also treating their illnesses and maintaining their health.
* In some nations, strict adherence to the standards enhances a profession's reputation and immediately raises its regard.

**THE INDIAN NURSING COUNCIL (INC) IN INDIA HAS ESTABLISHED A CODE OF PROFESSIONAL CONDUCT**

Members of professional bodies are subject to regulation in the area of professional behaviour, whether they are working legally or contractually. In the past, private professional bodies handled all aspects of professional conduct, and their only source of legal support was a contract. These bodies frequently developed moral and ethical standards for the guidance of their members. Legislation has been passed in several instances, either to replace professional regulation with statutory legislation or to provide for some type of statutory body oversight of the professional body, where the public interest is thought to be significantly engaged.

**CODE OF PROFESSIONAL CONDUCT FOR NURSES**:-

1. Professional Responsibility and accountability

1.1 Appreciates sense of self-worth and nurtures it.

1.2 Maintains standards of personal conduct reflecting credit upon the profession.

1.3 Carries out responsibilities within the framework of the professional boundaries

* 1. Is accountable for maintaining practice standards set by Indian Nursing Council.
	2. Is accountable for own decisions and actions.
	3. Is compassionate
	4. Is responsible for continuous improvement of current practices
	5. Provides adequate information to individuals that allows them informed choices.
	6. Practices healthful behavior.
1. **Nursing Practice**

2.1Provides care in accordance with set standards of practice

2.2 Treats all individuals and families with human dignity in providing physical, psychological, emotional, social and spiritual aspects of care

2.3 Respects individual and families in the context of traditional and cultural practices and discouraging harmful practice.

2.4 Presents realistic picture truthfully in all situation for facilitating autonomous decision-making by individuals and families.

2.5 Promote participation of individual and significant others in care.

2.6 Ensure safe practice.

2.7 Consults, coordinates, collaborates and follow up appropriately when individuals care needs exceed the nurse’s competence.

**3. Communication and interpersonal relationship:-**

3.1 Nurse establishes and maintains effective interpersonal relationship with individuals, families’ communities.

 3.2 Upholds the dignity of team members and maintains effective interpersonal relationship with them.

 3.3 Appreciate and nurtures professional role of team.

 3.4 Cooperates with other health profesnal to meet the needs of individuals, families and community.

**4. Valuing human being**

 **4.1** Nurse takes appropriate action to protect individuals from harmful ethical practice.

 4.2 Considers relevant facts while taking decisions in the best intrest of individuals.

 4.3 Encourages and supports individuals in their right to speak for themselves on issues affecting their health and welfare.

 4.4 Respect and supports choice made by individuals.

**5. Management**

 5.1 Ensures appropriate allocation and utilization of available resources.

 5.2 Participate in supervision and education of students and others.

 5.3 Uses judgement in relation to individual competence while accepting and delegating responsibility.

 5.4 Facilitate conductive work culture in order to achieve intuitional objectives.

 5.5 Communicate effectively following appropriate channel of communication.

 5.6 Participate performance appraisal.

 5.7 Participate in evaluation in nursing services.

 5.8 Participate in policy decision and following the principle equity and accessibility of services.

 5.9 Works with individuals to identify their needs and sensitize policy makers and funding agencies for resources allocation.

**6. Professional advancement**

 6.1 Ensure the protection of human right while pursuing the advancement of

Knowledge.

 6.2 Contribute to development of nursing practice

 6.3 Participate in determining and implementing quality care

 6.4 Takes responsibility for updating own knowledge and competence

 6.5 Contribute to core of professional knowledge by conducting and participating in research. [5]

**ISSUES**

 A matter that is in dispute between two or more parties .

**PROFESSIONAL ISSUES:**

Professional issues are any issue which may have an impact on terms and conditions of health personnel. There are professional issues like registration, employment discrimination issues, occupational health & safety issues, performance appraisal issues, employment recruitment & selection issues etc.

Medico-legal issues is an issue by law enforcing agencies which are essential to fix the responsibilities for providing medical services. It is a medical issue with legal implications/action for all the medical personnels. [9]

1. **Staffing:**

As healthcare costs increase, decreasing the number of staff nurses. Inadequate staffing and/or increased job responsibilities both cause problems and stress for nurses.

