

Empowering Nurses through Continuous Professional Development:

Insights from Various Perspectives

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Introduction

Continuous Professional Development (CPD) is critical for maintaining nurses' competence and enhancing the quality of patient care in today's rapidly evolving healthcare environment. It promotes lifelong learning, increases professional confidence, and contributes to improved health outcomes. However, nurses' engagement in CPD can be influenced by various personal, institutional, and financial factors. This study explores nurses' perceptions, participation levels, and barriers toward CPD within the Eastern Health Cluster in Saudi Arabia, aiming to highlight strategies that support a motivated and empowered nursing workforce.

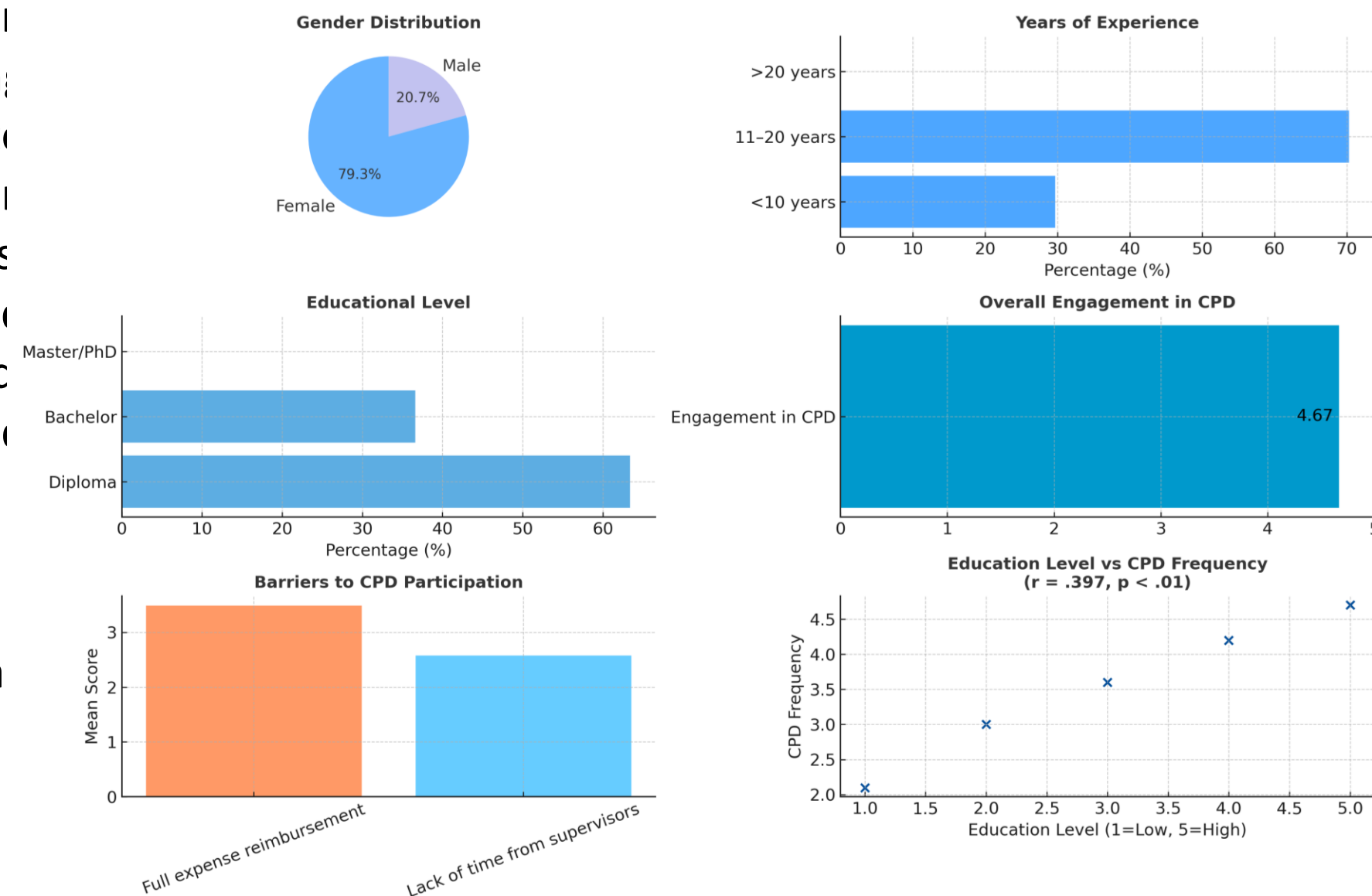
Objectives

1. Analyze nurses' attitudes toward Continuous Professional Development (CPD).
2. Identify levels of participation in CPD activities.
3. Examine factors that motivate nurses to engage in CPD.
4. Identify barriers affecting CPD participation.
5. Evaluate the impact of job role (manager vs non-manager) on CPD involvement.

Methods

- **Design:** Descriptive cross-sectional study
- **Setting:** Affiliated primary healthcare centers within the Eastern Health Cluster, Saudi Arabia
- **Sample:** 150 nurses selected through convenience sampling
- **Instrument:** Validated Professional Development of Nurses Questionnaire (Q-PDN), $\alpha = 0.91$
- **Data Collection:** Online self-administered survey
- **Ethical Approval:** Khobar Governmental Hospital IRB (H-05-kh-130)

Results



Conclusion

This study demonstrates a high level of engagement in CPD among nurses in the Eastern Health Cluster, reflecting strong awareness of its importance for professional growth and patient care improvement. However, financial constraints, limited time, and resource shortages remain key barriers. Enhancing institutional support, offering funded CPD opportunities, and providing protected time for training are essential strategies to empower nurses and sustain a culture of continuous professional development.