

Teamwork Attitudes and Job Motivations of Intensive Care Nurses During the COVID-19 Pandemic: A Descriptive, Cross-Sectional Study

COVID-19 Pandemi Sürecinde Yoğun Bakım Hemşirelerinin Ekip Çalışması Tutumları ve İş Motivasyonları: Tanımlayıcı, Kesitsel Bir Çalışma

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ABSTRACT Objective: This is a descriptive study carried out to determine teamwork attitudes and job motivations of intensive care nurses and to investigate the relationship between these 2 variables. **Material and Methods:** The population of the study consisted of the nurses working at coronavirus disease-2019 intensive care units in Türkiye. The sample included 301 nurses, who voluntarily accepted to participate in the study. The data were collected by “Personal Information Form”, “Teamwork Attitudes Scale” and “Nurse Job Motivation Scale” between April 10, 2021 and May 30, 2021. Snowball sampling method was used. Descriptive statistics and comparative analyzes were utilized to evaluate data. **Results:** Total score received by the nurses from the Teamwork Attitudes Scale was 118.17±7.65, whereas their total score from the Nurse Job Motivation Scale was 65.26±5.57. A statistically significant positive relationship ($r=0.249$) was concluded between nurses’ job motivation and their teamwork attitudes ($p<0.05$). **Conclusion:** The teamwork attitudes and job motivation of the nurses were found to be at a good level above the mean score. Nurses spend more time with team members than normal working days due to the busy working time during the pandemic period. Accordingly, the nurses may be reported to be aware of the importance of working with an understanding and highly motivated team in this process.

Keywords: COVID-19; critical care nursing; motivation; nursing; team

ÖZET Amaç: Bu araştırma, yoğun bakım hemşirelerinin ekip çalışması tutumlarını ve iş motivasyonlarını belirlemek ve bu 2 değişken arasındaki ilişkiyi incelemek amacıyla tanımlayıcı, kesitsel türde yapıldı. **Gereç ve Yöntemler:** Araştırmanın evrenini Türkiye’deki koronavirüs hastalığı-2019 yoğun bakım ünitelerinde çalışan hemşireler oluşturdu. Araştırmaya katılmaya gönüllü 301 hemşire örnekleme dâhil edildi. Veriler 10 Nisan 2021-30 Mayıs 2021 tarihleri arasında “Kişisel Bilgi Formu”, “Ekip Çalışması Tutumları Ölçeği” ve “Hemşire İş Motivasyon Ölçeği” kullanılarak toplandı. Kartopu örnekleme yöntemi kullanıldı. Verilerin değerlendirilmesinde tanımlayıcı istatistikler ve karşılaştırma analizleri kullanıldı. **Bulgular:** Hemşirelerin Ekip Çalışması Tutumları Ölçeği’nden aldıkları toplam puan 118,17±7,65, Hemşire İş Motivasyonu Ölçeği’nden aldıkları toplam puan 65,26±5,57’dir. Hemşirelerin iş motivasyonu ve ekip çalışması tutumları arasında pozitif yönde ($r=0,249$) istatistiksel olarak anlamlı bir ilişki olduğu görüldü ($p<0,05$). **Sonuç:** Hemşirelerin ekip çalışması tutumları ve iş motivasyonlarının ortalamasının üstünde iyi seviyede olduğu bulundu. Hemşireler, pandemi döneminde yoğun çalışma saatleri nedeniyle ekip üyeleri ile normal iş günlerinden daha fazla zaman geçirmekteler. Dolayısıyla bu süreçte; hemşirelerin, anlayışlı ve motivasyonu yüksek bir ekiple çalışmanın önemli olduğunun bilincinde oldukları söylenebilir.

