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Examining the Influence of Hospital Accreditation Standards on Nursing Performance: A Literature Review

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ABSTRACT

Hospital accreditation has become an important strategy for improving healthcare quality and strengthening patient safety systems. Nurses play a critical role in implementing accreditation standards because they represent the largest group of healthcare professionals and provide continuous patient care. This study aims to examine the influence of hospital accreditation standards on nursing performance through a comprehensive literature review. A systematic search was conducted across major academic databases, including Scopus, Emerald Insight, and Web of Science, focusing on peer-reviewed articles published between 2019 and 2025. The selection process followed predefined inclusion and exclusion criteria to ensure the relevance and methodological rigour of the studies. From the initial pool of identified articles, 18 studies were selected and analyzed using a narrative synthesis. The findings indicate that implementing hospital accreditation standards significantly improves nursing performance across several key areas, including adherence to clinical guidelines, documentation accuracy, patient safety practices, teamwork, and professional accountability. In addition, accreditation processes encourage continuous quality improvement and support nurses' professional development through training and competency enhancement. However, several studies also report challenges related to increased administrative workload and documentation requirements during accreditation implementation. Overall, the evidence suggests that accreditation can be an effective institutional mechanism for strengthening nursing practice and enhancing healthcare service quality when supported by adequate organizational resources and leadership commitment.

Keywords
Healthcare Quality
Hospital Accreditation
Nursing Performance
Patient Safety Culture
Quality Improvement

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Introduction

The rapid development of healthcare technology and the increasing complexity of healthcare services require hospitals to strengthen their service quality and patient safety systems continuously. In this context, nurses play a central role because they represent the largest group of healthcare professionals and provide continuous patient care. Previous studies have identified several determinants influencing nurses' performance, including leadership, work environment, safety culture, and innovative work behaviour, which collectively affect the effectiveness and safety of healthcare delivery [1], [2].

To address the growing demand for healthcare quality and safety, governments have strengthened hospital accreditation systems to standardize healthcare governance and clinical services. Hospital accreditation functions not only as an external evaluation mechanism but also as a strategic framework for continuous quality improvement through compliance with standards, strengthening governance structures, and cultivating patient safety culture. Empirical studies show that accredited hospitals tend to demonstrate better service quality, more structured incident-reporting systems, and lower risks of adverse events than non-accredited hospitals [3]. In Indonesia, regulatory reforms and the growing complexity of healthcare services have further underscored the importance of accreditation as a strategic policy to improve healthcare quality and patient safety [4].

Implementing accreditation standards requires strong organizational readiness, competent healthcare professionals, and consistent adherence to service procedures across all hospital units. Nurses, as the primary providers of patient care, make a significant contribution to achieving accreditation indicators, particularly in nursing processes, clinical documentation, effective communication, and patient safety practices. Several studies indicate that accreditation implementation can positively influence nurse performance by improving procedural compliance, strengthening professional discipline, and fostering a collaborative and safer work culture [5].

Beyond compliance with standards, accreditation effectiveness is also closely associated with patient involvement in healthcare services. Patient Engagement has been shown to contribute to the prevention of safety incidents by improving communication, ensuring adherence to procedures, and increasing awareness of healthcare risks. Qualitative studies indicate that actively engaged patients can serve as strategic partners in maintaining

patient safety, particularly through participation in patient identification processes, clinical communication, and reporting potential risks [6], [7], [8]. These findings highlight the important role of nurses in facilitating patient participation within the patient safety system.

Nurses, therefore, occupy a critical position in bridging the implementation of accreditation standards with patient Engagement initiatives. Their frequent interaction with patients enables them not only to ensure compliance with standard operating procedures but also to provide education and communication that empower patients to actively participate in maintaining their own safety [6], [9]. Consequently, understanding the relationship between accreditation implementation and nurse performance is essential to ensure that accreditation standards effectively translate into improved healthcare quality and patient safety.

Despite the recognized importance of hospital accreditation, several challenges remain in its implementation. Studies have shown that accreditation effectiveness may vary due to differences in organizational readiness, staff competence, and institutional resources. For example, limitations in human resources, infrastructure, and variations in staff competency are common challenges regional hospitals face when implementing accreditation standards consistently [10], [11]. In addition, research indicates that nurses often encounter barriers related to workload, limited supervision, and documentation demands, which may reduce compliance with accreditation standards and patient safety practices [12].

