Clinical Trial Protocol
Iranian Registry of Clinical Trials

08 Nov 2026

Effect of conflict resolution skills on moral distress and quality of life in neonatal intensive care unit nurses

Protocol summary

Study aim
Determining the effect of conflict resolution skills on moral distress and quality of life in neonatal intensive care unit (NICU) nurses

Design
A randomized clinical trial with a control group, based on 52 nurses working in neonatal intensive care unit in four educational and therapeutic centers of mashhad university of medical sciences Use the random numbers table using www.randomization.com to determine people and then throw coins to determine intervention group and control

Settings and conduct
The researcher, after introducing himself and presenting the licenses to the head of hospitals in Ghaem, Imam Reza, Ommolbanin and Hasheminezhad, is referred to the NICU and nurses who have inclusion criteria are selected by random sampling. After expressing the necessity and purpose of doing research and obtaining informed consent, they are included in the study.

Participants/Inclusion and exclusion criteria
Nurses with a bachelor's degree and above have at least six months of full-time work experience in the neonatal intensive care unit can enter the study. There is no requirement to enter.

Intervention groups
The intervention group is undergoing training and learning conflict resolution skills in face-to-face and in the form of a workshop for two days with a first-day workshop on conflict resolution patterns, and at least two weeks after the initial period, the participants again At a workshop, they will discuss how to solve problems in their work environment at a group meeting. In the control group, there is no intervention and the gift package and the training CD will be provided to them.

Main outcome variables
Moral distress of NICU nurses Quality of life of NICU nurses

General information

Reason for update

Acronym

IRCT registration information
IRCT registration number: **IRCT20180511039608N1**
Registration date: **2018-08-31, 1397/06/09**
Registration timing: **registered_while_recruiting**

Last update: **2018-08-31, 1397/06/09**
Update count: **0**

Registration date
2018-08-31, 1397/06/09

Registrant information
Name
Mahnaz Niami Shirvan
Name of organization / entity
Country
Iran (Islamic Republic of)
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+98 58 3622 3354
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niamim921@mums.ac.ir

Recruitment status
Recruitment complete

Funding source

Expected recruitment start date
2018-05-22, 1397/03/01

Expected recruitment end date
2018-09-06, 1397/06/15

Actual recruitment start date
empty

Actual recruitment end date
empty

Trial completion date
empty

Scientific title

Effect of conflict resolution skills on moral distress and quality of life in neonatal intensive care unit nurses

Public title
Effect of conflict resolution skills on moral distress and quality of life in nurses
Purpose
Education/Guidance
Inclusion/Exclusion criteria
Inclusion criteria:
Have a bachelor's degree in nursing and higher At least six months of work experience in neonatal intensive care unit Full-time employment in neonatal intensive care unit
Exclusion criteria:
According to the guideline, there is no requirement to enter the study before the randomization. All research units should have entry criteria.
Age
No age limit
Gender
Both

Phase
N/A
Groups that have been masked
No information
Sample size
Target sample size: **52**
Randomization (investigator's opinion)
Randomized
Randomization description
The present study was a randomized, controlled clinical trial with a control group using the random numbers table used at www.randomization.com to determine individuals and then throw coins to determine the intervention and control group
Blinding (investigator's opinion)
Not blinded
Blinding description
Placebo
Not used
Assignment
Single
Other design features

Secondary Ids

empty

Ethics committees

1

Ethics committee
Name of ethics committee
Ethics committee of Mashhad University of Medical Sciences
Street address
School of Nursing and Midwifery, Ibn Sina Avenue, Doctora Intersection.
City
Mashhad
Province
Razavi Khorasan
Postal code
9137913199
Approval date
2018-04-21, 1397/02/01
Ethics committee reference number
IR.MUMS.REC.1397.018

Health conditions studied

1

Description of health condition studied
Moral distress in neonatal intensive care unit Nurses
ICD-10 code
F92
ICD-10 code description
Mixed disorders of conduct and emotions

2

Description of health condition studied
Quality of life in neonatal intensive care unit Nurses
ICD-10 code
Z56.7
ICD-10 code description
Other and unspecified problems related to employment

Primary outcomes

1

Description
Moral distress score in Corley questionnaire
Timepoint
Measurement of moral distress in before intervention and one month after intervention
Method of measurement
Corley moral distress scale

2

Description
Quality of life score in WHOQOL- BREF questionnaire
Timepoint
Measurement of quality of life in before intervention and one month after intervention
Method of measurement
Quality of life (WHOQOL- BREF) questionnaire

Secondary outcomes

1

Description
Ability to manage conflicts
Timepoint
4 weeks after training conflict resolution skills
Method of measurement
Conflict Management Questionnaire Stefan Robbins

2

Description
Decrease tension and distress of workplace
Timepoint
4 weeks after the intervention
Method of measurement
Corley moral distress scale

Intervention groups

1

Description
The intervention group will be trained and learn conflict resolution skills face-to-face and in the workshop for two days.
Category
Lifestyle

2

Description
Control group: There is no intervention in the control group.
Category
N/A

Recruitment centers

1

Recruitment center
Name of recruitment center
Ghaem hospital
Full name of responsible person
Soheila Karbandi
Street address
Ghaem hospital, Ahmad abad Avenue, Dr. Shariati Square.
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2

Recruitment center
Name of recruitment center
Hashemi Nezhad hospital
Full name of responsible person
Soheila Karbandi
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Hashemi Nezhad hospital, Aboureyhan Blvd, Tollab Avenue.
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3

Recruitment center
Name of recruitment center
Imam Reza hospital
Full name of responsible person
Soheila Karbandi
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Imam Reza hospital, Imam Reza Square, Ibn Sina Avenue.
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4

Recruitment center
Name of recruitment center
Ommolbanin hospital
Full name of responsible person
Soheila Karbandi
Street address
Ommolbanin hospital, Ayatollah Behjat 16, Crossroad of Zarrineh.
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Sponsors / Funding sources

1

Sponsor
Name of organization / entity
Mashhad University of Medical Sciences
Full name of responsible person
Dr. Mohsen Tafaghodi
Street address
Daneshgah St,Qureshi Building, Mashhad University

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tafaghodim@mums.ac.ir

Grant name

Grant code / Reference number

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

Title of funding source
Mashhad 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
Mashhad University of Medical Sciences

Full name of responsible person
Soheila Karbandi

Position
Pediatric Nursing Instructor

Latest degree
Master

Other areas of specialty/work
Nursery

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Person responsible for scientific inquiries

Contact

Name of organization / entity
Mashhad University of Medical Sciences

Full name of responsible person
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Position
Pediatric Nursing Instructor

Latest degree
Master

Other areas of specialty/work
Nursery

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Person responsible for updating data

Contact

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Mahnaz Niami Shirvan

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Bachelor

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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
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