Clinical Trial Protocol
Iranian Registry of Clinical Trials

08 Nov 2026

The Effect of Implementing a Spiritual Care Program Based on the Shalom Model on Moral Courage, Work Conscientiousness, and Organizational Commitment among Intensive Care Unit Nurses

Protocol summary

Study aim

Determining the effect of implementing a spiritual care program based on the Shalom model on moral courage, work conscience, and organizational commitment among intensive care unit nurses

Design

A randomized,Single-blind, controlled clinical trial involving 74 participants

Settings and conduct

Nurses working in the intensive care units of teaching hospitals in Shahrekord who meet the eligibility criteria will be enrolled in the study after providing informed consent. Participants will be randomly allocated to the intervention and control groups using block randomization. Due to the educational nature of the intervention, blinding of the participants and intervention providers is not possible; however, data analysis will be performed by an analyst who is unaware of the group allocation.

Participants/Inclusion and exclusion criteria

Inclusion criteria: Nurses working in the intensive care units of Shahrekord teaching hospitals with at least 6 months of work experience.

Intervention groups

The intervention group will receive a spiritual health program based on the Shalom model in eight weekly sessions, each lasting 45 minutes. The control group will receive routine care. Moral courage, work conscience, and organizational commitment will be assessed before the intervention, immediately after the intervention, and two months later.

Main outcome variables

Moral courage, work conscience, organizational commitment.

General information

Reason for update

Acronym

IRCT registration information

IRCT registration number: **IRCT20260713070177N1**
Registration date: **2026-09-08, 1405/06/17**
Registration timing: **registered_while_recruiting**

Last update: **2026-09-08, 1405/06/17**
Update count: **0**

Registration date

2026-09-08, 1405/06/17

Registrant information

Name

Narges Rafiei

Name of organization / entity

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Iran (Islamic Republic of)

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Recruitment status

Recruitment complete

Funding source

Expected recruitment start date

2026-09-06, 1405/06/15

Expected recruitment end date

2026-10-07, 1405/07/15

Actual recruitment start date

empty

Actual recruitment end date

empty

Trial completion date

empty

Scientific title
The Effect of Implementing a Spiritual Care Program Based on the Shalom Model on Moral Courage, Work Conscientiousness, and Organizational Commitment among Intensive Care Unit Nurses

Public title
The Effect of Spirituality on Nurses' Courage, Conscience, and Commitment

Purpose
Supportive

Inclusion/Exclusion criteria

Inclusion criteria:
Employment as a nurse in the intensive care units (ICUs) of teaching hospitals affiliated with Shahrekord University of Medical Sciences.. Willingness to participate in the study and provision of written informed consent. Having at least 6 months of work experience in intensive care units (ICUs).

Exclusion criteria:
participation in formal spiritual care education courses or workshops during the previous 6 months. Having disease or psychiatric disorder based on self-report.

Age
No age limit

Gender
Both

Phase
N/A

Groups that have been masked

- Outcome assessor
- Data analyser

Sample size
Target sample size: **74**

Randomization (investigator's opinion)
Randomized

Randomization description
The unit of randomization in this study is the individual. After the entry of eligible individuals and obtaining informed consent, participants will be randomly assigned to two groups: the control group (A) and the intervention group (B). Allocation will be performed using block randomization with variable block sizes and with blocks of 4 and 6 participants. The random allocation sequence, including different and balanced combinations of A and B in each block, will be generated before the start of the study and will be used for all participants. For allocation concealment, each allocation will be recorded on a card, and the cards will be placed in completely sealed and opaque envelopes in the order of the random allocation sequence. The envelopes will be sequentially numbered and kept in a box. After each eligible participant enters the study, the ward nurse, who is unaware of the allocation sequence and the contents of the envelopes, will select the next numbered envelope and, after the individual's definitive entry into the study, will open it; therefore, group allocation will not be predictable to the researcher and the participant until the envelope is opened. This process will continue until all participants have been allocated. The random blocks will be generated using Random Allocation Software (version 2.0).

Blinding (investigator's opinion)
Single blinded

Blinding description
Given the educational nature of the intervention, blinding of the participants and the investigator is not possible. However, to reduce bias, the questionnaires will be collected using anonymous coding, and the data will be analyzed by an individual who is unaware of the allocation of participants to the study groups. In addition, outcome assessments will be performed by an individual who is unaware of the participants' group allocation.

Placebo
Not used

Assignment
Parallel

Other design features

Secondary Ids

empty

Ethics committees

1

Ethics committee

Name of ethics committee
Ethics Committee of Shahrekord & Borujen School of Nursing & Midwifery & Shahrekord School of Health

Street address
Shahrekord University of Medical Sciences, Central Headquarters, Ayatollah Kashani Blvd., Shahrekord, Chaharmahal and Bakhtiari Province, Iran

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Approval date
2026-07-11, 1405/04/20

Ethics committee reference number
IR.SKUMS.NUMHE.REC.1405.021

Health conditions studied

1

Description of health condition studied
Nurses of intensive care units

ICD-10 code
Z65.8

ICD-10 code description
Other specified problems related to psychosocial circumstances

Primary outcomes

1

Description

Moral courage of nurses

Timepoint

Measurement of moral courage before the intervention, immediately after completion of the intervention, and two months after completion of the intervention.

Method of measurement

Sekerka et al.'s Moral Courage Questionnaire

2

Description

Nurses' organizational commitment

Timepoint

Measurement of organizational commitment before the intervention, immediately after completion of the intervention, and two months after completion of the intervention.

Method of measurement

Meyer and Allen's Organizational Commitment Questionnaire

3

Description

Nurses' work conscience

Timepoint

Measurement of work conscience before the intervention, immediately after completion of the intervention, and two months after completion of the intervention.

Method of measurement

Costa and McCrae's Work Conscience Questionnaire

Secondary outcomes

empty

Intervention groups

1

Description

Intervention group : Nurses in the intervention group will receive a spiritual health program based on the Shalom model through virtual and face-to-face sessions in eight weekly 45-minute sessions. This program is designed based on the four dimensions of the Shalom model, including “self,” “others,” “God,” and “environment.”In the first and second sessions, the “self” dimension will be addressed, including topics such as sense of identity, self-awareness, happiness in life, inner peace, and meaning in life.In the third and fourth sessions, the “others” dimension will be presented, focusing on topics including love for others, forgiveness toward others, trust in others, respect, and kindness toward others.In the fifth and sixth sessions, the “God” dimension will be addressed, including topics such as personal relationship with God, the oneness of God, worship, peace with God, and prayer.In the seventh and eighth sessions, the “environment” dimension will be presented, including topics such as connection with the community, a sense of wonder toward a breathtaking view, unity with nature, harmony with the environment, and a sense of magic in the environment.

Category

Behavior

2

Description

Control group: Nurses in the control group will receive routine care and will not receive any training based on the Shalom model during the study period.

Category

Behavior

Recruitment centers

1

Recruitment center

Name of recruitment center

Hajar Hospital , Shahrekord

Full name of responsible person

Narges Rafiei Vardanjani

Street address

Hajar Hospital, Shahrekord, Chaharmahal and Bakhtiari Province, Iran.

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Recruitment center

Name of recruitment center

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Full name of responsible person

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Sponsors / Funding sources

1

Sponsor

Name of organization / entity
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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
Shahre-kord 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
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Position
Student
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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

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