Accreditation standards also emphasize the importance of clinical service processes, particularly documentation compliance, effective communication, and quality nursing care. Nursing documentation is a critical component of healthcare services because it serves as evidence of care, facilitates interprofessional communication, and supports clinical decision-making processes [13], [14]. Studies show that accreditation implementation contributes to improvements in documentation quality, adherence to standard operating procedures, and consistency in the delivery of nursing care [15]. However, high workloads, limited time availability, and uneven understanding of standards remain significant challenges in maintaining documentation compliance in accredited hospitals [12].

Another important component of accreditation standards is the implementation of effective communication and incident reporting systems as part of patient safety management. Structured communication methods, such as SBAR during handovers and interprofessional collaboration, are widely promoted to reduce clinical errors and improve patient safety. Furthermore, accreditation encourages the development of non-punitive incident-reporting systems that enable healthcare organizations to learn from errors and improve safety practices. Evidence suggests that accredited hospitals tend to have more effective reporting systems and stronger safety cultures compared with non-accredited institutions [16], [17]. Nevertheless, incident reporting among nurses often remains limited due to concerns about sanctions, lack

of feedback from management, and perceptions that reporting procedures increase administrative workload [18], [19].

In addition, patient safety culture remains a critical challenge in healthcare organizations. Although nurses have a central role in implementing patient safety practices, studies indicate that their understanding and application of safety culture are often inconsistent, which may influence patients' perceptions of healthcare service quality [20]. Previous research also suggests that hospital accreditation can strengthen organizational culture by improving safety climate, communication patterns, and leadership practices. However, findings across studies remain mixed, as some research reports significant improvements in safety culture following accreditation. In contrast, others show limited impact due to differences in organizational commitment and staff participation [16].

These inconsistent findings highlight a research gap regarding the extent to which hospital accreditation standards influence nursing performance and professional practice. While many studies acknowledge the importance of accreditation in improving healthcare quality and patient safety, the evidence regarding its direct and consistent impact on nurses' performance remains fragmented across different healthcare contexts.

Therefore, this study aims to examine the influence of hospital accreditation standards on nursing performance through a comprehensive review of existing literature. Specifically, this study seeks to identify how accreditation standards affect nurses' professional practice, including documentation compliance, communication effectiveness, patient safety practices, and overall service quality. The findings of this study are expected to provide a clearer understanding of the mechanisms by which accreditation improves nursing performance and strengthens the patient safety culture. Furthermore, the results may offer valuable insights for hospital administrators, policymakers, and healthcare professionals on how to optimize accreditation systems as a strategic tool to enhance healthcare quality and patient safety.

Literature Review

This literature review synthesizes existing evidence on hospital accreditation, nursing performance, and professional practice to establish a conceptual basis for the present study. It focuses on how accreditation standards are implemented in clinical settings, the mechanisms through which they influence nursing practice, and the organizational and individual factors that shape their effectiveness. By integrating findings from previous empirical and conceptual studies, this review aims to clarify the relationship between hospital accreditation and nursing performance and to identify contextual mechanisms that may explain variations in implementation outcomes across healthcare organizations.

A. Hospital Accreditation as a Strategic Instrument for Quality Improvement

Hospital accreditation has evolved from a compliance-based assessment into a strategic mechanism for continuous quality improvement and patient safety enhancement. Contemporary literature consistently positions accreditation as an external quality assurance system that evaluates organizational structures, clinical processes, and patient outcomes against predefined standards [19], [21]. Unlike traditional regulatory inspections, accreditation emphasises organisational learning, system redesign, and cultural transformation within healthcare institutions. Recent systematic reviews demonstrate that accredited hospitals tend to exhibit stronger governance structures, greater clinical standardization, and more mature patient safety systems than non-accredited institutions [21], [22], [23]. Accreditation standards require hospitals to adopt evidence-based protocols, strengthen documentation practices, and institutionalize quality-monitoring mechanisms. These structural improvements create an enabling environment in which healthcare professionals, particularly nurses, can perform more consistently and safely.

