

The Relation between Achievement Motivation and Creativity among Nurses at Menoufia University Hospital

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Abstract: Background: Challenges in today's work environment require professional competent nurses not only educated well but being creative, have a desire to achieve success, able to work under pressure, and accomplish the organization and personal goals. People with higher creativity tendency personality is influenced by an individual's internal motivation that is, people with high achievement motivation. **Purpose:** to assess the relation between achievement motivation and creativity among staff nurses. **Setting:** At Menoufia University Hospital. **Sample:** A simple random sample of (310) nurses constituted the study sample, two instruments were used which are the Cassidy and Lynn Achievement Motivation Scale and Nurses' Creativity Scale. **Results:** Three-quarters of the studied nurses had a high level of achievement motivation among the studied nurses and less than two thirds of them had a high level of creativity. **Conclusion:** There was a highly statistically significant positive strong correlation between achievement motivation and creativity among studied nurses. **Recommendations:** Conduct training program for head nurses and managers for sustaining achievement motivation and creativity to improve nursing productivity. Perform collaboration protocol between the college of nursing and the hospital to improve nursing creativity and productivity. Repeat this study on a larger probability sample and in various health care sectors to generalize the results.

Keywords: Achievement motivation - Creativity - Nurses

Introduction:

The primary goals of a health system are generally regarded as the advancement, restoration, and maintenance of health through efforts to ensure coordinated, sustainable delivery of effective, safe, and people-

centered healthcare that involves promotion, prevention, treatment, and high-quality services delivered by motivated healthcare providers are essential for the achievement of effective universal health coverage in

*The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.*

countries at all income levels (Gao, 2023). Motivation is the process of motivating oneself and others to perform activities aimed at achieving certain results. The driving force of the motive is determined by its subjective importance or the ratio of the subject to the need in the system of other needs and its subject (Komilova 2023).

Motivation has two sources, namely intrinsic and extrinsic. Extrinsic motivation can be attributed to factors in the workplace, whereas intrinsic motivation is an inner driving force that propels you to achieve more motivation is an ideal tool for achieving employees' superior performance at the workplace, leading towards organizational effectiveness (Mazllami, 2020).

Achievement motivation is the willingness to put effort into achieving a goal or reward to decrease the tension caused by need. Achievement motivated human resources are the most important assets of any health system. This resource, especially nursing department works directly with the health consumers (patients). Once the nurses are motivated, the work productivity increases resulting in good outcome which is good patients' outcomes. In recent years it has been increasingly recognized that improving the motivation of health personnel should be at the core of any sustainable solution to patient outcome (Demirhan, 2020).

Achievement motivation of nurses is characterized by the fact that the nurses are responsible for the outcomes (success or failure), anticipates results, tend to choose medium-difficulty and

challenging tasks and avoids very easy tasks due to the lack of a challenging element, exert continuous arduous efforts towards achieving what he/she is doing, pay more attention to long-term future goals as having a broader future perspective (Khater et al, 2020). Achievement motivation is required for success, which is a prerequisite. It is a strong motivator marked by ambition, a lot of energy, and a strong sense of independence. It is a dependable, taught trait where fulfilment derives from aiming for and attaining a standard of excellence (Corpuz et al, 2022).

Creative and innovative work behavior is a cognitive and motivational process that involves employees' ability to discover, generate, and apply fresh and beneficial ideas at work, as well as provide new and useful solutions to challenging tasks, the work behavior refers to how much time and effort individuals commit to developing, improving, and implementing creative ideas at work (Pham et al, 2020).

Creativity is an important skill to solve the problem and create a new idea. Nurses should use their creativity to conceive of their potential problems and its subsequent outcomes and prepare themselves for the future. They should also use it for decision making and problem-solving, nursing as a profession includes direct interaction with individuals. Nurses are responsible for the human health. Hospitals must hire people who can help them accomplish their aims by adhering to the organization's values and missions (Hashish, 2020).

*The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.*

Creativity can be an adaptive ability capable of improving individuals' both physical and psychological health (Grebennikova et al, 2019). Creative and innovative practices are important in reducing costs, improving the quality of care and evidence based nursing practices, and increasing scientific knowledge. The main factor in spreading innovation is nurses thinking with an innovative point of view and putting those ideas into practice (Lopez, 2019).