Anahtar Kelimeler: COVID-19; yoğun bakım hemşiresi; motivasyon; hemşirelik; ekip

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As in the whole world, the coronavirus disease-2019 (COVID-19) pandemic has resulted in difficulties in Türkiye.¹ The COVID-19 pandemic has had an important effect on the workload of intensive care nurses and planning the number of working nurses. Intensive care units faced an increase in the number of admitted patients, despite the current lack of intensive care nurses.² High rate of unplanned intensive care admissions due to the COVID-19 pandemic and an increase in bed capacity in the intensive care unit resulted in a pressure on nurses.² In this case, nurses witnessed excessive workload and an increase in the number of patients per nurse they must care for.¹

Some of the nurses, who were appointed in intensive care units during the pandemic, were assigned to care for the patients diagnosed with COVID-19 before completing their orientation, and assumed direct patient care responsibility as there were not sufficient number of experienced nurses in some shifts. Experienced intensive care nurses are quite anxious and feel exhausted due to both working with many inexperienced nurses, who are unoriented for intensive care, and the concern of not providing adequate service to patients.² In order to cope with this unanticipated process, teamwork and job motivation have had more importance than normal times in the pandemic period. Job motivation and an attractive job environment are one of the intrinsic motivation factors affecting job performance.³

Teamwork has become of utmost importance in nurse practice as nurses are expected to coordinate healthcare team processes, to provide information exchange among team members, to manage auxiliary staff and to act as a connection between patient's family and patient during the pandemic.⁴ An effective teamwork is based on staff harmony, reduces medical and nursing errors, which result in more staff satisfaction, patient satisfaction and better health care.⁵ Teamwork does not only increase efficiency and safety but also results in a healthy workplace, which reduces burnout by increasing motivation among health professionals.^{6,7} Barton et al. argue that nurses are the biggest human resource in hospitals, who provide patient care directly.⁸ WHO (2013) reports that there are 43.5 million healthcare workers worldwide, of which 20.7 million are nurses.⁹ Nurses

consist of nearly 50% of all healthcare workforce, it is therefore important to maximize their contribution to the healthcare workforce.¹⁰

Job motivation in healthcare organizations is a significant measure of the response given by healthcare professionals regarding increasing difficulties and demands. Employee motivation is a result of interactions between individuals and the harmony between job environments.¹¹

When examining the related literature, few studies were identified on teamwork attitudes and job motivations of intensive care nurses in our country. It is considered that determination of the teamwork attitudes of nurses, which is important in increasing efficiency and productivity of nurses, is significant in terms of job motivation. The purpose of this study was to determine the teamwork attitudes and job motivations of intensive care nurses in Türkiye during the COVID-19 pandemic, an unexpected situation, and to describe the relationship between them.

Research questions:

1. What is the teamwork attitude of intensive care nurses?
2. What is the job motivation of intensive care nurses?
3. Is there a relationship between teamwork attitude and job motivation?

MATERIAL AND METHODS

RESEARCH TYPE

This is a descriptive and cross-sectional study.

POPULATION/SAMPLE OF THE RESEARCH

Research data were collected between April 10, 2021 and May 30, 2021. The population of the research consisted of nurses working in the COVID-19 intensive care units in Türkiye (Table 1). The infinite population formula was utilized to determine the number of samples. The minimum number of samples to be taken at $p < 0.05$ significance level was found to be 384. The voluntary nurses working at COVID-19 intensive care units were included in the study. In order to reach out to the sample, snowball sampling method, one of the improbable sampling methods,

TABLE 1: Descriptive statistics on the demographic characteristics of the subject (n=301).