However, empirical findings also suggest that accreditation outcomes are not uniform across settings. The effectiveness of accreditation largely depends on how standards are implemented at the operational level rather than merely achieved as certification milestones [24]. Hospitals that treat accreditation as an episodic administrative exercise often fail to sustain improvements in clinical practice. This highlights the importance of examining accreditation not only as an institutional status but also as a dynamic implementation process that influences frontline healthcare workers.

B. Implementation of Accreditation Standards and Nursing Practice

Nurses play a pivotal role in translating accreditation standards into daily clinical practice. As the largest professional group in hospitals and the primary providers of continuous patient care, nurses are central to the operationalization of accreditation requirements for patient safety, documentation, infection prevention, communication, and continuity of care [17], [25], [26]. Recent studies indicate that effective implementation of accreditation standards is associated with improved nursing performance, particularly in adherence to clinical protocols, documentation accuracy, and compliance with patient safety procedures [15], [27]. Accreditation introduces standardised workflows that reduce variability in nursing practice, thereby minimising clinical errors and enhancing the reliability of care.

From a professional practice perspective, nursing performance within accredited hospitals is typically reflected through several key dimensions. These include compliance with clinical and administrative procedures, the quality and completeness of nursing documentation, effective communication with patients and other healthcare professionals, adherence to patient safety protocols, and the consistency of nursing care delivery. These dimensions

represent critical components of nursing practice that are directly evaluated within hospital accreditation frameworks.

Nevertheless, accreditation implementation may also introduce unintended challenges. Several studies report increased administrative workload, documentation burden, and time pressure among nurses, particularly in resource-constrained hospitals [18], [21]. These pressures can undermine job satisfaction and, if not accompanied by adequate organizational support, staffing adequacy, and training, potentially offset performance gains. Thus, contemporary scholarship emphasises that accreditation affects nurse performance through complex mechanisms, mediated by organisational culture, leadership support, workload management, and professional competence [25]. Understanding these mediating pathways is critical to explaining why accreditation produces positive outcomes in some contexts but limited effects in others.

C. Accreditation, Patient Safety Culture, and Nurse Performance

Patient safety culture represents a critical link between accreditation standards and nursing performance. Accreditation frameworks increasingly prioritize safety culture domains, including open communication, non-punitive incident reporting, teamwork, and leadership commitment to safety [12], [18]. Empirical evidence suggests that hospitals with robust accreditation implementation demonstrate stronger patient safety cultures, which, in turn, positively influence nurses' clinical performance and error-prevention behaviours [23]. A supportive safety culture enables nurses to report incidents without fear of blame, engage in reflective learning, and adhere more consistently to safety protocols.

However, studies also reveal persistent barriers to safety culture transformation, particularly at the nursing level. Fear of punitive responses, insufficient feedback following incident reporting, and hierarchical organizational norms continue to suppress safety reporting behaviours in many accredited hospitals [28], [29]. These findings suggest that accreditation alone is insufficient to ensure the maturation of safety culture unless accompanied by leadership practices that reinforce psychological safety and a learning orientation. In this study, patient safety culture is conceptualized as a contextual mechanism through which accreditation standards may influence nurses' performance, rather than as an outcome variable. In other words, safety culture operates as an enabling environment that shapes how accreditation standards are translated into daily nursing practices and professional behaviours. From a theoretical perspective, this relationship aligns with Donabedian's structure–process–outcome model, where accreditation enhances structural capacity, safety culture shapes care processes, and nurse performance determines patient outcomes [30]. This framework underscores the need to examine accreditation effects beyond

structural compliance toward behavioural and cultural transformation within healthcare organizations.