Most research of creativity mainly involves the situation of the development of college student' creativity and the influencing factor. The results show that factors such as achievement motivation, personality characteristics, self-concept and family environment have an impact on individual creativity trends. People with higher creativity tendency are influenced by an individual's internal motivation. That is people with high achievement motivation like to set moderate challenge goal, and dare to take certain risks (Huang, 2018).

Significance of the study:

Achievement motivation is the willingness to put effort into achieving a goal or reward to decrease the tension caused by need. Achievement motivated human resources are the most important assets of any health system. This resource, especially nursing department works directly with the health consumers (patients). Once the nurses are motivated, the work productivity increases resulting in good outcome which is good patients' outcomes. In recent years it has been

increasingly recognized that improving the motivation of health personnel should be at the core of any sustainable solution to patient outcome (Guo 2021).

Creativity represents the development of new and helpful ideas that increase the efficiency and effectiveness of different processes (Wu et al., 2020). Creativity at an individual level becomes a critical mechanism for the development of employees working in the healthcare sector in the era of advanced technologies. It represents the development of new and helpful ideas that increase the efficiency and effectiveness of different processes (Liu, 2020). In Egypt, findings of the reviewed literature Ali (2018) identified limited studies done locally about achievement motivation. The field of achievement motivation is missing hard academic research to build what establishes effective achievement motivation and its relation to creativity among nurses. Hence, it is important to fill the current research gap by conducting a study locally to assess the relation between achievement motivation, and creativity among staff nurses at Menoufia University hospital.

Purpose of the study:

The purpose of the current study was to assess the relation between achievement motivation, and creativity among nurses at Menoufia University hospital.

Research questions:

The current study was carried out to answer the following questions:

*The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.*

- 1) What is the level of achievement motivation among nurses at Menoufia University hospital?
- 2) What is the level of creativity among nurses at Menoufia University hospital?
- 3) What is the relation between nursing achievement motivation, and creativity among studied nurses?

Method

Research design:

A descriptive correlational research design was utilized in conducting this study.

Research Setting:

This study was conducted in Menoufia University Hospital at Shebin El-Kom city. It is affiliated to university sector. It was established in 1993, it is considered one of the largest hospital in Delta region of Egypt. The bed capacity of the University hospital is 1070 beds. This hospital is divided into four buildings, three of these buildings are interlinked, and one separate building namely oncology institution. The first main building is the general hospital which provides its services to the community through medical, urology, orthopedic, ophthalmology, ENT department, and hemodialysis unit. The second building is the emergency hospital, which provides its services to the community through the emergency department, neurosurgery, surgical department, intensive care units, burn unit, and operating theaters. Additionally, the third newest building is the specialized hospital which provides its services to the community through the outpatient clinics, pediatric

unit, obstetrics and gynecology departments, premature unit, pediatric intensive care unit, and pediatric dialysis unit. Finally, the fourth building which is separate from the other hospital settings is the oncology institution, which provides its services through outpatient clinics, male and female adult inpatient departments, and chemotherapy outpatient clinics.

Subjects:

A simple random sample of staff nurses who were working at selected inpatient departments and closed units at Menoufia University Hospital were included. Total number of staff nurses was (1300) staff nurses. The sample size of staff nurses was determined by using the following formula (Solving formula) to assess the sample size of staff nurses (Tajada, 2012).

$$n = \frac{N}{1 + (Ne)^2}$$

N → Total number of staff nurses in is (1300) nurses

n → Sample size

e → Error tolerance (.05)

1 → A Constant value

$$\text{Sample size of staff nurse} = \frac{1300}{1 + (1300 \times (0.05))^2} = 306$$

The sample was increased to 310 to compensate attrition errors and missed data.

Data collection Instruments:

The data of this study was collected by using two instruments which are Cassidy and Lynn achievement motivation scale (CLAMS) and nursing creativity scale, in addition to personal characteristics of studied nurses including age, sex,

*The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.*

qualification, work of units, total years of experiences, and marital status.

Instrument I: Cassidy and Lynn achievement motivation scale (CLAMS):

It is adopted from Cassidy and Lynn, (1989) (CLAMS). This instrument has a total score (245). It assesses the achievement motivation as a multidimensional construct consisting of 49 items divided into seven dimensions each dimension included seven items: (work ethic, pursuit of excellence, status aspiration, competitiveness, acquisitiveness for money and material wealth, mastery, and dominance). Although the scale is composed of several subscales, the scale was designed to provide a whole score for achievement motivation (Cassidy & Lynn, 1989).

