

Clinical Trial Protocol

Iranian Registry of Clinical Trials

17 Jun 2026

Evaluation of the effectiveness of positive psychology group training on happiness and job motivation of nurses working in hospitals

Protocol summary

Study aim

Determining the effectiveness of positive psychology group training on nurses' happiness and job motivation

Design

The clinical trial has a control group, with parallel groups, a total sample size of 64 people and a simple random assignment method of tossing coins (heads or tails). Participants will be assigned if the image of the coin is heads (32 people in the control group) and if it is tails (32 people in the intervention group), also this study is without blinding.

Settings and conduct

Nurses working in the special and general wards of Imam Reza Hospital in Kermanshah, who meet the inclusion criteria, will be selected by method of tossing coins (heads or tails). After identifying the intervention and control group, according to the conditions of the corona pandemic, meetings will be held in a combination of face-to-face and virtual (simultaneous and non-simultaneous).

Participants/Inclusion and exclusion criteria

Inclusion criteria: Have at least one year of experience as a nurse, Do not take sedatives, No specific psychiatric disorders, No death of first-degree relatives in the last one or several months, Continuous internet access in simultaneous virtual meetings Etc. Exclusion criteria: People with less than one year of experience, nurses with positive coronavirus test, nurses not interested in participating in the study.

Intervention groups

In this study, positive psychology includes seven two-hour sessions of positive psychology according to the protocol of Seligman & Rashid, along with training on expression and main concepts in positive psychology, identifying and examining abilities, the role of gratitude, gratitude, forgiveness, hope, happiness. There is a positive relationship with others, along with doing teamwork and presenting homework in order to teach each session. Control group: will not receive any

intervention.

Main outcome variables

Happiness, Job Motivation

General information

Reason for update

Acronym

IRCT registration information

IRCT registration number: **IRCT20210228050529N1**

Registration date: **2021-05-07, 1400/02/17**

Registration timing: **registered_while_recruiting**

Last update: **2021-05-07, 1400/02/17**

Update count: **0**

Registration date

2021-05-07, 1400/02/17

Registrant information

Name

Fatemeh Hajibabaei

Name of organization / entity

Country

Iran (Islamic Republic of)

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Recruitment status

Recruitment complete

Funding source

Expected recruitment start date

2021-03-24, 1400/01/04

Expected recruitment end date

2021-05-21, 1400/02/31

Actual recruitment start date

empty

Actual recruitment end date

empty

Trial completion date
empty

Scientific title
Evaluation of the effectiveness of positive psychology group training on happiness and job motivation of nurses working in hospitals

Public title
Evaluation of the effectiveness of positive psychology group training on nurses' happiness and job motivation

Purpose
Education/Guidance

Inclusion/Exclusion criteria
Inclusion criteria:
Conscious and voluntary willingness to participate in the study Have at least one year of experience as a nurse Do not take sedatives No specific psychiatric disorders No death of first-degree relatives in the last one or several months Continuous internet access in simultaneous virtual meetings
Exclusion criteria:
Nurses have a second job Nurses who are pregnant or have a chronic illness Nurses with positive Coronavirus test

Age
From **20 years** old to **60 years** old

Gender
Both

Phase
N/A

Groups that have been masked
No information

Sample size
Target sample size: **64**

Randomization (investigator's opinion)
Randomized

Randomization description
Assignment of individuals in the two groups of control and intervention by simple randomization method and using the spin a coin method of two identical parts (heads or tails), one part in the control group and one part in the intervention group will be.

Blinding (investigator's opinion)
Not blinded

Blinding description

Placebo
Not used

Assignment
Parallel

Other design features

Secondary Ids
empty

Ethics committees

1
Ethics committee

Name of ethics committee
Ethic committee of Tehran University of Medical Sciences

Street address
University of Nursing and Midwifery and Faculty of Rehabilitation - Tehran University of Medical Sciences

City
Tehran

Province
Tehran

Postal code
1417613151

Approval date
2020-11-10, 1399/08/20

Ethics committee reference number
IR.TUMS.FNM.REC.1399.131

Health conditions studied

1
Description of health condition studied
Happiness
ICD-10 code
ICD-10 code description

2
Description of health condition studied
Job Motivation
ICD-10 code
ICD-10 code description

Primary outcomes

1
Description
Happiness
Timepoint
Before the intervention, immediately and one month after the end of the intervention
Method of measurement
Oxford Happiness Questionnaire