**Nursing staff shortage:**

 It is the biggest issue present in the health care system. This shortage of nurses in clinical set up affects to heath care services in each day. Many emergency room have longer times to wait due to shortage of nursing staffs. This is affecting patient care are and decreasing quality of care. This shortage is being faced by different government or private hospitals, nursing homes and home- health agencies.

**Discrimination and harassment:**

Everywhere discrimination among employees are going on. Senior staffs are giving priority to some junior employees and not assigning work as per their position, but they are intentionally harassing to targeted juniors by giving work burden as well as abusing to them verbally also. Such type of environment can create an unhealthy atmosphere for providing better care to the patients and also it affects to mental condition of the nurses, who is working under them.

**Reform in health care:**

The American Nursing Association has taken the stand on health care that given to the public or patients by the nurses should be focused on quality of care without discrimination. Nurses have always been involved with health care reform as they are the advocator for patients.

**Low salaries:**

Nurses are not earning that much money according to their work pressure. In comparison to other professions, nurses are getting less salary in different states including government, private and public sectors also. So ,this issue can put impact on deficiency in patient care. [6]

1. **Inter Professional relationships:**

 Conflicting views and feeling of being disrespected often cause problems. These conflicts in nursing relationships can arise between nurse and their patients, their co-workers, partner physicians, and/or administrators.

1. **Patient Satisfaction:**

Nurses are already stretched too thin to accommodate staffing issues. But patients still have needs and expectations. Unfortunately, meeting these are difficult. This is especially true as providing health care become more chronic and the number of personnel decreases.

1. **On the job hazards and job safety:**
* Lifting heavy patients can pose a physical challenge for a nurse.
* In some cases, nurses report feeling threatened by angry patients.
* That lack of respect and/or verbal abuse may also come from administrators, physicians and the other members of the care team.
1. **Certification**
* It is important to remember that each specific practice venue is different. Each specialty has its own risks. To do best practices, maintaining the required certifications is important to maintain personal responsibilities.
1. **Renewal of nursing registration:**

Registration office is updating the periodicity and qualification of nurses by doing re-registration.

1. **Specialization in clinical area:**

Through education or clinical experience, for example; In order for patients to receive the specialized care they need, the nursing staff must be highly skilled and acceptable to the patients. [10]

1. **Mandatory Overtime**

In some circumstances, nurses must work required overtime. This may be the result of a high patient acuity or insufficient staffing levels.

1. **Medications**
* Giving meds on time – not when convenient for nurse (Heparin, Antibiotics, and etc.) Giving med and scanning med at a later time.
* maintaining 10 rights
* Don’t cover up if medication error occurs.
1. **Sexual harassment at the workplace**

Stay away from any sexual misconduct.Ministry of human resources has been launched a code of practice on the prevention and eradication of sexual harassment at the workplace. So, employees should aware about this code of practice and employer should take legal action for safeguarding their employees.

1. **Documentation:**
* Documentation that indicates the nurse's ability, character, and the care provided to the patients.
* Written documentation of interactions between and among health professionals, patients, and their families. [11]

**WAYS TO AVOID PROFESSIONAL ISSUES IN DIFFERENT SETTINGS:**

* Recognize your own advantages and disadvantages
* Review your assignment
* Make careful delegations.
* Be cautious when doing assistance procedures.
* Take precautions to avoid falling
* Adhere to hospital policies and regulations
* Maintain current policies and procedures.
* Establish a secure environment

**TREND & ISSUE IN NURSING EDUCATION:-**

**Developing public/private partnerships**

* Public money is often a part of initiatives for public-private partnerships to support staff and students at nursing education field.
* Selling public services to broader markets and other joint ventures where private sector skills and funding are used to maximize the commercial potential of public assets, such as through various PPPs.
* Due to an aging population, at the same time that the need for nurses is growing, nursing educators are ageing as well and are subsequently leaving the industry.. [12]

**Latest technology :**

• Although clinical experience plays a significant role in nursing education, much of the classroom instruction may be handled using the cutting-edge technology of today.

• There are several ways that technology can be used as a training tool for nursing educators, including online education, remote learning, and accelerated learning programs based on adult work schedules.

• As technology developments are increasingly closely tied to patient care, everyday nursing procedures can be practised by utilizing the same technology. The application of new technology in testing and certification procedures for nursing educators is also possible.

