

DEVELOPMENT OF PROFESSIONAL WILLINGNESS SCALE IN NURSING SERVICES

İrem BOYLU

0009-0001-3791-5066

BURSA ULUDAĞ UNIVERSITY

GRADUATE SCHOOL OF HEALTH SCIENCES

DEPARTMENT OF NURSING

MSc. PROGRAM

GRADUATION DATE: 13.07.2026

SUPERVISOR

Assoc. Prof. Hava GÖKDERE ÇİNAR

0000-0002-5792-5958

BURSA ULUDAĞ UNIVERSITY

GRADUATE SCHOOL OF HEALTH SCIENCES

DEPARTMENT OF NURSING MANAGEMENT

BURSA – TÜRKİYE

THESIS ABSTRACT

Professional willingness among nurses is an important determinant of quality of care, job satisfaction, and intention to remain in the profession. This methodological study aimed to develop a valid and reliable scale to assess professional willingness among nurses.

The scale was developed through a literature review, qualitative interviews, and expert evaluations, followed by content and face validity assessments and a pilot study. Exploratory factor analysis (EFA) was conducted with 301 nurses, and confirmatory factor analysis (CFA) was performed with an independent sample of 320 nurses. EFA identified a six-factor structure consisting of 29 items, whereas CFA did not confirm the proposed model. The findings suggest that the scale is a promising exploratory instrument, although further refinement and psychometric evaluation are required.

APPLICATION AREAS OF THE THESIS RESULTS

The Professional Willingness Scale in Nursing Services can be used to assess nurses' professional willingness, support human resource management, and identify professional development needs. The findings may guide nurse managers in developing strategies to enhance motivation and retention. Furthermore, the scale may be utilized in future studies involving different institutions and populations. Following further psychometric refinement, it has the potential to become a valid and reliable instrument for nursing management research and practice.

ACADEMIC ACTIVITIES

- Gökderer Çınar, H., & Boylu, İ. (2025). *Investigating the relationship between missed nursing care, professional satisfaction, and conscience perception*. Oral presentation presented at the 5th National Congress on Nursing Management, İstanbul, Türkiye.
- Boylu, İ., & Gökderer Çınar, H. (2026). *Barriers to human resource management in nursing*. Oral presentation presented at the 9th International and 20th National Nursing Congress, Ankara, Türkiye.
- Boylu, İ., & Gökderer Çınar, H. (2026). *Critical thinking, problem solving, and decision-making in nursing management: Current approaches*. In H. Gökderer Çınar (Ed.), *Current approaches in nursing management: Quality, decision-making, and disaster management* (pp. 21-55). BİDGE Publications.



KEY WORDS

- ✓ Validity
- ✓ Reliability
- ✓ Nursing
- ✓ Professional willingness
- ✓ Scale development

CONTACT

E-MAIL:

602357002@ogr.uludag.edu.tr

THESIS SUPERVISOR

TELEPHONE:

0505 499 0090

E-MAIL:

havagokdere@uludag.edu.tr

