

Clinical Trial Protocol

Iranian Registry of Clinical Trials

30 Jul 2026

Effect of conflict resolution skills on moral distress and quality of life in neonatal intensive care unit nurses

Protocol summary

Study aim

Determining the effect of conflict resolution skills on moral distress and quality of life in neonatal intensive care unit (NICU) nurses

Design

A randomized clinical trial with a control group, based on 52 nurses working in neonatal intensive care unit in four educational and therapeutic centers of mashhad university of medical sciences Use the random numbers table using www.randomization.com to determine people and then throw coins to determine intervention group and control

Settings and conduct

The researcher, after introducing himself and presenting the licenses to the head of hospitals in Ghaem, Imam Reza, Ommolbanin and Hasheminezhad, is referred to the NICU and nurses who have inclusion criteria are selected by random sampling. After expressing the necessity and purpose of doing research and obtaining informed consent, they are included in the study.

Participants/Inclusion and exclusion criteria

Nurses with a bachelor's degree and above have at least six months of full-time work experience in the neonatal intensive care unit can enter the study. There is no requirement to enter.

Intervention groups

The intervention group is undergoing training and learning conflict resolution skills in face-to-face and in the form of a workshop for two days with a first-day workshop on conflict resolution patterns, and at least two weeks after the initial period, the participants again At a workshop, they will discuss how to solve problems in their work environment at a group meeting. In the control group, there is no intervention and the gift package and the training CD will be provided to them.

Main outcome variables

Moral distress of NICU nurses
Quality of life of NICU nurses

General information

Reason for update

Acronym

IRCT registration information

IRCT registration number: **IRCT20180511039608N1**

Registration date: **2018-08-31, 1397/06/09**

Registration timing: **registered_while_recruiting**

Last update: **2018-08-31, 1397/06/09**

Update count: **0**

Registration date

2018-08-31, 1397/06/09

Registrant information

Name

Mahnaz Niami Shirvan

Name of organization / entity

Country

Iran (Islamic Republic of)

Phone

+98 58 3622 3354

Email address

niamim921@mums.ac.ir

Recruitment status

Recruitment complete

Funding source

Expected recruitment start date

2018-05-22, 1397/03/01

Expected recruitment end date

2018-09-06, 1397/06/15

Actual recruitment start date

empty

Actual recruitment end date

empty

Trial completion date

empty

Scientific title

Effect of conflict resolution skills on moral distress and quality of life in neonatal intensive care unit nurses

Public title
Effect of conflict resolution skills on moral distress and quality of life in nurses

Purpose
Education/Guidance

Inclusion/Exclusion criteria
Inclusion criteria:
Have a bachelor's degree in nursing and higher At least six months of work experience in neonatal intensive care unit Full-time employment in neonatal intensive care unit
Exclusion criteria:
According to the guideline, there is no requirement to enter the study before the randomization. All research units should have entry criteria.

Age
No age limit

Gender
Both

Phase
N/A

Groups that have been masked
No information

Sample size
Target sample size: **52**

Randomization (investigator's opinion)
Randomized

Randomization description
The present study was a randomized, controlled clinical trial with a control group using the random numbers table used at www.randomization.com to determine individuals and then throw coins to determine the intervention and control group

Blinding (investigator's opinion)
Not blinded

Blinding description

Placebo
Not used

Assignment
Single

Other design features

Secondary Ids

empty

Ethics committees

1

Ethics committee
Name of ethics committee
Ethics committee of Mashhad University of Medical Sciences
Street address
School of Nursing and Midwifery, Ibn Sina Avenue, Doctora Intersection.
City
Mashhad
Province

Razavi Khorasan
Postal code
9137913199
Approval date
2018-04-21, 1397/02/01
Ethics committee reference number
IR.MUMS.REC.1397.018

Health conditions studied

1

Description of health condition studied
Moral distress in neonatal intensive care unit Nurses
ICD-10 code
F92
ICD-10 code description
Mixed disorders of conduct and emotions

2

Description of health condition studied
Quality of life in neonatal intensive care unit Nurses
ICD-10 code
Z56.7
ICD-10 code description
Other and unspecified problems related to employment

