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

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
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Name of organization / entity
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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

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

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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

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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