Scoring system:

This instrument uses a 5-point Likert scale range from 1 (strongly disagree) to 5 strongly agree. There are seven negative items which had reverse score that ranged from 5 (strongly disagree) to 1 strongly agree. The scores for each item were summed up and then converted into a percent score. Achievement motivation was classified into three levels. The first one is a low level which is computed if the total score is less than 60% (49-146). While, the second level is moderate level which is computed if total score is equal or more than 60 % to less than 75% (147-183). Additionally, the third one is high level which is computed if total score is equal or more than 75 %

(184-245). (Mohammed et al., 2020) and (statistics).

Instrument II: Nursing Creativity Scale.

This instrument consisted of 33 items divided into five dimensions (Leaders and colleagues dimension consisted of eight items – Problem solving dimension consisted of four items – Work time and salary dimension consisted of three items –Work achievement dimension consisted of seven items –Personality dimension consisted of eleven items) with a total score ranged from 33-165. This scale was adopted from Mateus et al., (2019), it used to assess staff nurses' creativity level. This variable was assessed by 33 question items. Each item was assessed on a five-point Likert scale where (1) reflect strongly disagree to (5) rate that mean strongly agree.

Scoring system:

This instrument uses a 5-point Likert scale ranged from 1 (strongly disagree) to 5 strongly agree. The grades for each item were summed up and then converted into a percent score. Level of creativity was classified in to three levels. The first one is a low level that's computed if total score is less than 60% (33-98). While, the second level is moderate level that's computed if total score is equal or more than 60 % to less than 75% (99-123). Additionally, the third one is high level that is computed if total score is equal or more than 75 % (124-165) (Abd Elmoaty, 2022) and (statistics).

*The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.*

Validity of instruments:

The instruments were translated into Arabic language to be clear for all participants' educational levels and reviewed by a panel of five experts, three professors in nursing administration from Menoufia University & two assistant professors in nursing administration from Benha University to assess the face and content validity. Face and content validity of the instruments aimed to judge its clarity, relevance, and accuracy. The panel examined instruments' relevance to the purpose of the study, grammar, and ordering. Minor modifications and rephrasing of some statements were done based on the jury's opinions. The instruments were considered valid from the experts' perspective.

Reliability of the instruments:

Reliability of the two instruments was tested by Cronbach Alpha test as the instruments were translated into Arabic and minor modifications were made. Cronbach's alpha for achievement motivation questionnaire = 0, 789 and creativity questionnaire=0, 842.

Ethical consideration:

The study was conducted with careful attention to ethical standards of research N (911) and rights of the participants before any attempt to collect data, an official approval letter was submitted from the Dean of faculty of nursing to collect data from the pre-mentioned study setting, also a written approval letters were submitted to the director of Menoufia University Hospital to collect data

from the pre-mentioned study sample. The letter contained the title, aim of the study and the finding were undertaken in a manner designed to protect confidentiality of sample.

The respondents rights was protected by ensuring voluntary participation; so that informed consent was obtained by explaining the purpose, nature, time of conducting the study, benefits of the study and how data was collected. The respondents were assured that the data was treated as strictly confidential; furthermore, the respondent anonymity was maintained as they weren't required to mention their names.

Pilot study:

After reviewing the instruments by the experts, the investigator conducted a pilot study before using the final questionnaire. The purpose of the pilot study was to ascertain clarity, relevance, applicability of the study instrument and to determine obstacles that may be encountered during data collection. It was also helpful to estimate the time needed to fill the study instruments. The pilot study was carried out on (31) nurses which presented (10%) of sample size. No modification was made, so a sample of the pilot study was included in the study sample. The time required to fill the questionnaire was estimated to be from 25-30 minutes for the two instruments.

Data collection procedure:

An official letter was sent from the dean of the faculty of nursing containing title, purpose and method of data collection to the directors of

***The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.***

Menoufia university hospital. Then, an explanation to the purpose, benefits, and possible risks of the study to gain their cooperation to participate in the study. After explanation of the purpose and nature of the study, nurses who fulfilled the inclusion criteria were invited to participate in the study. Thereafter, data was collected through a structured interview questionnaire to ascertain all questions were answered and to clarify any inquiry and it took about 25-30 minutes to accomplish the two questionnaires.