 **Creating healthy work environments:**

• Virus and bacterial strains frequently mutate more quickly than new designer medications can be created by scientists. Healthy work environments are crucial in every industry, but they are especially crucial in hospitals and clinics because patients frequently miss work due to contagious illnesses. Nursing staff will experience significant emotional strain from caring for unwell, injured, or dying patients in addition to physical diseases..

•Improved methods for maintaining nurses' physical and mental health contribute to the continued strength and competence of the nursing workforce. [13]

**Changed role of nurses in clinical practice**

• Employing practical nurses is another way to address the nursing shortage. By raising their educational status through adult education, continuing education, and seminars, these nurses might further develop their already-existing talents. Existing staff members and nurses who want to advance their nursing careers should be used even more effectively.

**Partnerships with nursing schools**

* Partnerships with nursing schools can take a variety of forms, and each one may be useful in addressing the growing nurse shortage.
* It is crucial to provide assistance in replacing nursing school instructors in order to maintain a sufficient staffing level for nursing classes.
* Students who would not otherwise be able to finance nursing school will be able to enrol thanks to the availability of grants, loans, and scholarships.
* Nursing schools offer adult education courses to boost the number of nursing graduates. Effective use of student nurses could lead to an increase in nursing caregivers at work. [14]

**Financing alternatives**

* Student loans, grants, low interest government loan scholarships, and employer-paid training are just a few of the ways that many people can afford a nursing school education. Many jurisdictions are realizing the need to provide extra public and private funding available to nursing students.
* Why The education will cost less and have a bigger return for the student if the programmes are accelerated so that students may finish the coursework and enter the workforce more quickly. A larger labour force of competent, licenced nurses may result from this scenario.
* It is becoming increasingly clear that there is a significant and expanding nursing shortage in the United States. Actions must be performed immediately in order to prevent a complete breakdown in the health care system. [15]

**RECENT TRENDS IN NURSING PROFESSION**

1. **Application of simulation in health care system:**

Simulation is the imitation of operation of a real world process over time. It helps in improving patient safety, transforming a team of experts into an expert team, enhanced quality care and education in different specialties with the structured skill training, training in decision making, inter professional communication etc.

1. **Uses of OSCE/OSPE (Objective Structured Clinical Examination/ Objective Structure Practical Examination) :**

It provides unique programmatic evaluation and it is used with large number of students. OSCE helps in improving clinical competencies, manage the clinical issues and handle the clinical challenges in everyday at clinical side. Now a days, OSCE/OSPE used in both formative and summative assessment form to examine the student’s clinical skill from different areas like- History taking skill, interpersonal and communication skill, mental health assessment skill, clinical decision making and problem solving skill, formation of differential diagnosis skill and other clinical based activities.

1. **Flipped classroom:**

In a flipped classroom, students actively engage with subjects in the classroom while also watching online lectures, participating in online conversations, or conducting research at home under the supervision of a mentor. The flipped classroom purposefully changes education to a learner-centered paradigm, where students are frequently first exposed to new ideas outside of school. This frees up classroom time for the deeper examination of topics, resulting in significant learning opportunities. In a flipped classroom, "content delivery" can take many different forms. Videos created by the teacher or other parties are frequently used, but other options include online group discussions, digital research, and text readings. It's common knowledge that a video lecture should be between eight and twelve minutes long. [16]

**RECENT ARTICLES RELATED ON NURSING TRENDS**

1. **Effect of simulation-based teaching on nursing skill performance: a systematic review and meta-analysis**

**Objective:** To enumerate and provide compiled data on the impact of simulation-based instruction on skill performance in the nursing field. Simulation is an active learning technique that uses a variety of tools to help students understand the real world. It gives students the chance to advance both their knowledge and abilities in a well-organized setting.

**Conclusions:** Because of the high variation, it is difficult to draw firm conclusions about whether simulation improved skill performance among the intervention groups. The need for clearly defined techniques of skill assessment and standardized simulation setups for an accurate evaluation of their impacts was brought on by the wide range of differences between original research studies. [17]

1. **Effects of simulation-based learning on nursing students' perceived competence, self-efficacy, and learning satisfaction: A repeat measurement method**

**Objectives:** The purpose of this study was (1) to establish the acceptable frequency of SBL in the "Integrated Care in Emergency and Critical Care" course. (2) to examine the changes in nursing students' perceptions of their competence, self-efficacy, and learning satisfaction after repeated exposure to simulations.