Age	n	%	Professional working time	n	%
18-22 age range	45	15.0	1-5 years	219	72.8
23-27 age range	173	57.5	6-10 years	52	17.3
28-32 age range	51	16.9	11-15 years	20	6.6
33 and above	32	10.6	16 years and above	10	3.3
Total	301	100.0	Total	301	100.0
Gender	n	%	Intensive care working time	n	%
Female	226	75.1	Less than 1	148	49.2
Male	75	24.9	1-5 years	86	28.6
Total	301	100.0	6-10 years	44	14.6
Education	n	%	11 years and above	23	7.2
High school/associate degree	27	9.0	Total	301	100.0
Bachelor degree	204	67.8	Teamwork training	n	%
Graduate degree	70	23.3	Yes	116	38.5
Total	301	100.0	No	185	61.5
Job motivation training	n	%	Total	301	100.0
Yes	95	31.6			
No	206	68.4			
Total	301	100.0			
Region	n	%	Hospital type	n	%
Blacksea	49	16.3	Training and research hospital	116	38.5
Marmara	44	14.6	Medical faculty hospital	98	32.5
Mediterranean	43	14.3	State hospital	87	29.0
Aegean	40	13.3	Total	301	100.0
Central anatolia	41	13.6			
Eastern anatolia	43	14.3			
Southeastern anatolia	41	13.6			
Total	301	100.0			

was used by considering the risk of transmission of COVID-19 infection. Nurses were tried to reach out via the data collection form created on the Google Form. No increase was observed in the sample number in the last 20 days of the data collection period. A total of 301 intensive care nurses were reached out.

DATA COLLECTION TOOLS

“Personal Information Form”, “Teamwork Attitudes Scale” and “Nurse Job Motivation Scale” were used to collect data.

Personal Information Form: This instrument included 13 questions on nurses’ socio-demographic characteristics and working life characteristics.

Teamwork Attitudes Scale: This scale was developed by Yardımcı et al. to specify individuals’ attitudes towards teamwork.¹² Minimum 28 and

maximum 140 points can be obtained from this scale. The higher scale score, the higher attitude of nurses towards teamwork. The Cronbach alpha (α) value of the original scale is between 0.70 and 0.89. In this study, the Cronbach α value was determined to be 0.92 after the reliability analysis conducted for the whole scale.

Nurse Job Motivation Scale: This scale, used to determine the motivation levels of employees, was developed by Engin and Çam.¹³ The maximum score that can be obtained from the scale is 75, while the minimum score is 25. The higher score on the scale, the higher job motivation. The reliability coefficient was specified to be 0.85 by the reliability analysis conducted for the original scale.¹³ In this study, the Cronbach α value was found to be 0.86.

DATA COLLECTION

After obtaining ethics committee approval, necessary to conduct the study, and work permit from the Republic of Türkiye Ministry of Health, research data were started to be collected. Research data were collected online by creating a Google Form, considering the risk of transmission of COVID-19 infection. It was stated at the beginning of the data form that the data collected would be kept confidential and would not be shared with anybody, and the subjects were asked to mark the option "I agree to participate in the study". The link created was first shared on social media (Instagram, Meta, Inc, San Francisco, USA) and it was tried to reach nurses in all regions of our country with the snowball sampling method. When it was observed that there was no increase in the number of samples in the last 20 days of the data collection process, the data collection process was finalized. In addition, data collection procedure was finalized considering that changes in the number of cases and intensive care occupancy rates in the COVID-19 pandemic may affect the responses of nurses, thus, a total of 301 intensive care nurses were reached out.

ANALYSIS AND EVALUATION OF DATA

Data were analyzed by IBM SPSS 22.0 (IBM Statistical Packages for the Social Sciences Corp.; Armonk, NY, USA). In data analysis, frequency analysis, correlation analysis, reliability analysis, independent sample t-test and one-way analysis of variance (ANOVA) were utilized. $p < 0.05$ was deemed to be statistically significant.

ETHICAL PROCEDURE

In order to carry out the research, a written approval was obtained from the Scientific Research and Publication Ethics Committee of Artvin Çoruh University (date: April 6, 2021, decision number: E-18457941-050.99-8599). As this is a study on the COVID-19 pandemic, an online permit was received from the Republic of Türkiye Ministry of Health for data collection. In the data collection form, approval option was given before the questions regarding the decision of nurses to participate or not in the study, thus, online consent was obtained. Research and pub-

lication ethical rules were followed in this investigation. The research was conducted in accordance with the principles of the Declaration of Helsinki.

