

Clinical Trial Protocol

Iranian Registry of Clinical Trials

31 Oct 2026

Investigating the Impact of Time Management Training on Time Management Competency and Missed Nursing Care Among Nurses in Intensive Care Units

Protocol summary

Study aim

Determining the impact of time management training on the time management competence of clinical nurses and missed nursing care

Design

Randomized, double-blind, parallel-group, controlled clinical trial

Settings and conduct

Shahid Rahnamoun Hospital, Yazd

Participants/Inclusion and exclusion criteria

Employment as a nurse in one of the four intensive care units at Shahid Rahnamoun Hospital in Yazd.

Intervention groups

Nurses working in the intensive care units at Shahid Rahnamoun Hospital

Main outcome variables

Time management competence and the extent of missed nursing care

Country

Iran (Islamic Republic of)

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Recruitment status

Not yet recruiting

Funding source

Expected recruitment start date

2026-11-22, 1405/09/01

Expected recruitment end date

2026-12-22, 1405/10/01

Actual recruitment start date

empty

Actual recruitment end date

empty

Trial completion date

empty

General information

Reason for update

Acronym

IRCT registration information

IRCT registration number: **IRCT20261023071528N1**

Registration date: **2026-10-26, 1405/08/04**

Registration timing: **prospective**

Last update: **2026-10-26, 1405/08/04**

Update count: **0**

Registration date

2026-10-26, 1405/08/04

Registrant information

Name

soroush gorji

Name of organization / entity

Scientific title

Investigating the Impact of Time Management Training on Time Management Competency and Missed Nursing Care Among Nurses in Intensive Care Units

Public title

Investigating the Impact of Time Management Training on Time Management Competency and Missed Nursing Care Among Nurses in Intensive Care Units

Purpose

Education/Guidance

Inclusion/Exclusion criteria

Inclusion criteria:

Employment as a nurse in one of the four intensive care units at Shahid Rahnamoun Hospital in Yazd. Having at least 6 months of work experience in an intensive care unit

Exclusion criteria:

Age

From **22 years** old

Gender

Both

Phase

N/A

Groups that have been masked

- Participant

Sample size

Target sample size: **60**

Randomization (investigator's opinion)

Randomized

Randomization description

Cluster randomization

Blinding (investigator's opinion)

Single blinded

Blinding description

This research is a randomized controlled trial (RCT) with a follow-up period, designed to determine the impact of time management training on time management competence and the incidence of missed nursing care among nurses working in four intensive care units (ICUs) at Shahid Rahnamoon Hospital in Yazd. The unit of randomization is the intensive care unit; the four units will be organized into two matched pairs, and within each pair, one unit will be randomly assigned to the intervention group and the other to the control group—resulting in two units in the intervention group and two units in the control group. Outcomes will be assessed at the individual nurse level. Given the educational nature of the intervention, blinding the instructor and the participants is not feasible; however, the outcome assessor and the statistician will remain blinded to group allocation to the extent possible.

Placebo

Not used

Assignment

Other

Other design features**Secondary Ids**

empty

Ethics committees**1****Ethics committee****Name of ethics committee**

Ethics committee of yazd University of Medical Sciences

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Approval date

2026-10-18, 1405/07/26

Ethics committee reference number

IR.SSU.REC.1405.125

Health conditions studied**1****Description of health condition studied**

Time Management Competency and Missed Nursing Care

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

The Extent of Missed Nursing Care

Timepoint

Before the intervention, then immediately after, then 14 days and 60 days after the intervention.

Method of measurement

Time Management Competency Scale for Clinical Nurses

Secondary outcomes**1****Description**

Time Management Competency

Timepoint

Before the intervention, immediately after it, and 14 and 60 days after the intervention.

Method of measurement

Time Management Competency Scale for Clinical Nurses

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

Intervention group: The educational intervention in this study consists of a time management training program tailored for nurses working in intensive care units (ICUs). The objective of this intervention is to enhance time management competence, improve the ability to prioritize patient care, reduce time wastage, better organize shift activities, and help minimize the omission or delay of essential care. Given the high-stress and unpredictable nature of the ICU, this training is designed to enable nurses to utilize their available time more effectively, even amidst critical situations and the constraints of the clinical environment. While this intervention is not a substitute for structural changes—such as increasing staffing levels or reducing workload—it serves as an educational and behavioral intervention aimed at strengthening nurses' skills in prioritizing and planning patient care. The training program will be conducted as a 4-hour in-person session,

delivered in small groups of approximately 10 participants (totaling 4 sessions). There will be an interval of 3 to 7 days between sessions. The timing of each session will be coordinated with head nurses to ensure that participants can attend during their breaks between shifts or outside of critical care delivery hours, thereby ensuring that unit staffing coverage remains unaffected. Attendance will be recorded for every session; if a participant misses a session, an equivalent make-up session will be provided prior to the post-test. Individuals who fail to complete the make-up session will be classified as dropouts according to the study's attrition criteria. The training content will cover fundamental time management concepts, common causes of time wastage, care prioritization, the Eisenhower Matrix, the "time blocking" technique, clinical scenario exercises, and group discussions regarding barriers to implementing time management within the ICU setting. In the Eisenhower Matrix training module, nursing tasks are categorized into four groups based on two criteria: "importance" and "urgency." Urgent and important activities are those requiring immediate action, where any delay could lead to serious consequences for the patient—such as responding to acute changes in a patient's condition, resuscitation, monitoring critically ill patients, and the timely administration of vital medications. Important but non-urgent activities encompass care tasks that, while not requiring immediate attention, could cause future complications if delayed or omitted; examples include timely documentation, assessing the risk of pressure ulcers, planning preventive care, reviewing medical orders, and educating patients or their families. Urgent but less important activities are tasks that require a response but can be managed through scheduling adjustments or, where appropriate, delegated to others. Finally, non-urgent and less important activities are tasks that can waste time during a busy shift and should be minimized as much as possible. In the "Time Blocking" module, nurses practice scheduling key shift activities into specific time slots. Participants are presented with a clinical scenario from an intensive care unit (ICU) and must prioritize and schedule tasks—such as shift handovers, initial patient assessments, administration of critical medications, documentation, routine care, preventive measures, responding to patient requests, and following up on medical interventions. Subsequently, the schedules proposed by the groups are reviewed, and their feasibility within the actual environment of an intensive care unit is discussed. In this section, it will be emphasized that scheduling in the intensive care unit must be flexible; in the event of emergencies—such as hemodynamic instability, respiratory distress, or the need for immediate intervention—priorities must be reassessed.

Category
Other

Recruitment centers

1

Recruitment center

Name of recruitment center

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Sponsors / Funding sources

1

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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

Yazd 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
Yazd University of Medical Sciences
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Sharing plan

Deidentified Individual Participant Data Set (IPD)

Yes - There is a plan to make this available

Study Protocol

No - There is not a plan to make this available

Statistical Analysis Plan

No - There is not a plan to make this available

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

Not applicable

Data Dictionary

Not applicable

Title and more details about the data/document

Only a portion of the data—such as information regarding the primary outcome or similar elements—can be shared.

When the data will become available and for how long

Access period begins 6 months after the publication of results.

To whom data/document is available

PUBLIC

Under which criteria data/document could be used

PUBLIC

From where data/document is obtainable

UNIVERSITY of Nursing, Yazd University of Medical Sciences

What processes are involved for a request to access data/document

Review of the request by the researcher and the supervisor

Comments