Data was collected in a period of three months from the beginning of November 2022 to the end of January 2023 in the morning, and afternoon with average three days /week. Completed questionnaires were entered into an electronic database that was password-protected. Hard copies of the survey questionnaires were kept in a locked cupboard of the investigator.

Statistical analysis:

Data entry and analysis were performed using SPSS ((Statistical Package for Social Studies) statistical package version 25. Categorical variables were expressed as number and percentage while continuous variables were expressed as (mean \pm SD). Chi-Square (χ^2) was used to test the association between row and column variable of qualitative data .

F test (ANOVA) was used to compare mean in normally distributed quantitative variables for more than two groups. Pearson correlation was done to measure correlation between quantitative variables.

For all tests, a two-tailed p-value \leq 0.05 was considered statistically significant, P-value \leq 0.01 was considered highly statistically significant. While p-value $>$ 0.05 was considered not significant.

Results:

Table (1): Displays distribution of demographic data among the studied nurses. As noted from the table, (47.4%) of the age of the studied nurses was ranged from 20- \leq 30 years old, while only (5.8%) of the age of them was more than 50 years old with a mean age of 31.95 ± 8.18 . Considering sex, (62.3%) of the studied nurses were female while only (37.7%) were male with a male to female ratio= 0.6:1. In relation to marital status, (75.2%) of them were married while only (24.8%) of them were unmarried. Concerning educational level, (42.3%) of the studied nurses holding associated degree of nursing. Regarding to years of experience, (36.1%) of the studied nurses had between 1- \leq 5 years of experience.

Table (2): Represents that total mean score of achievement motivation among the studied nurses. The total mean score of achievement motivation was $\bar{x} + SD= 189.79+14.77$ with a highly statistically significant difference at $p=0.000$. Moreover ,the higher mean score ($\bar{x} + SD=28.68+3.32$) is related to excellence dimension that is followed by the dimension of competitiveness ($\bar{x} + SD=27.88+3.47$). On other hand the lower mean score ($\bar{x} + SD=25.59+5.68$) is related to work

*The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.*

ethics that is followed by the dimension of status aspiration ($\bar{x} + SD=26.09+3.42$).

Figure (1): Illustrates distribution of level of total achievement motivation among the studied nurses. As evident from the figure, about three-quarters (74.5%) of the studied nurses had a high level of total achievement motivation among the studied nurses. In addition to presence of a highly statistically significant difference, at $P = 0.000$.

Table (3): Represents total mean score of creativity among the studied nurses. As evident from the table, more than two-thirds (71.9%) of the studied nurses had a high level of creativity in relation to personality while more than two-fifths (44.5%) of the studied nurses had a moderate level of creativity in relation to work time and salary dimension. The total mean score of creativity was $\bar{x} + SD= 123.4 + 13.88$ with a highly statistically significant difference at $P = 0.000$.

Figure (2): Illustrates frequency distribution of total level of creativity among the studied nurses. As observed from the table, less than two-thirds (58.7%) of the studied nurses had a high level of total creativity among the studied nurses. While, only 7.4 of the studied nurse had low level of creativity. In addition to presence of a highly statistically significant difference, at $P = 0.000$.

Table (4): Displays correlation between total score of achievement motivation and creativity among the studied nurses. As observed from the table, there was a highly statistically significant positive strong correlation between achievement motivation dimension (Acquisitiveness, dominance, excellence, competitiveness, status aspiration, mastery and work ethics) and creativity dimension (Leader and colleagues, problem solving, work time and salary, achievement, personality) among the studied nurses, at r ranged from (0.900 to 0.991 and $P = 0.000$).