D. Organisational and Individual Moderators of Accreditation Effectiveness

Recent literature increasingly recognises that the impact of accreditation on nurse performance is contingent upon organisational and individual moderators. Organizational support, leadership Engagement, staffing adequacy, and access to continuous training significantly strengthen the relationship between accreditation implementation and nursing performance [2], [25], [26]. At the individual level, nurses' professional competence, safety knowledge, and attitudes toward quality improvement moderate the enactment of accreditation standards in practice. Studies show that nurses with higher perceived organisational support and professional autonomy are more likely to internalise accreditation standards as meaningful practice guidelines rather than as external mandates [[21], [22], [25]. Conversely, excessive workload and resource limitations weaken accreditation effectiveness by constraining nurses' capacity to comply with standards consistently [18]. These findings reinforce the argument that accreditation outcomes are socially constructed within organizational contexts rather than mechanically produced by standard adoption. Taken together, the literature suggests that understanding the relationship between hospital accreditation and nursing performance requires a multidimensional perspective that integrates structural factors, organizational culture, and individual professional characteristics.

Based on the reviewed literature, the relationship between hospital accreditation and nursing performance can be understood through a conceptual pathway in which accreditation serves as an institutional mechanism that shapes organisational structures and professional practices. Accreditation does not directly improve nursing performance; rather, its influence is mediated by several organisational and individual factors. Organisational factors include leadership commitment, patient safety culture, staffing adequacy, availability of resources, and continuous quality improvement systems. Individual factors include nurses' competencies, attitudes toward quality improvement, and adherence to clinical guidelines. Within this framework, accreditation strengthens organisational capacity and promotes a supportive work environment, which subsequently enables nurses to improve clinical performance, documentation quality, patient safety practices, and professional accountability. Therefore, the effectiveness of accreditation should be viewed as a complex and context-dependent process rather than as a simple direct relationship.

Material and Methods

A. Search Strategies

This study adopted a literature review approach to examine the influence of hospital accreditation standards on nursing performance. The review question was formulated to

explore the association between hospital accreditation standards and nursing performance in healthcare settings. The review was guided by the following question: "How are hospital accreditation standards associated with nursing performance and related outcomes in healthcare institutions?" The review adopted the Population–Concept–Context (PCC) framework, where the population consisted of nurses and healthcare institutions, the concept focused on hospital accreditation standards and nursing performance, and the context included healthcare settings implementing accreditation programs. First, the study design stage involved identifying the research topic, defining the scope of the review, establishing the research objectives, and formulating guiding research questions related to hospital accreditation and nursing performance. Second, the literature search and selection process was conducted systematically using predefined keywords and inclusion criteria. The screening process began with reviewing the titles and abstracts of the identified articles to determine their relevance to the research topic. Studies that met the initial criteria were subsequently assessed for full-text eligibility to determine inclusion in the final analysis. Third, the selected studies were analysed and synthesised in accordance with the research objectives to identify patterns, conceptual relationships, and empirical findings related to the implementation of hospital accreditation standards and their implications for nursing performance and professional practice. Finally, the results of the review were organized and reported according to the Preferred Reporting Items for Systematic Reviews (PRISMA) guidelines to ensure methodological transparency and replicability [31]. The search strategy requires more detailed reporting to ensure reproducibility. Please provide the complete search strings used for each database, including all keywords, Boolean operators, truncations, and filters. In addition, explain how the search terms were adapted across different databases (Scopus, Emerald Insight, and Web of Science). The review question should be formulated more explicitly. Consider presenting a clear review question or adopting an established framework, such as PICO, PICo, or PCC, to define the population, concept, and context of the review more precisely.

B. Quality Appraisal and Risk of Bias Assessment

All studies that met the inclusion criteria underwent a quality appraisal to assess their methodological rigour and potential risk of bias. The assessment was conducted using appropriate critical appraisal instruments aligned with the study designs, including the Joanna Briggs Institute (JBI) Critical Appraisal Checklist. This tool was used to examine several methodological aspects, such as the clarity of research objectives, sampling strategies, data collection procedures, and the appropriateness of analytical techniques. To enhance the reliability of the assessment process, two independent reviewers evaluated each selected study. The reviewers critically examined potential sources of bias, including issues related to

sample selection, measurement validity, and data analysis accuracy. Any differences in the reviewers' evaluations were discussed until a consensus was reached, thereby ensuring the objectivity and consistency of the quality appraisal process. The screening and quality appraisal procedures require clearer reporting. Please specify whether title/abstract screening and full-text assessment were conducted independently by two reviewers. Additionally, describe the procedures used to resolve disagreements and indicate whether a third reviewer was involved when consensus could not be reached.