Primary outcomes

1

Description
Moral distress score in Corley questionnaire
Timepoint
Measurement of moral distress in before intervention and one month after intervention
Method of measurement
Corley moral distress scale

2

Description
Quality of life score in WHOQOL- BREF questionnaire
Timepoint
Measurement of quality of life in before intervention and one month after intervention
Method of measurement
Quality of life (WHOQOL- BREF) questionnaire

Secondary outcomes

1

Description
Ability to manage conflicts
Timepoint
4 weeks after training conflict resolution skills
Method of measurement
Conflict Management Questionnaire Stefan Robbins

2

Description

Decrease tension and distress of workplace

Timepoint

4 weeks after the intervention

Method of measurement

Corley moral distress scale

Intervention groups

1

Description

The intervention group will be trained and learn conflict resolution skills face-to-face and in the workshop for two days.

Category

Lifestyle

2

Description

Control group: There is no intervention in the control group.

Category

N/A

Recruitment centers

1

Recruitment center

Name of recruitment center

Ghaem hospital

Full name of responsible person

Soheila Karbandi

Street address

Ghaem hospital, Ahmad abad Avenue, Dr. Shariati Square.

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2

Recruitment center

Name of recruitment center

Hashemi Nezhad hospital

Full name of responsible person

Soheila Karbandi

Street address

Hashemi Nezhad hospital, Aboureyhan Blvd, Tollab Avenue.

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3

Recruitment center

Name of recruitment center

Imam Reza hospital

Full name of responsible person

Soheila Karbandi

Street address

Imam Reza hospital, Imam Reza Square, Ibn Sina Avenue.

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4

Recruitment center

Name of recruitment center

Ommolbanin hospital

Full name of responsible person

Soheila Karbandi

Street address

Ommolbanin hospital, Ayatollah Behjat 16, Crossroad of Zarrineh.

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+98 51 3223 1061

Email

karbandis@mums.ac.ir

Sponsors / Funding sources

1

Sponsor

Name of organization / entity

Mashhad University of Medical Sciences

Full name of responsible person

Dr. Mohsen Tafaghodi

Street address

Daneshgah St, Qureshi Building, Mashhad University

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tafaghodim@mums.ac.ir

Grant name

Grant code / Reference number

Is the source of funding the same sponsor organization/entity?

Yes

Title of funding source

Mashhad University of Medical Sciences

Proportion provided by this source

100

Public or private sector

Public

Domestic or foreign origin

Domestic

Category of foreign source of funding

empty

Country of origin

Type of organization providing the funding

Academic

Person responsible for general inquiries

Contact

Name of organization / entity

Mashhad University of Medical Sciences

Full name of responsible person

Soheila Karbandi

Position

Pediatric Nursing Instructor

Latest degree

Master

Other areas of specialty/work

Nursery

Street address

School of Nursing and Midwifery, Ibn Sina Avenue,
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Person responsible for scientific inquiries

Contact

Name of organization / entity

Mashhad University of Medical Sciences

Full name of responsible person

Soheila Karbandi

Position

Pediatric Nursing Instructor

Latest degree

Master

Other areas of specialty/work

Nursery

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Person responsible for updating data

Contact

Name of organization / entity

Mashhad University of Medical Sciences

Full name of responsible person

Mahnaz Niami Shirvan

Position

Nursing student

Latest degree

Bachelor

Other areas of specialty/work

Nursery

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Sharing plan

Deidentified Individual Participant Data Set (IPD)

Undecided - It is not yet known if there will be a plan to make this available

Study Protocol

Undecided - It is not yet known if there will be a plan to make this available

Statistical Analysis Plan

Undecided - It is not yet known if there will be a plan to make this available

Informed Consent Form

Undecided - It is not yet known if there will be a plan to make this available

Clinical Study Report

Undecided - It is not yet known if there will be a plan to make this available

Analytic Code

Undecided - It is not yet known if there will be a plan to make this available

Data Dictionary

Undecided - It is not yet known if there will be a plan to make this available