***The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.***

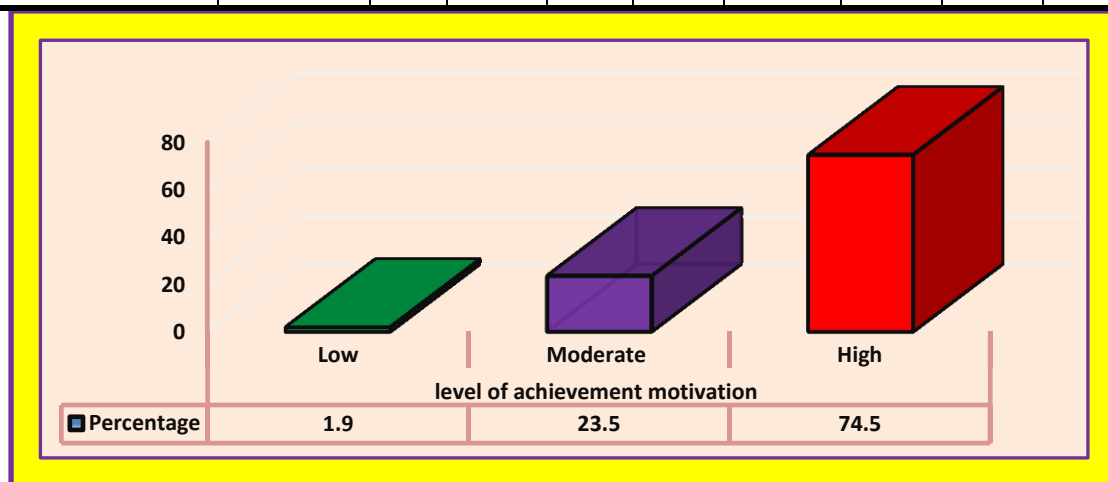
Table (1): Frequency distribution of demographic data among the studied nurses (n= 310).

Items		N	%
Age (year)	▪ 20- ≤ 30 years old	147	47.4
	▪ 31- ≤ 40 years old	126	40.6
	▪ 41- ≤ 50 years old	19	6.1
	▪ > 50 years old	18	5.8
	▪ Mean ± SD	31.95 ± 8.18	
Sex	▪ Male	117	37.7
	▪ Female	193	62.3
	▪ Male to Female ratio	0.6:1	
Marital status	▪ Married	233	75.2
	▪ Unmarried	77	24.8
Educational level	▪ Secondary school of nursing	102	32.9
	▪ Associated nursing degree	131	42.3
	▪ Bachelor nursing degree	71	22.9
	▪ Post-graduate degree	6	1.9
Years of experience	▪ 1- ≤ 5 years old	112	36.1
	▪ 6- ≤ 10 years old	67	21.6
	▪ 11- ≤ 15 years old	66	21.3
	▪ > 15 years old	65	21.0
	▪ Mean ± SD	10.35 ± 8.08	
Working units	▪ Critical care units	178	57.4
	▪ Other department	132	42.6

*The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.*

Table (2): Total mean score of achievement motivation among the studied nurses (n= 310).

Variable		Z	%	Min	Max	\bar{x}	SD	F test	P value
Acquisitiveness	Low	13	4.2	16	19	17.54	1.50	650	0.000**
	Moderate	90	29.0	21	26	23.57	1.65		
	High	207	66.8	27	34	30.16	1.84		
	Total	310	100.0	16	34	27.72	4.06		
Dominance	Low	13	4.2	18	20	18.77	0.72	506	0.000**
	Moderate	89	28.7	21	26	24.29	1.68		
	High	208	67.1	27	31	28.10	1.14		
	Total	310	100.0	18	31	26.62	2.70		
Excellence	Low	14	4.5	15	20	19.21	1.47	246.2	0.000**
	Moderate	47	15.2	24	26	25.38	0.709		
	High	249	80.3	27	35	29.84	2.25		
	Total	310	100.0	15	35	28.68	3.32		
Competitiveness	Low	7	2.3	9	17	15.86	3.02	457	0.000**
	Moderate	89	28.7	21	26	24.43	1.80		
	High	214	69.0	27	33	29.71	1.67		
	Total	310	100.0	9	33	27.88	3.47		
Status aspiration	Low	18	5.8	14	20	17.83	2.87	437	0.000**
	Moderate	134	43.2	21	26	24.25	1.52		
	High	158	51.0	27	35	28.60	1.76		
	Total	310	100.0	14	35	26.09	3.42		
Mastery	Low	17	5.5	15	20	17.47	1.94	572	0.000**
	Moderate	68	21.9	21	26	24.01	1.70		
	High	225	72.6	27	33	28.92	1.55		
	Total	310	100.0	15	33	27.21	3.48		
Work ethics	Low	40	12.9	14	20	15.38	2.08	739	0.000**
	Moderate	74	23.9	21	26	21.26	0.952		
	High	196	63.2	27	35	29.31	2.75		
	Total	310	100.0	14	35	25.59	5.68		
Total	Low	6	1.9	125	141	136.67	6.50	423.1	0.000**
	Moderate	73	23.5	152	183	172.53	7.65		
	High	231	74.5	184	216	196.63	7.66		
	Total	310	100.0	125	216	189.79	14.77		



$\chi^2=258.3, P=0.000^*$

Figure (1): Frequency distribution of level of total achievement motivation among the studied nurses (n= 310).

