Clinical Trial Protocol
Iranian Registry of Clinical Trials

20 Jun 2026

Study of the Impact of Performance Evaluation Interview on NICU nurses performance score

Protocol summary

Study aim

1-Determination and Comparison of average of Nurses Performance Appraisal Score before and after intervention between test and control groups 2-Comparison of Average Nurses Performance Appraisal Score in each group among pre-and post intervention. 3-Comparison of Average Nurses Performance Appraisal Score and public and special areas after intervention related to pre-intervention between two groups. 4-Determination relationship between Appraisal score and Nurses Demographic

Design

Clinical trial with control group, interventional, simple sampling ،No blinded ،36 Test Nurse and 36 Control Nurse

Settings and conduct

Nurses of test group were interviewed before, during and after intervention and scores of two groups were compared before and after intervention (nurses of selected hospitals in Isfahan)

Participants/Inclusion and exclusion criteria

Inclusion criteria:Nurse -It has not been participate in similar research projects- At least, they have experienced performance appraisal. Exclusion criteria:No Nurse- They participate in similar research project،previously- It has not been done performance appraisal.

Intervention groups

Nurses that interviewed appraisal (test group) and Nurses that did not interviewed appraisal (control group).

Main outcome variables

1- It was compared average of Nurses Performance Appraisal Score before intervention and after intervention between two groups. 2-- It was compared average of Nurses Performance Appraisal Score in every group between pre and post intervention.

General information

Reason for update

Acronym

IRCT registration information

IRCT registration number: **IRCT20180924041122N1**
Registration date: **2019-01-27, 1397/11/07**
Registration timing: **retrospective**

Last update: **2019-01-27, 1397/11/07**
Update count: **0**

Registration date

2019-01-27, 1397/11/07

Registrant information

Name

Azam Bigdeli

Name of organization / entity

Country

Iran (Islamic Republic of)

Phone

+98 31 5745 3668

Email address

a.bigdeli@nm.mui.ac.ir

Recruitment status

Recruitment complete

Funding source

Expected recruitment start date

2018-04-06, 1397/01/17

Expected recruitment end date

2018-09-21, 1397/06/30

Actual recruitment start date

2018-05-07, 1397/02/17

Actual recruitment end date

2018-09-21, 1397/06/30

Trial completion date

2018-09-21, 1397/06/30

Scientific title

Study of the Impact of Performance Evaluation Interview on NICU nurses performance score

Public title
Impact of Interview on nurses performance score
Purpose
Health service research
Inclusion/Exclusion criteria
Inclusion criteria:
Nurse At least, they have experience in Performance Appraisal
Exclusion criteria:
No nurse They participate in similar research project, previously. It has not been done performance appraisal.
Age
No age limit
Gender
Both

Phase
N/A
Groups that have been masked
No information
Sample size
Target sample size: **72**
Actual sample size reached: **71**
Randomization (investigator's opinion)
Not randomized
Randomization description
Blinding (investigator's opinion)
Not blinded
Blinding description
Placebo
Not used
Assignment
Other
Other design features
an Intervention Group and a Control Group

Secondary Ids

empty

Ethics committees

1

Ethics committee
Name of ethics committee
Ethics Committee of Isfahan University of Medical Sciences
Street address
HezarJarib St. Isfahan University of Medical Sciences
City
Isfahan
Province
Isfehan
Postal code
صندو 81746-73461
Approval date
2018-04-17, 1397/01/28
Ethics committee reference number
ir.mui.rec.1396.3.889

Health conditions studied

1

Description of health condition studied
No disease
ICD-10 code
ICD-10 code description

Primary outcomes

1

Description
Performance Appraisal Score
Timepoint
From Ordibehesht(start of intervention) to Mehr (End of intervention)
Method of measurement
Performance Appraisal Form of Isfahan University of Medical Sciences

Secondary outcomes

empty

Intervention groups

1

Description
Intervention group: Interview with 36 Nurses from Neonatal Ward in 3 step
Category
Other

2

Description
Control group:No interview with 36 Nurses of other wards.
Category
Other

Recruitment centers

1

Recruitment center
Name of recruitment center
Alzahra and Shahid beheshti hospital
Full name of responsible person
Bigdeli Azam
Street address
Sofeh Boulevar Alzahra hospital -- Pol Felezi Sahid beheshti hospital
City
Isfahan
Province
Isfehan
Postal code
Alzahra 8174675731

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+98 31 3668 0054
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a.bigdeli@nm.mui.ac.ir
Web page address

Sponsors / Funding sources

1

Sponsor
Name of organization / entity
Esfahan University of Medical Sciences
Full name of responsible person
Dr. Noroozi.Mahnaz
Street address
Faculty of Nursing &Midwifery،Hezar jarib
City
Isfahan
Province
Isfehan
Postal code
8174673461
Phone
+98 31 3792 7532
Email
noroozi@nm.mui.ac.ir
Grant name
No
Grant code / Reference number
ندارد
Is the source of funding the same sponsor organization/entity?
Yes
Title of funding source
Esfahan 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
Esfahan University of Medical Sciences
Full name of responsible person
Azam Bigdeli
Position
NICU student
Latest degree
Bachelor
Other areas of specialty/work
Nursery
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Person responsible for updating data

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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