The search strategy was developed using a combination of controlled vocabulary and free-text terms related to hospital accreditation and nursing performance. The main keywords included "hospital accreditation", "accreditation standards", "nursing performance", "nurse performance", "quality of care", and "patient safety". Boolean operators were applied to combine search terms as follows: ("hospital accreditation" OR "accreditation standards") AND ("nursing performance" OR "nurse performance" OR "quality of care" OR "patient safety"). The search strategy was adapted according to the indexing systems and search interfaces of each database while maintaining the same conceptual structure.

Table 1 summarizes the literature search across Emerald Insight, Scopus, and Web of Science, presenting database-specific keywords, publication filters, language restrictions, document criteria, and respective numbers of records retrieved from source.

Table 1. Literature Search

Data Base	Keywords	Filters	Results
Emerald Insight	"hospital accreditation" AND "nursing performance" OR "nursing practice"	Publication year: 2019–2025; Article type: research article; Language: English	42
Scopus	"hospital accreditation standards" AND "nurse performance" OR "nursing quality of care"	Publication year: 2019–2025; Document type: Article; Subject area: Nursing, Health Sciences; Language: English	96
SCI (Web of Science – Science Citation Index)	"hospital accreditation" AND "nursing performance" OR "professional nursing practice"	Publication year: 2019–2025; Document type: Article; Index: SCI/SCIE; Language: English	58

Table 2 presents the database-specific search strings used to identify relevant studies, detailing Boolean combinations and key terms applied across each database to ensure a transparent and reproducible search strategy.

Table 2. Detailed Search Strings Used in Each Database

Database	Search String
Scopus	TITLE-ABS-KEY(("hospital accreditation" OR "accreditation standards") AND ("nursing performance" OR "nurse performance" OR "quality of care" OR "patient safety"))
Emerald Insight	("hospital accreditation" OR "accreditation standards") AND ("nursing performance" OR "nurse performance" OR "quality of care" OR "patient safety")
Web of Science	TS=(("hospital accreditation" OR "accreditation standards") AND ("nursing performance" OR "nurse performance" OR "quality of care" OR "patient safety"))

C. Data Synthesis Strategy

Data extracted from the included studies were systematically organized and analyzed using a narrative synthesis approach. This method enabled the integration and comparison of findings across studies with different research designs and contexts. Through this approach, the reviewed evidence was grouped and interpreted thematically to facilitate a comprehensive understanding of how hospital accreditation standards influence nursing performance and professional practice. The synthesis process involved identifying key themes emerging from the selected studies, including the implementation of accreditation standards in clinical settings, their implications for nursing documentation and clinical procedures, communication and patient safety practices, and organizational factors influencing nursing performance. By comparing these themes across studies, the analysis aimed to highlight recurring patterns, areas of convergence and divergence in findings, as well as gaps in the existing literature. This strategy enabled the review to develop an integrated understanding of the mechanisms by which hospital accreditation standards improve nursing performance, while also identifying contextual factors that may strengthen or hinder the effectiveness of accreditation implementation within healthcare organizations.

D. Inclusion and Exclusion Criteria

The inclusion and exclusion criteria were established to ensure that the selected studies were relevant to the research objectives and maintained methodological rigour. The inclusion criteria were as follows: (1) studies that examined hospital accreditation standards and their influence on nursing performance, nursing practice, or professional behavior; (2) empirical research articles published in peer-reviewed journals; (3) articles written in English; (4) studies published between 2019 and 2025 to ensure the inclusion of recent evidence; and (5) studies employing quantitative, qualitative, or mixed-method research designs.

Conversely, several exclusion criteria were applied to refine the selection process. Studies were excluded if they: (1) did not specifically focus on nurses or nursing performance as the primary outcome; (2) were conference abstracts, editorials, commentaries, or opinion papers without empirical data; (3) focused solely on general hospital management without discussing accreditation standards; or (4) were duplicate publications across multiple databases. Additionally, articles that were not accessible in full text were excluded from the final analysis. By applying these criteria, the review ensured that the included studies provided relevant and reliable insights into how hospital accreditation standards influence nursing performance and professional practice.