***The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.***

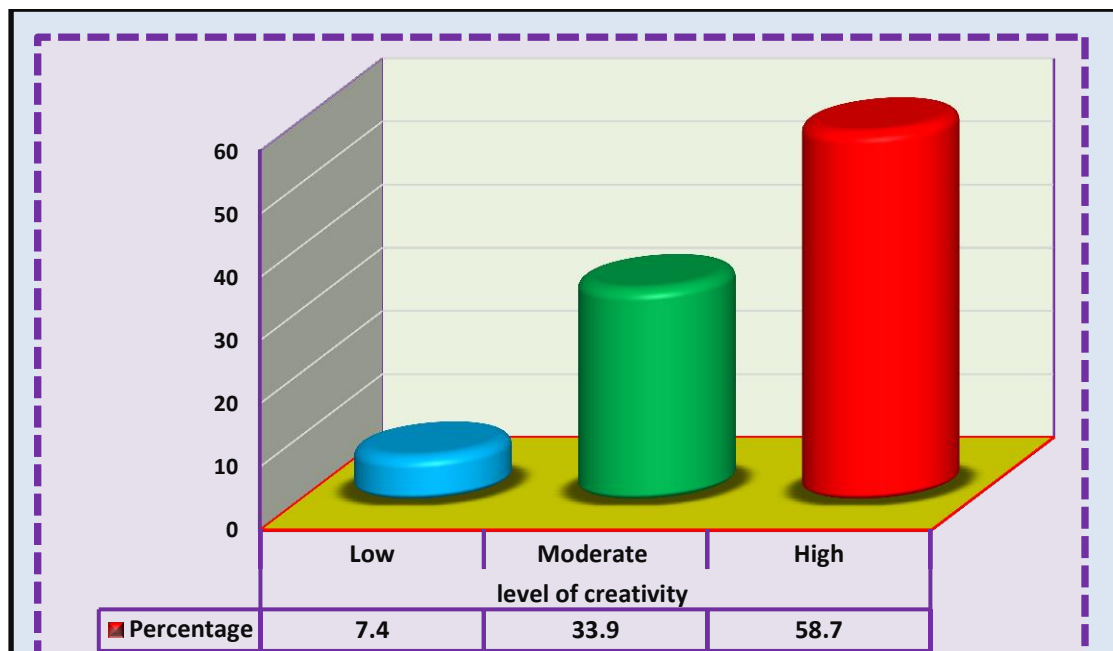
Table (3): Total mean score of creativity among the studied nurses (n= 310).

Variable		Z	%	Min	Max	\bar{x}	SD	F test	P value
Leader and colleagues	Low	53	17.1	17	23	20.89	2.31	882	0.000**
	Moderate	102	32.9	24	29	27.38	1.45		
	High	155	50.0	30	36	32.32	1.71		
	Total	310	100.0	17	36	28.74	4.54		
Problem solving	Low	76	24.5	7	11	9.79	1.01	1026	0.000**
	Moderate	83	26.8	12	14	13.0	0.8		
	High	151	48.7	15	19	17.0	1.37		
	Total	310	100.0	7	19	14.17	3.21		
Work time and salary	Low	66	21.3	7	8	7.47	0.503	1060	0.000**
	Moderate	138	44.5	9	11	9.94	0.844		
	High	106	34.2	12	14	12.61	0.670		
	Total	310	100.0	7	14	10.33	2.03		
Achievement	Low	15	4.8	17	20	18.27	1.33	627	0.000**
	Moderate	86	27.7	21	26	23.71	1.66		
	High	209	67.4	27	35	29.60	1.67		
	Total	310	100.0	17	35	27.42	3.72		
Personality	Low	19	6.1	26	32	28.42	2.63	626	0.000**
	Moderate	68	21.9	33	41	37.49	2.48		
	High	223	71.9	42	53	45.66	2.45		
	Total	310	100.0	26	53	42.81	5.56		
Total	Low	23	7.4	83	96	89.65	5.22	851	0.000**
	Moderate	105	33.9	100	123	114.6	6.43		
	High	182	58.7	124	143	132.8	4.81		
	Total	310	100.0	83	143	123.4	13.88		

*Significant $p < 0.05$

F Test: ANOVA T test

**Highly significant $p < 0.01$



$\chi^2=122.3, P=0.000**$

Figure (2): Frequency distribution of total level of creativity among the studied nurses (n= 310).