RESULTS

The descriptive statistics results regarding the demographic characteristics of the subjects are demonstrated in [Table 1](#).

[Table 1](#) shows that the mean age is 27.17, and most of the subjects were in the age range of 23-27 by 57.5% (n=173). While 75% (n=226) of the subjects were female, most of them had a bachelor degree by 68% (n=204). On the other hand, the subjects were asked about their professional working and working time in intensive care unit. The results demonstrate that while the highest rate was determined to be 73% (n=219) for 1-5 years, while the working time in intensive care was specified to be 49% (n=148) for 1 year. In addition, the subjects were asked whether they had received any teamwork and job motivation training throughout their professional life. Accordingly, while the rate of nurses who received a teamwork training was specified to be 38.5% (n=116), the rate of nurses who received a work motivation training was approximately 32% (n=95). 16.3% of the nurses work in the Black Sea Region and 38.5% in training and research hospitals ([Table 1](#)).

The results in [Table 2](#) demonstrate that there is a positive ($r=0.249$) and statistically significant relationship ($p < 0.001$) between nurses' teamwork attitudes and job motivation levels. Skewness and kurtosis values were expected to be in the range of ± 1.96 - ± 2.58 .¹⁴ The skewness and kurtosis values in this study are found to be sufficient. Moreover, the data collection tools were examined whether to have a very high correlation with each other. In this procedure, the square correlation values among the average variance extracted (AVE) and composite reliability (CR) coefficients with the data collection tools were compared. Accordingly, AVE values should be above 0.50 while CR values should be above 0.70. In this study, the AVE value was found to be 0.59 for teamwork attitude, while it was specified to be 0.56 for job motivation. CR values were determined to be 0.85 and 0.76 for teamwork attitude

TABLE 2: Correlation, mean, standard deviation and Cronbach alpha results between teamwork attitude and nurse job motivation.

Variables	Mean	SD	Skewness	Kurtosis	AVE	CR	1	2
Teamwork attitude	118.17	7.65	0.727	-0.964	0.59	0.85	(0.92)	-
Nurse job motivation	65.26	5.57	-1.376	2.332	0.56	0.76	0.249**	(0.86)

**p<0.01 (Values in brackets are Cronbach alpha coefficients); SD: Standard deviation; AVE: Average variance extracted; CR: Composite reliability.

and job motivation, respectively. Lastly, reliability analysis was conducted for both data collection tools. Data collection instruments were observed to have values higher than threshold value 0.70, argued in the literature of Cronbach α reliability coefficients.

While a statistically significant difference was concluded among nurses' teamwork attitude with gender, training on teamwork and job motivation at the level of $p < 0.01$, no statistically significant difference was found among nurse job motivation with the said variables. A statistically significant difference was identified between subjects' genders and teamwork attitude ($X_{Female} = 115.80$; $X_{Male} = 125.32$) in favor of male nurses. Moreover, a statistically significant difference was specified between whether subjects received a training on teamwork and teamwork attitude ($X_{Yes} = 119.68$; $X_{No} = 115.76$) in favor of the subjects who received a training on teamwork. Finally, regarding whether nurses received a training on job motivation and teamwork attitude ($X_{Yes} = 120.79$; $X_{No} = 112.49$), it was concluded that the subjects, who received a training on job motivation, had statistically

higher teamwork attitude. Following the independent sample t-test results, it was investigated that whether there was a statistically significant difference among demographic characteristics in at least 3 categories with teamwork attitude and job motivation (Table 3).

When examining Table 4, you can see the results whether there was a statistically significant difference among several demographic characteristics of nurses (age, educational status, professional working time and intensive care working time) with teamwork attitude and job motivation. Scheffe test was administered to specify between which groups there was a difference based on the results of ANOVA. The results demonstrated a statistically significant difference between the subjects' age distribution and their teamwork ($F = 22.221$; $p < 0.05$). Significant differences were identified among 18-22 age range with 23-27 age range (-0.267), 28-32 age range (-0.210) and 33 and above (-0.446) age range in favor of higher age ranges. Moreover, a statistically significant difference was found between 28-32 age range

TABLE 3: Independent sample t-test results on subjects' teamwork attitude and job motivation levels (n=301).

