



Design of Health in Equity Questionnaire among Medical Staff

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ABSTRACT

Equity is an ethical principle that is closely related to human rights. The purpose of this study is to design of Health in equity Questionnaire among Medical staff. To design a Health in equity Questionnaire, a preliminary list of 20 questions was prepared. The validity of the questionnaire was face and content validity, and for reliability, Cronbach's alpha test was used. All of 20 questionnaires had high content validity and the questionnaire with content validity index (CVI) values 0.94 and content validity ratio(CVR) 0.97 were approved. The final results showed that the final questionnaire after the pilot study that was performed on 80 nurses who working in different wards of Imam Sajjad Hospital in Yasuj city in Iran with Cronbach's alpha was 0.86. To measure the Equity among health care staff, a valid and reliable questionnaire that can accurately measure this amount is needed. According to the results, the questionnaire of this study is an appropriate tool for the measure the Equity among health care staff.

Key words: Validity, Reliability, Equity, Medical Staff

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INTRODUCTION

Equity is an ethical principle that is closely linked to the observance of the fundamental rights of human beings, and Equity can also be defined as social impartiality [1]. The proper distribution of health services among health care staff is in fact the most important factor affecting the observance of Equity among medical staff, and this is a turning point that failure to comply with it can initiate protests based on the lack of Equity among medical staff [2,3]. Therapeutic systems for the realization of Equity among health care staff require having informed and fair managers in various management categories (head nurse, supervisor, nursing director) because if these managers do not observe Equity among medical

staff, they can reduce motivation among medical staff. The most affected group is the patients [4,5]. On the other hand, realization of observance of Equity in health care staff requires the presence of health staff in the planning and management process and the selection of managers on the basis of the necessary competencies and staff can greatly enhance the prognosis of the observance of Equity among medical staff [6]. Therefore, observance of Equity among medical staff indicates the adequacy of managers and appropriate distribution of health services among medical staff [7]. But realizing this requires a tool that can accurately assess the factors of health equity between medical staff and the concepts of these questionnaires should be able to count the number of shift shifts, work schedules during the month, leave, offsets after the night Work and ... because most of the protests among medical staff were in these cases [8-10], and managers should pay attention to these points in order to respect

the Equity among medical staff. Therefore, due to the lack of a standard tool with appropriate validity and reliability that can assess the Equity among medical staff, this study was designed with the aim of constructing a questionnaire for assessing the Equity among health staff.

MATERIALS AND METHODS

This study is a methodological study. In this study, after designing a questionnaire, for validity, face validity and content validity respectively, and for reliability, Cronbach's alpha was used and the data were analyzed using SPSS version 20 software. The steps of this study are:

Questionnaire design

Determining the Content Scope of the Questionnaire

In this study, since the purpose of this study was to designing a questionnaire for the observance of Equity among medical staff, content and face validity was done.

Determination of the content of the questionnaire

At this stage, the studies were conducted in a comprehensive and extensive manner and various aspects of Equity among the health care staff were investigated and identified. In this study some questions of the questionnaire were examined and interviewed by health staff of different departments with different working experience.

Specific questions for measuring the observance of Equity in health and preparing a basic questionnaire

Various sessions with professors specializing in clinical affairs, education, as well as clinical staff with different work history in different ward were formed and after the initial discussions of the questionnaire the first consists of 20 items and the first questionnaire was created.

Selection of the model for determining the validity

For this purpose, the questionnaire was provided to the panel group, whose role was to guide the members of the panel group, so that it is possible to judge the members accurately based on the necessity of the components of the tool (model or

questionnaire) They were asked to consider their opinion on each item on the scale of the judgment that was determined. Member responses are coded as follows: Required, useful but unnecessary and unnecessary.

Panel Identification Panel

At this stage, panel members were required to be nominated by at least 5 people and a maximum of 10 people should comment on this, which was done with 7 members.

Distribution of questionnaires

In-person questionnaires were examined for up to 7 panel members.