*The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.*

Table (4): Correlation between total score of achievement motivation and creativity among the studied nurses (n= 310).

Total achievement motivation		Total creativity				
		Leader	Problem solving	Time	Achievement	Personality
▪ Acquisitiveness	r	0.987	0.967	0.950	0.990	0.976
	P	0.000**	0.000**	0.000**	0.000**	0.000**
▪ Dominance	r	0.972	0.914	0.903	0.969	0.989
	P	0.000**	0.000**	0.000**	0.000**	0.000**
▪ Excellence	r	0.965	0.935	0.926	0.960	0.961
	P	0.000**	0.000**	0.000**	0.000**	0.000**
▪ Competitiveness	r	0.967	0.937	0.918	0.967	0.971
	P	0.000**	0.000**	0.000**	0.000**	0.000**
▪ Status aspiration	r	0.964	0.938	0.930	0.967	0.965
	P	0.000**	0.000**	0.000**	0.000**	0.000**
▪ Mastery	r	0.977	0.916	0.900	0.974	0.991
	P	0.000**	0.000**	0.000**	0.000**	0.000**
▪ Work ethics	r	0.930	0.910	0.913	0.937	0.932
	P	0.000**	0.000**	0.000**	0.000**	0.000**
▪ Total	r	0.985				
	P	0.000**				

*Significant $p < 0.05$

**Highly significant $p < 0.0$

Discussion:

Motivation is one of the most important sources of power that determines the direction, intensity and determination of student behavior in learning-teaching process. Motivation is both an attractive and a hindering subject. It is interesting because it is behind almost everything a person does. Motivation has been widely studied in education and in other fields. Motivation is a complex psychological phenomenon; therefore, the absence of one major overarching definition or theory of motivation should not be surprising. Achievement motivation as a type of social motivation reflects the desire to strive for success and is a selected factor that affects students' academic achievement, behavior, and memory (Guo et al 2021).

Creativity and innovative work behavior refers to the introduction and application of novel ideas, products, procedures, and processes to individuals' work role, work unit, or

organization. Innovative behavior can be carried out by an individual, organizational members or groups of individuals within an organization. It is a broader concept than creativity and encompasses a variety of behaviors involved in the generation, promotion, and implementation of novel ideas (Yuan & Marquardt, 2021).

The present study results illustrates that about three-quarters of the studied nurses had a high level of total achievement motivation. From the investigator's point of view, this may be due to health worker will be motivated and express job satisfaction if they feel that they are effective at their jobs and performing well. These finding may be related to those staff nurses strive to achieve an advanced position in their work and increase or keep as high as possible, tend to choose medium-difficulty and challenging tasks, exert continuous arduous efforts towards achieving what

*The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.*

they are doing as well as having a strong desire to receive feedback about their performance and prefer to deal with the problem than to seek help to solve it.

This result was consistent with Baljoon, (2018) who conducted a study on "Nurses' work motivation and the factors affecting It" that the nurses high level motivation. Factors contributing to motivation and job satisfaction also include strong career development, an adequate compensation, and adequate working and living conditions, People are motivated in their professional lives by certain factors, including money, recognition, power, passion and meaning.

This result was consistent with Bonenberger (2021) who conducted a study on "The Influence Of Motivation On The Performance Of Nursing Officers In Devolved Units", stated that it is important that employers know their needs and requirements and know how to capture the interest of these prospective employees.

Furthermore, there were positive statistically significant correlations among all dimensions of achievement motivation (acquisitiveness, dominance, excellence, competitiveness, status aspiration, mastery, work ethics) of staff nursing. As well, nursing year experience and gender are significant predictors for staff nursing' perceived attitude toward nursing profession score. In addition to, only experience year a significant predictor for staff nursing' achievement motivation score.

At the same line, Parish (2018) supported current finding that achievement motivation behavior shows individuals' interest in better working, effectively organizing workplace, solving work-related

problems, increasing work amount and job quality and competing for better choices. In other words, it manifests itself in interest in doing better and effective work than ever as employees signified satisfaction in the job.