Dependent variables	Independent variables			F	t value	p value
	Gender	n	\bar{X}			
Teamwork attitude	Female	226	115.80	1.110	-11.061	0.000
	Male	75	125.32			
Nurse job motivation	Female	226	65.05	0.510	-1.108	0.272
	Male	75	65.88			
Teamwork attitude	Training on teamwork			F	t value	p value
	Yes	n	\bar{X}			
Nurse job motivation	Yes	116	119.68	8.077	-4.530	0.000
	No	185	115.76			
Teamwork attitude	Training on job motivation			F	t value	p value
	Yes	n	\bar{X}			
Nurse job motivation	Yes	95	120.79	275.99	-14.589	0.000
	No	206	112.49			
Nurse job motivation	Yes	95	65.25	0.580	-0.21	0.983

n=301; p<0.05; SD: Standard deviation.

and 33 years and above age range in favor of 28-32 age range (-0.235) (Table 4).

Statistically significant differences were concluded between subjects' educational status and their teamwork attitude ($F=62.428$; $p<0.05$). Accordingly, statistically significant differences were found among the nurses with a high school or associated degree diploma with those having a bachelor degree (0.527) and graduate degree (0.474) in favor of those with a high school or associated degree graduate (Table 4).

In addition, significant differences were specified among the nurses' professional working time distributions with their teamwork attitude and job motivation levels. In this respect, regarding subjects'

teamwork attitude, significant differences were identified among those with 11-15 years of professional working time with the ones having 1-5 years (-0.234) and 6-10 years of professional working time (-0.236), respectively in favor of those with 11-15 years of professional working time. On the other hand, a statistically significant difference was found between the subjects with 1-5 years professional working time and those with 16 years and above professional working time in favor of the ones with 1-5 years of professional working time ($p<0.05$). Lastly, a statistically significant difference was identified between teamwork attitudes of the nurse regarding their intensive care work time distributions ($p<0.05$). It can be also argued that the teamwork attitudes of the nurse with

TABLE 4: One-way analysis of variance results on subjects' teamwork attitude and job motivation levels (n=301).

Dependent variables	Independent variables							
		n	X	SD	F	p value	Scheffe	(I-J)
	Age distribution							
Teamwork attitude	18-22 ages	45	111.1	0.069	22.221	0.001	18-22 and 23-27 18-22 and 28-32 18-22 and above 33 28-32 and above 33	-0.267* -0.210* -0.446* -0.235*
	23-27 ages	173	118.7	0.284				
	28-32 ages	51	117.0	0.203				
	33 age and above	32	123.7	0.263				
Nurse job motivation	18-22 ages	45	63.0	0.308	3.252	0.687	-	-
	23-27 ages	173	65.2	0.182				
	28-32 ages	51	60.0	0.232				
	33 age and above	32	60.3	0.241				
	Educational status							
Teamwork attitude	High school/associate degree	27	130.7	0.042	62.428	0.000	High school/associate degree and bachelor degree high School/associate degree and bachelor degree	0.527* 0.474*
	Bachelor degree	204	116.2	0.267				
	Graduate degree	70	117.6	0.138				
Nurse job motivation	High school/associate degree	27	66.0	0.125	0.345	0.449	-	-
	Bachelor degree	204	65.0	0.241				
	Graduate degree	70	65.0	0.194				
	Professional working time							
Teamwork attitude	1-5 years	219	117.0	0.278	6.632	0.000	1-5 years 11-15 years 6-10 years 11-15 years	-0.234* -0.236*
	6-10 years	52	117.2	0.200				
	11-15 years	20	123.7	0.261				
	16 years and above	10	123.2	0.291				
Nurse job motivation	1-5 years	219	64.7	0.216	3.865	0.010	1-5 years and 16 years and above	-0.224*
	6-10 years	52	66.0	0.230				
	11-15 years	20	64.5	0.256				
	16 years and above	10	70.5	0.140				
	Intensive care working time							
Teamwork attitude	Less than 1 year	148	123.5	0.272	12.196	0.000	Less than 1 year and 1-5 years 1-5 years and 11 years and above	-0.160* -0.247*
	1-5 years	86	120.4	0.243				
	6-10 years	44	116.4	0.233				
	11 years and above	23	123.4	0.280				
Nurse job motivation	Less than 1 year	148	64.2	0.224	2.626	0.681	-	-
	1-5 years	86	66.0	0.183				
	6-10 years	44	65.2	0.255				
	11 years and above	23	67.0	0.254				

