

Clinical Trial Protocol

Iranian Registry of Clinical Trials

13 Jul 2026

The Effect of Structural Mutual Feedback on Nurses' Individual Performance Score

Protocol summary

Study aim

Investigating the Effect of Structural Mutual Feedback on Nurses' Individual Performance Score

Design

Clinical trial with randomized control group

Settings and conduct

Shahid Beheshti Shiraz Hospital

Participants/Inclusion and exclusion criteria

Inclusion criteria: 1. Work experience over one year 2. Having an official employment status 3. Have complete satisfaction to participate in the study
Exclusion criteria: 1- Age over 60 years 2. Not having enough time to participate in the study

Intervention groups

In the case group, the evaluation criteria for each employee are determined and the factors, examples and their coefficient of influence in the evaluation form are mentioned. Each manager and supervisor will be required, at the beginning of the course, to discuss with the staff of his direct subcommittee the objectives and expectations of the notification in accordance with the assessment criteria. Managers and supervisors are required during the evaluation period to continuously monitor the behavior and performance of the staff of the subsystem, to provide appropriate and timely feedback, and to provide the necessary information to improve performance and achieve the stated goals. In the control group, the evaluation score will be communicated to the individual in a general way, without giving details and without providing feedback and receiving feedback. At the end, job satisfaction and evaluation of both groups will be measured.

Main outcome variables

Individual performance status

General information

Reason for update

Acronym

IRCT registration information

IRCT registration number: **IRCT20180428039445N2**

Registration date: **2018-12-18, 1397/09/27**

Registration timing: **retrospective**

Last update: **2018-12-18, 1397/09/27**

Update count: **0**

Registration date

2018-12-18, 1397/09/27

Registrant information

Name

Leila Bazrafkan

Name of organization / entity

Country

Iran (Islamic Republic of)

Phone

+98 71 3233 3064

Email address

bazrafkanl@sums.ac.ir

Recruitment status

Recruitment complete

Funding source

Expected recruitment start date

2017-01-09, 1395/10/20

Expected recruitment end date

2017-03-10, 1395/12/20

Actual recruitment start date

2017-01-09, 1395/10/20

Actual recruitment end date

2017-03-10, 1395/12/20

Trial completion date

2017-07-23, 1396/05/01

Scientific title

The Effect of Structural Mutual Feedback on Nurses' Individual Performance Score

Public title

Purpose

Education/Guidance

Inclusion/Exclusion criteria**Inclusion criteria:**

Have at least one year of work experience. Officially hired. Satisfaction and collaboration required to participate in the study.

Exclusion criteria:

Age over 60 years old. There is not enough time to attend the study.

Age

No age limit

Gender

Both

Phase

N/A

Groups that have been masked*No information***Sample size**Target sample size: **100**Actual sample size reached: **100****Randomization (investigator's opinion)**

Randomized

Randomization description

We have two blocks (AB and BA blocks). Using the random number table, the individual numbers were divided into blocks AB and the coupled numbers into the BA block. This will continue to complete the number of samples in two groups.

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 Shiraz University of Medical Sciences

Street address

Zand Street, headquarters of Medical Sciences

City

Shiraz

Province

Fars

Postal code

71345-1978

Approval date

2017-01-08, 1395/10/19

Ethics committee reference number**Health conditions studied****1****Description of health condition studied**

Individual Nurses' Performance

ICD-10 code**ICD-10 code description****Primary outcomes****1****Description**

Nurses' Performance

Timepoint

Before and a week after the intervention

Method of measurement

The form of employee performance evaluation is based on the assessment of the staff assessment of the social security organization established by the Committee for the Identification and Establishment of Benefits.

2**Description**

Nursing Job Satisfaction

Timepoint

Before and a week after the intervention

Method of measurement

Paule Spector's Job Satisfaction Questionnaire

Secondary outcomes

empty

Intervention groups**1****Description**

Intervention group: Evaluation criteria for each employee in the form of three titles: 1) Ethics, values and culture; 2) Knowledge, skills and ability; and 3) The objective results and factors, their impact factors in the evaluation form. So that the contribution of each of the above criteria as a result of the assessment is 20, 30, and 50 percent respectively, which indicates the importance of each criterion in the assessment. Each manager and supervisor will be required, at the beginning of the course, to discuss with the staff of his direct subcommittee the objectives and expectations of the notification in accordance with the assessment criteria. Objectives must be specific, measurable, achievable, relevant to the occupation, and timely organizational goals. Managers and supervisors are required during the evaluation period to continuously monitor the behavior and performance of the staff of the subsystem, to provide appropriate and timely feedback, and to provide the necessary information to improve performance and

achieve the stated goals. In this regard, in order to prevent evaluation errors, the behavior and performance of the staff as well as the feedback and advice given to them, will be recorded by the direct supervisor as appropriate. At the end of each period, each supervisor completes the performance evaluation form of his subordinate staff during individual meetings, and announces the result. The score for each person will be between 0 and 100. Employees also comment on how they evaluate, respond to their responsibilities and plan to resolve problems.

Category

Other

2

Description

Control group: The evaluation score will be communicated to the individual in a general way, without giving details and without giving feedback and receiving feedback.

Category

Other

Recruitment centers

1

Recruitment center

Name of recruitment center

Shahid Beheshti Shiraz Hospital

Full name of responsible person

Shahid Beheshti Shiraz Hospital

Street address

شیراز، میدان ولی عصر

City

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Postal code

7136816695

Email

beheshti_shiraz.hos@tamin.ir

Sponsors / Funding sources

1

Sponsor

Name of organization / entity

Shiraz University of Medical Sciences

Full name of responsible person

Dr Gholamreza Hatam

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vcrdep@sums.ac.ir

Web page address

https://www.sums.ac.ir

Grant name

Grant code / Reference number

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

Yes

Title of funding source

Shiraz 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

Shiraz University of Medical Sciences

Full name of responsible person

Leila Bazrafcan

Position

Associate professor

Latest degree

Ph.D.

Other areas of specialty/work

Medical Education

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Person responsible for scientific inquiries

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Person responsible for updating data

Contact
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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
Not applicable