The procedures of data collection are illustrated in Figure 1.

1. Amman total hospitals  n= (52)
2. Hospital has >150 beds included to assure adequate and represent number of nurses working in these hospitals  n = (12 hospitals)
3. 3 military hospitals (no access) +1 psychiatric hospital excluded
4. Accessible hospitals  n= (8)
5. Nurses working in these 8 hospitals (medical, surgical, ICU, CCU) are the accessible population  n=(2036)
6. Eligible nurses were randomly selected to participate in the study  (220 nurses)