n=301; I-J=Average differences; $p<0.05$; SD: Standard deviation. * $p<0.05$

an intensive care working time less than 1 year had higher teamwork attitudes than the nurses with 1-5 years intensive care working time (-0.160). In addition, a statistically significant difference was found between the nurses with 1-5 years intensive care working time and those with 11 years or above intensive care working time in favor of the nurses with 1-5 years intensive care working time (-0.247) (Table 4).

DISCUSSION

New roles have been assigned to nurses, who work on front lines, with the outbreak of the COVID-19, and they had to fulfil these additional roles apart from ordinary nursing duties. This resulted in an increase in their workload.¹⁵ In this process, the psychology of nurses, who are one of the health professionals spending the most time with patients, has also been significantly affected.^{15,16} To date, any study could not be found on the effects of the COVID 19 on job motivation of nurses, on their teamwork attitudes and the relationship between these 2 issues.

Teamwork Attitudes Scale and job motivation mean scores of the participating nurses have been found to be high as well as a positive significant relationship between the 2 scales. In a recent study, job satisfaction and teamwork attitudes of intensive care nurses have been reported to be high.¹⁷ Contrary to this, a study conducted in Ethiopia argues that job motivation of nurses is low, and the factors affecting this are nurses' education level, hospital type, management style and team understanding attitudes.¹⁸ When examining previous studies, it is urged that the higher cooperation between healthcare team members, the higher job satisfaction health care professionals has.^{7,19,20} In a study carried out by Dede and Çınar, the job satisfaction and motivation of the nurses, working in the intensive care units, where team relations and staff satisfaction are drawn attention, have been specified to be higher than those working in other units.²¹ In their study on the significance of teamwork culture on the prevention of burnout in the United Kingdom, Galleta-Williams et al. reports that the healthcare professionals with effective teamwork attitude have low level of burnout

and high job satisfaction.²² A review study suggests that the trust relationships between team members have a positive effect on job motivation.²³ It is reported in the literature that effective teamwork not only increases productivity and patient safety, but also results in a healthier and happier workplace, thereby reducing burnout among healthcare professionals and causing them motivated to work.^{11,24} In this study with similarities to the literature, it can be reported that an effective teamwork is maintained and job motivation is high during the COVID-19 pandemic.

Male nurses have been found to have both a higher teamwork attitude and job motivation. When examining the studies carried out before the COVID-19 pandemic, female nurses have been identified to have higher teamwork attitude and job motivation.¹⁹ However, the studies conducted in the COVID-19 period suggest that females have higher COVID 19 fear, there is a negative relationship between fear of COVID 19 and job motivation.^{15,25} Female nurses are considered to have higher anxiety due to the fact that they are more emotional, have more duties at home in addition to their job liabilities, are in closer contact with their family members, thus, this may increase the risk of infection. It is considered that these concerns may reflect on the job environment and negatively affect teamwork attitude and job motivation.

