

Abstract

Background: Nurses need resilience to be able to cope with their working conditions. It seems that factors such as moral courage and organizational support can affect the resilience of nurses. Therefore, this study was conducted with the aim of investigating the relationship between professional moral courage and organizational support with the resilience of nurses working in educational hospitals in Ardabil in 1398.

Methods: This study was a descriptive-analytical cross-sectional study in which 375 nurses working in Ardabil educational and medical centers participated in 1398. The demographic profile questionnaire, Sekerka et al.'s moral courage scale, Eisenberger et al.'s organizational support, and the Davidson-Connor resilience scale were used to collect data.

Results: The mean age of the participants in the study was $33/18 \pm 6/63$. Also, 311 people (83%) were female participants and 64 (17%) were male participants. The average organizational support was $9/83 \pm 0/43$ and their average resilience score was $79/35 \pm 0/35$. There was also a positive and significant relationship between professional moral courage and resilience ($r = 0/1$ and $p < 0/05$), but there was no significant relationship between organizational support and moral courage ($p > 0/05$).

Conclusion: Given the positive and significant relationship between moral courage and resilience, it seems that nurses should have high moral courage to improve their resilience. Determining the factors influencing moral courage and resilience, finding solutions and providing a suitable environment for creating a moral atmosphere can play an important role in increasing courageous behaviors and increasing nurses' resilience.

Keywords: Professional Moral Courage, Organizational Support, Resilience, Nursing