E. Data Extraction

Data extraction was conducted systematically to collect relevant information from each selected study. A standardized data extraction form was developed to ensure consistency and

accuracy in capturing key study characteristics. The extracted data included the authors and year of publication, country or study setting, research design, sample characteristics, accreditation framework or standards examined, key variables related to nursing performance, and the main findings of each study. The extracted data were organized into a summary table to facilitate comparison across studies. This process enabled the identification of common themes, patterns, and differences in how hospital accreditation standards impact nursing performance. Furthermore, the synthesized data supported the narrative analysis by highlighting the relationship between accreditation implementation and improvements in nursing competencies, patient safety practices, adherence to clinical guidelines, and overall quality of care. To ensure reliability, the data extraction process was conducted carefully by reviewing each article multiple times to confirm the accuracy of the recorded information.

Results and Discussions

The literature search identified 196 articles across three academic databases, as presented in Table 1. The search results consisted of 42 articles from Emerald Insight, 96 from Scopus, and 58 from the Science Citation Index (SCI) via Web of Science. These databases were selected because they provide high-quality peer-reviewed publications relevant to healthcare management, nursing performance, and hospital accreditation standards. In the initial stage, duplicate records were identified and removed to ensure each study was counted only once. A total of 26 duplicate articles were excluded, leaving 170 unique records for further screening. Subsequently, the remaining articles were screened based on their titles and abstracts to assess their relevance to the research objectives. During this stage, 130 articles were excluded because they did not meet the inclusion criteria, such as not focusing on hospital accreditation standards or not addressing nursing performance as a primary variable. As a result, 40 articles were retained for further evaluation.

The next stage involved a full-text assessment of the remaining articles to determine their eligibility for inclusion in the review. During this process, 22 articles were excluded due to insufficient discussion of nursing performance, insufficient empirical evidence, or limited relevance to the research scope. The reasons for study exclusion should be reported in greater detail. Consider categorizing excluded studies according to specific reasons (irrelevant outcomes, insufficient empirical evidence, ineligible study design, or unavailable full text) and presenting this information in the PRISMA flowchart or an additional supplementary table. Consequently, 18 articles met all eligibility criteria and were considered suitable for inclusion in the literature review. To ensure the methodological quality of the selected studies, a critical appraisal was conducted using established quality assessment tools. This step aimed to evaluate the reliability, validity, and methodological rigour of each study. After completing the quality assessment, the 18 selected studies were included in the final synthesis.

The findings from these studies suggest that hospital accreditation standards have a positive influence on nursing performance, particularly in improving adherence to clinical guidelines, strengthening patient safety practices, enhancing documentation accuracy, and promoting professional accountability among nurses. Furthermore, accreditation processes encourage hospitals to implement continuous quality improvement systems and provide training programs that support the professional development of nursing staff. These improvements ultimately enhance healthcare service quality and improve patient outcomes.