Data entry and analysis

Data was collected by collecting questionnaires from panel members and then analyzing the data using Excel software. The members of the panel group, which is an indispensable option, are quantified through a content validity Ratio (CVR).

Admission criteria or rejection of questions

Unconditional acceptance of a question, if its CVR is equal to or greater than 0.75, acceptance of the question if its CVR value is between 0 and 0.75. This CVR indicates that more than half of the members of the panel have chosen the necessary option and refuse the question if the CVR is less than zero and CVR less than zero means that less than half of the people have chosen the necessary option.

Determining the content validity index and introducing the final questionnaire

Content validity index indicates the comprehensiveness of judgments regarding the validity or applicability of a model, test, or final tool. The higher the content's final narrative, the higher the CVI value, the 0.99 percent, and the opposite is true.

Calculation of Content Validity Index (CVI)

The total number of experts assigned to the score, score 3 or 4, is derived from the total number of specialists.

Internal consistency of the final questionnaire

Internal consistency of the questionnaire was determined using Cronbach's alpha. A questionnaire was used to determine the internal consistency of 80 nurses (11) working in various health care ward of Imam Sajjad Hospital in Yasuj, Iran. After completing, information was entered into the computer and then, using SPSS software, 20 items Analyzed.

RESULTS

After collecting questionnaires from panel members and entering information into Excel software, CVR values for each question and for the whole questionnaire It was calculated that CVR of the whole questionnaire was 0.97%. Results of content validity index (CVI) and introduction of a final questionnaire: After the final examination, the CVI value of all three domains was calculated to be 0.94%.

Internal consistency

In this study, after completing the questionnaire by 80 nurses working in different departments of Imam Sajjad Hospital in Yasuj, Cronbach's alpha was 0.86%, indicating that the questionnaire has a strong internal consistency.

Table 1: Items with the highest CVI and CVR.

Row	The most CVI and CVR contents (CVR = 1 CVI = 1)
1	The number of troops in your division is proportional to your workload
2	Providing Equity to your department is a matter of Equity
3	You are paid for other members of the Equity sector
4	In giving you overtime, you will be treated fairly to staff in other similar sectors
5	In giving you holidays other than leave (F, after work, etc.), you will be treated fairly to staff in other similar sectors
6	When scheduling staff shift shifts, shifts are rotated and based on work history and Equity
7	Training for you and other staff is done fairly by the supervisor
8	The department has been responsible for promoting Equity in relation to other departmental staff
9	Clinical supervisors have served Equity in sending you to help other departments than other staff
10	The Nurse's Director has followed the appointment of a typical nurse or midwife
11	Responsible for determining the number of work nights in relation to your work experience with you and other staff has been fair

DISCUSSION AND CONCLUSION

Establishing a questionnaire on the observance of Equity among medical staff can help the managers of different nursing staffs to monitor the level of satisfaction of staff with respect to Equity among them. Jahanpour *et al.* [12] conducted a study with purpose of Design professional nursing ethics questionnaire in 2014. In this study, 21 questionnaires with 94% validity and 65% Cronbach alpha were constructed. Both validity and reliability level Her study is less in the present study, which can be attributed to the high number of pilot cases in this study. Khalili *et al.* [13] also conducted a study in 2017 to create a professional midwifery ethics questionnaire in Hamedan, Iran. In this study, a questionnaire consisting of 38 items was designed in the first phase and after content validity, the number 12 questions were deleted and the final questionnaire with a 26 questions, general index of content validity(CVI) of 0.88 and Pearson correlation coefficient of 0.97 were approved. Considering the items in this questionnaire, which can lead to the observance of Equity among nursing managers, it is possible to plan the necessary arrangements for maximum observance of Equity among medical staff. According to the results of this study, the completed CVI questionnaire with an average of 0.94 and a Cronbach's alpha of 0.89% is an appropriate tool for observance of Equity among health care staff.

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