The finding of the current study revealed that high percentage of studied nurses had high level creativity. From the investigator's point of view, the university hospital seeks to implement and facilitate creative methods in solving problems related to the patient, and changes are also made with the nurses in order to keep place with the new health changes such as (The presence of the Department of Continuing Education in the hospital which provides training courses on modern trends in nursing).The organization also uses and fully exploits the available mental human resources to meet the needs of patients. The present result was in the line with Kim et al., (2020) who conducted study about "Effects of nurses' individual, professional and work environment characteristics on job performance" nurses' experiences working in an unhealthy environment were mentioned as an important reason for a decrease in the nursing workforce and were found to adversely affect both nurse and patient outcomes. The staff nurses are needed to go beyond nursing routine and acquire innovative solutions to make valuable decisions in their areas. Therefore, creativity and innovation are essential skills that should be adopted and enhanced through staff nursing work either in a theoretical or a practical part.

The finding of the current study demonstrated that, there was a highly statistically significant positive strong correlation between achievement motivation dimension (Acquisitiveness, dominance, excellence, competitiveness, status

*The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.*

aspiration, mastery and work ethics) and creativity dimension (Leader and colleagues, problem solving, work time and salary, achievement, personality) among the studied nurses, at Menoufia university hospital. From the investigator point of view, this may be regard to that creating an environment in which staff nurses become able to perform well, manage problem they faced and affected their productivity positively, creating motivated environment this led to increase internal motivation for people to achieve success in the process of completing tasks. In other words, it manifests itself in interested in doing better and effective work than ever.

In contrast with, Elliot et al., (2013) who conducted a study on "effects of optimism on creativity under approach and avoidance motivation" reported and summarize, avoidance motivation is associated with cognitive, affective, and volitional processes that can be problematic when striving for creativity. Due to its impact on each of these processes, optimism is a good candidate for stimulating creativity under avoidance motivation.

At the same line, the results by Lizm et al (2020) who conducted a study about "The relationship among achievement motivation, mental health and creativity tendency of nursing postgraduates". This study showed that factors such as achievement motivation, personality characteristics, self-concept and family environment have an impact on individual creativity trends. People with higher creativity tendency personality is influenced by an individual's internal motivation, that is, people with high achievement motivation, they like to set moderate challenge goal, and dare to take certain risks.

On the other hand, Elkholy et al., (2020) who conducted study about

"Effect of organization justices on creativity self-efficacy and innovation of nurses "found positive relationship between justices and creativity in staff nurses, ,it also showed that their creativity at work resulted from the availability of the culture of justice within the organization, and the extent of the impact of justice on decisions in motivating them to creativity at work was clarified.

Conclusion:

In the light of the current study findings, the study emphasized that the about three quarter of studied staff nurses had high level of achievement motivation and less than two thirds of them had high level of creativity. There was a highly statistical significance positive correlation between achievement motivation and creativity. A significant positive strong correlation between achievement motivation dimension (Acquisitiveness, dominance, excellence, competitiveness, status aspiration, mastery and work ethics) and creativity dimension (Leader and colleagues, problem solving, work time and salary, achievement, personality) among the studied nurses.

Recommendations:

Based on the study finding, the following recommendations are suggested:

1-At practical level:

- 1) Conduct training program for head nurses and managers for sustaining achievement motivation and creativity to improve nursing productivity.
- 2) Motivate staff members to express their opinions and personal rights and provide them greater autonomy by participating in decision-making.

***The Relation between Achievement Motivation and Creativity among Nurses
at Menoufia University Hospital.***

- 3) Build positive work practice environment (supportive management, openness communication and adequate resources) to enhance nursing staff achievement motivation.

2- At education level:

- 1) The concept of achievements motivation and creativity need to be included in nursing curricula.
- 2) Perform collaboration protocol between the college of nursing and the hospital to improve nursing creativity and productivity.
- 3) Conduct staff development activities and workshops to improve working environment and sustaining motivation

3- At research level:

- 1) Replicate this study on a larger probability sample and different settings, subjects to generalize the results.
- 2) Future research need to be conducted on developing success indicators for practices on each role of creative leadership.
- 3) Further research, can be conducted to identify the factors that enhance creativity and innovative work behavior and achievement motivation.

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