Secondary outcomes

1
Description
Job Motivation
Timepoint
Before the intervention, immediately and one month after the end of the intervention
Method of measurement
Herzberg Job Motivation Questionnaire

Intervention groups

1

Description

Intervention group: For the intervention group, 7 sessions of 120 minutes once a week of positive psychology according to the protocol of Seligman and Rashid by the research team including a psychologist who is trained and experienced in the field of positive psychology and the researcher is trained. The first, second and seventh sessions will be held in person and the third to sixth sessions will be held virtually. In each session, home exercises are provided in accordance with each session. In relation to the virtual sessions, all participants will be online with the research team at a specific time, and the research team will hold sessions by presenting slides, PDF files of educational content, and presenting programs for the sessions in audio-visual form. A group of questions and answers will be provided by presenting an audio-visual and written file. The research team will be ready to answer the questions asked by the participants privately or in a virtual group during the study and at all hours of the day and night, and also the assignments related to each session will be sent to the research team in secret and in virtual sessions. Anonymous will be discussed. All face-to-face and virtual meetings will be held at the same time by making an appointment with the participants at a specific time and online. Summary of intervention sessions: Session 1: Introduction, explanation of group rules and the principle of confidentiality, not blaming and not judging, clarifying the assumptions and roles of positive psychotherapy for nurses Expressing responsibility and commitment to the meetings and positively introducing the abilities that exist in the individual . Perform a pre-test and present the assignment for the next session (writing a page about a positive introduction to themselves and their job and a story about when they felt happy and highly motivated in their job).Session 2: Reviewing the stories and writings of the participants, examining the type of worldview of members towards the nursing job and their current job situation, cultivating positive abilities and emotions, the role of positive and negative memories in maintaining and continuing happiness, and motivating members to discuss Relation to learning and re-framing homework presentation for the next session (presenting a plan for implementing capabilities).Session 3: Familiarity with the role of positivity and dealing with members' experiences of hope and positivity Encourage members to have a group discussion about the examples and experiences of members themselves and how they affect happiness and hope in life and how to enrich their lives . Session 4: Understanding the importance of focusing on the goal and accepting the problem and giving meaning to the problem Leading members to understand the relationship of happiness with focusing on the goal and accepting the problem, encouraging members to express their feelings and thoughts about accepting the problem, positive aspects within a problem And focusing on purpose, expressing feelings, and exploring the meaning of life. Session 5: Hope and optimism and its role in job motivation, commitment and meaning in life and work through positive relationships, focusing on your

strengths, others and life, feeling responsible and accepting it, focusing and encouraging your strengths , Others and life Feeling responsible and accepting it, using a hot seat and counting the positive points by each member to give each other homework. Session 6: Focus on shared positive experiences and memories, build effective relationships with others, and fight dysfunctional thoughts. Encourage members to share positive memories with each other and empower members to build good relationships with others as a potential ability. Session 7: Empowering members to express their feelings and enjoy each other. Doing the homework of the previous session. Encouraging and educating people to express their feelings to others in the field of learning and teaching them to build a satisfying relationship with others. Integrating meeting content and processes Previously, explaining the group experience and closing the members 'report on the task capability, reviewing the previous content and process of the group, expressing the feelings and attitudes of the members about the group therapy experience and the members' emotional and intellectual feedback about the group and its end; Utilize abilities in serving others, complete life and conclusion.

Category

Lifestyle

2

Description

Control group: Nurses participating in the control group will not receive any intervention. However, if the effectiveness of the intervention is confirmed after the end of the study, the content of the intervention will be provided to the control group

Category

N/A

Recruitment centers

1

Recruitment center

Name of recruitment center

Imam Reza Hospital in Kermanshah

Full name of responsible person

Alireza Khatooni

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Kermanshah, the end of Parstar Boulevard, next to the medical school

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Sponsors / Funding sources

1

Sponsor

Name of organization / entity
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Full name of responsible person
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Grant name

Grant code / Reference number

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

Title of funding source
Tehran 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
Tehran University of Medical Sciences

Full name of responsible person
Khatereh Golmohammadi

Position
Master student of nursing management

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

Not applicable

Informed Consent Form

No - There is not 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

No - There is not a plan to make this available

Data Dictionary

No - There is not a plan to make this available