In this study, the nurses with teamwork and job motivation training have been found to have significantly higher teamwork attitude and job motivation. Training on teamwork is also indicated to increase care quality. A study reports that the nurses with high job motivation have higher service results and work in harmony. That study also emphasizes the need for training on motivation to increase motivation and raise performance.²⁶ There is less error in the services provided by the health professionals with teamwork training, the attitudes of staff to each other are more proper, and accuracy degree of the information about teamwork also increases.¹⁹ Accordingly, this positive environment and attitude can have a positively effect on job motivation.

The teamwork attitudes of the nurses aged 33 and over and the job motivation of the nurses between

the ages of 23 and 27 have been found to be higher. Yet, there is only a significant difference regarding teamwork attitudes. When examining the studies on the relationship between age and job motivation, we have obtained a similar conclusion.²⁷⁻²⁹ The literature reports that older nurses have higher autonomy, express themselves better and are more harmonious in the job environment as they have more experience and higher service time.^{30,31} Moreover, older nurses are also suggested to have higher motivation as they have a better position and receive higher salary.³⁰ However, this study does not report any statistically significant difference regarding the age of nurses as nurses have a very important vital role during the pandemic, they are called heroes in the society, work with the awareness of the high moral value of their job, accordingly, their job motivation has been specified to be high, regardless of age range. It is also considered that higher management knowledge and experience of the older nurses is a factor increasing the quality of care and keeps psychology proper in this physically and psychologically exhausting and challenging period.

This study concludes that job motivation of the nurses with a graduate education is high, but this high result is not significant, and the teamwork attitudes are also significantly higher in the same group. In the previous studies, teamwork attitudes and job motivation of nurses with graduate degrees have been found to be higher.^{19,32} In this respect, it can be argued that education level is an important variable, especially in increasing teamwork attitudes.

In this study, the motivation and teamwork attitudes of nurses with more experience in both professional and intensive care units have been identified to be higher. There are studies that both support and do not support this finding. The nurses with more working time in professional and intensive care may have faced more unexpected cases.^{11,18,31,33,34} They may have also participated in more vocational in-service training and may have a higher awareness of crisis management, motivation and team culture. In addition, the reason for achieving different conclusions than previous studies may be referred to the fact that this study was carried out in the pandemic pe-

riod. Because the pandemic process is a rapidly developing process, it is likely that those with more crisis management experience have higher teamwork attitudes and motivations.

RELEVANCE TO CLINICAL PRACTICE AND RESEARCH

Health care is a team work and it should not be forgotten that increasing the job motivation levels of nurses can affect both the whole team and the service delivery. Quality health care can only be realized with strong, dynamic, self-sufficient and highly motivated teamwork models. In intensive care unit, which have an extremely complex structure, the continuity of work can be ensured by both the experience and abilities of the managers and the presence of an effective teamwork. For this reason, there is a need for leader managers who motivate nurses and support teamwork.

LIMITATIONS

The sample of this research is limited to the nurses working at intensive care units at hospitals in Türkiye, excluding private hospitals, using social networks, voluntary to participate in the study. Participation remained limited due to the intensity of electronic survey studies made because of the pandemic, long term and more frequent guards, more stress factors. Another limitation is the fact that research data were not collected in the early period of the COVID-19 pandemic but in a period with a relatively higher number of cases. Another limitation of the study is that the results of the study depend on the self-reports of individuals. Observational studies evaluating teamwork should also be conducted.

CONCLUSION

To conclude, job satisfaction and teamwork attitude scores of the nurses' have been found to be at a good level above the average. Nurses spend more time with team members than normal working days due to the busy working time during the pandemic period. Accordingly, the nurses may be reported to be aware of the importance of working with an understanding and highly motivated team in this pro-

cess. In this respect, the training programs on teamwork and job motivation, which are more important in the pandemic process, should be organized, thus, nurses and other health professionals should have an opportunity to increase their awareness on this issue.

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Conflict of Interest

No conflicts of interest between the authors and / or family members of the scientific and medical committee members or members of the potential conflicts of interest, counseling, expertise, working conditions, share holding and similar situations in any firm.

Authorship Contributions

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