**Conclusion:** Nursing students' self-efficacy, perceived competence, and learning satisfaction can all be improved by simulation-based learning. The first simulation attempt is where the majority of the changes happen, but the learning results of the students are improved by the cumulative multiple exposure sessions. The best learning outcomes for the course over the course of a semester should be achieved through a variety of instructional tactics, not just simulation. [18]

1. **Use of the Objective Structured Clinical Examination (OSCE) in Undergraduate Nursing Education**

**Objective:** The goal is to provide empirical support for OSCE's advantages in undergraduate nursing education. The purpose of this study is to examine data on OSCE usage in undergraduate nursing education across the globe as well as student and educator opinions on the test.

**Conclusion.** The use of OSCE by nursing students has many advantages. It is simple to evaluate the understanding and application of clinical competencies crucial to nursing practice. It helps pupils get ready for their professional activity better. [19]

**SUMMARY:**

Nursing's professional conduct and code of ethics are very significant. It has always been a priority to provide holistic and humane care. Nursing is a responsible profession that treats people's reactions to health and illness using science, theory, an ethical code, and the art of care and comfort. In the face of numerous professional issues, nursing practice brings the science and art of nursing into practice.

**REFERENCES :**

1. Mosadeghrad AM. Factors influencing healthcare service quality. Int J Health Policy Manag. 2014 Jul 26;3(2):77-89
2. Zahedi F, Sanjari M, Aala M, Peymani M, Aramesh K, Parsapour A, Maddah SB, Cheraghi M, Mirzabeigi G, Larijani B, Dastgerdi MV. The code of ethics for nurses. Iran J Public Health. 2013 Jan 1;42(Supple1):1-8.
3. Basavanthappa BT.Fundamental of nursing.New Delhi:JAYPEE Publication.2nd edition. 2009, P.63-85.
4. Sadeghi A, Barati O, Bastani P, Daneshjafari D, Etemadian M. Strategies to develop and promote public-private partnerships (PPPs) in the provision of hospital services in Iran: a qualitative study. Electron Physician. 2016 Apr 25;8(4):2208-14.
5. Sonisamta. A concise text book of advanced nursing practice.1st edition. Jaypee ; New delhi:2015. P.18-23
6. Deepak K. , Sarath C, mithun Kumar BP.A comprehensive text book on nursing management.First edition. Emmess medical publisher.2015.P. 487-566
7. Jogindra vati. principles and practice of nursing management and administration. Jaypee.pageno.408-414
8. Available Source :http:/www.nursingworld.org
9. Margaret Jordan halter. Varcarolis’ foundations of psychiatric-mental health nursing A clinical approach. 8th edition. Elsevier. 2018. Page no.-92-105
10. BT Basavanthapa,nursing administration.2nd ed.jaypee.pageno.371-385.
11. Available Source: http:/www.indiannursingcouncil.org.in
12. Vestal, K.W. Nursing Management: Concepts and issues, 2nd ed. Philadelphia: Lippincott, 1995, pp. 87-100.
13. Bowman, Michael. The Professional Nurse, 1st ed.London: Chapman and Hall, 1995, pp. 64-84.
14. Potter, Patrica A. Fundamentals of Nursing, 7th ed. Elsevier, 2009, pp. 9, 315.
15. Available Source :http:/www.nursingcouncil.org.in
16. Brar. Kaur.Navdeep, Rawat. H.C, “ Textbook of Advanced Nursing Practice”, 1st edition ; New Delhi: The Health Sciences Publisher.(2015)
17. Asegid A, Assefa N. Effect of simulation-based teaching on nursing skill performance: a systematic review and meta-analysis. Frontiers of Nursing. 2021;8(3): 193-208
18. Hung, Chang-Chiao Kao, Hsueh-Fen Liu, Hsiu-Chen Liang, Hwey-Fang Chu, Tsui-Ping Lee, Bih-O. Effects of simulation-based learning on nursing students' perceived competence, self-efficacy, and learning satisfaction: A repeat measurement method. Nurse Education Today. 2020 : (97): 104725.
19. Smrekar, Martina & Ledinski Ficko, Sanja & Hošnjak, Ana Marija & Ilić, Boris. Use of the Objective Structured Clinical Examination in Undergraduate Nursing Education. Croatian Nursing Journal. 2017 ; (1): 91-102