

Original Article

Development of a Nursing Competency Framework: Thematic Content Analysis

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Abstract

Background: Competency is one of the controversial issues in health care that is of great importance in various nursing areas such as education, clinical care and nursing management. Although several studies have been conducted on the various dimensions of this concept, such as the meaning of competency and how it is measured in nursing, and many articles have been published in this regard, but there are hardly any study conducted to identify competency frameworks in nurses and development of such frameworks. Accordingly, the present study attempts to investigate the competency framework in nursing. Identifying the competency framework in nursing allows managers and educators to take the effective steps to enhance nurses' professional competencies by choosing appropriate strategies. Therefore, this study aims to design, formulate and develop a competency framework in nursing.

Methods: In this research, the thematic qualitative content analysis was used. Using a purposive sampling method, 5 nursing experts and 10 nursing staff working in clinical setting were selected as the participants. The structured interview was used to collect the information.

Results: regarding the theme of "formulation and development of the competency framework in the nursing profession", a total of 10 categories and 20 sub-categories were extracted.

Conclusion: The results of this study showed that providing a competency-based model, and expanding and standardization of competency concept in different dimensions of nursing profession is a necessity; considering that clarification of the concept of competency, the recognition of its dimensions, characteristics and the factors affecting it will be helpful in determining the criteria and standardizing the competency tools.

Key words: Competency, Competency framework, Nursing profession