

# 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**

Isfahan

**Postal code**

81746-73461 صندوق

**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**

Isfahan

**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**  
Isfahan  
**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  
**Street address**

No.3. Ayatollah golpayegani street.  
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87716-59195  
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## Person responsible for scientific inquiries

#### Contact

**Name of organization / entity**  
Esfahan University of Medical Sciences  
**Full name of responsible person**  
Azam Bigdeli  
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## Person responsible for updating data

#### Contact

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**Fax****Email**

a.bigdeli@nm.mui.ac.ir

**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