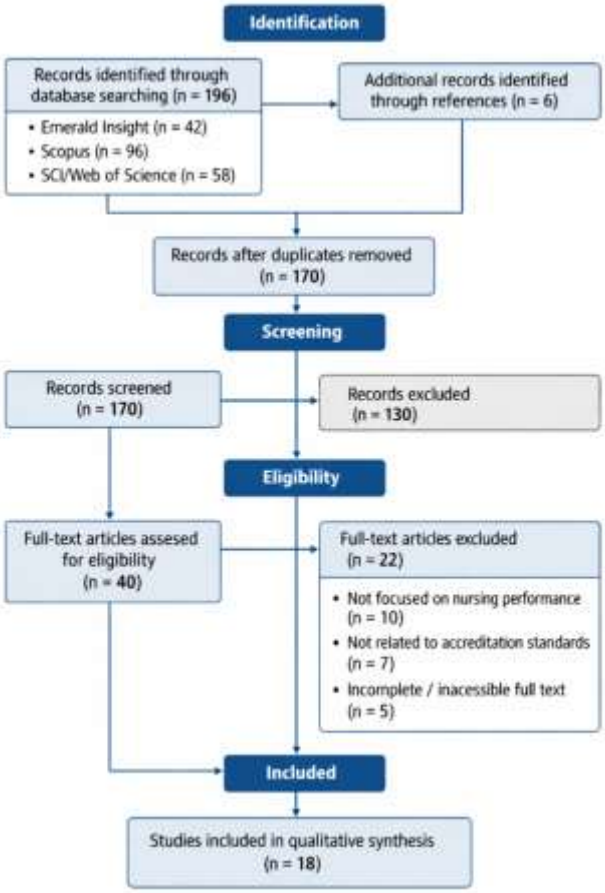

Fig.1. PRISMA flowchart for study selection process

A. Characteristics of Studies Included in the Literature Review

The selected articles were analyzed based on several key characteristics, including the authors' names, publication year, research title, research objectives, study design, population and instruments, study setting or country, and the main research findings. This information provides a comprehensive overview of the methodological approaches and contexts of the studies included in this review. A detailed summary of these characteristics is presented in Table 3. This literature review includes 18 journal articles published between 2019 and 2025. The studies were conducted across various healthcare settings in different countries, reflecting a broad international perspective on the implementation of hospital accreditation standards

and their impact on nursing performance. Most studies employed quantitative methods, particularly cross-sectional survey designs, to evaluate nurses' perceptions, compliance with accreditation standards, and the overall impact of accreditation programs on nursing practice. Several studies also utilised mixed-method approaches to gain insights into health professionals' experiences withation.

The research settings of the selected studies were predominantly hospitals located in developing and middle-income countries, including Saudi Arabia, Malaysia, Jordan, Egypt, China, and South Korea, as well as several healthcare institutions in the Middle East and Southeast Asia. These settings provide valuable insights into how accreditation standards are implemented in different healthcare systems and how they influence nursing performance, patient safety practices, and quality improvement initiatives. Overall, the findings from the included studies consistently indicate that hospital accreditation standards positively improve nursing performance, particularly in adherence to clinical guidelines, patient safety practices, documentation quality, teamwork, and professional accountability. Additionally, accreditation processes often foster a culture of continuous quality improvement and professional development among nursing staff, thereby enhancing the overall quality of hospital healthcare services.

Overall, most studies included in this review demonstrated high methodological quality, indicating that the findings are sufficiently reliable to support the synthesis of evidence regarding hospital accreditation and nursing performance.

Table 3 summarizes the characteristics of studies included in the 2019–2025 literature review. It presents each study's authorship, title, purpose, research design, population and instruments, setting, and main outcomes. The table enables systematic comparison of methodological approaches, study contexts, participant characteristics, and reported findings across the selected literature more clearly.

Table 4 presents the quality appraisal of the included studies using the JBI Critical Appraisal Tool. It summarizes each study's author, research design, JBI criteria score, percentage, and assigned quality level. The table provides a structured overview of methodological quality and supports evaluation of the reliability of the reviewed evidence.

Table 5 defines the quality interpretation criteria based on appraisal percentages, classifying included studies as high quality (≥80%), moderate quality (60–79%), or low quality (<60%) for evidence assessment.

Table 6 summarizes evidence linking hospital accreditation with nursing performance, organizing findings by theme, supporting literature, authors, and implications to highlight key patterns and practical consequences across the reviewed studies.

Table 3. Characteristics of Studies Included in the Literature Review (2019–2025)

Author	Title	Purpose	Research Design	Population and Instrument	Setting	Outcome
Alshammari et al. [32]	Impact of Hospital Accreditation on Nursing Performance	To examine the influence of accreditation on nursing performance	Cross-sectional survey	210 nurses; structured questionnaire	Public hospitals, Saudi Arabia	Accreditation improved nurses' compliance with clinical standards
Devkaran & O'Farrell [33]	Impact of Accreditation on Patient Safety and Quality	To assess the effect of accreditation on quality and safety practices	Mixed methods	156 nurses; survey and interviews	Tertiary hospital, UAE	Accreditation strengthened patient safety culture
Ibrahim et al. [34]	Hospital Accreditation and Patient Safety Culture	To evaluate the relationship between accreditation and safety culture	Cross-sectional	250 nurses; safety culture questionnaire	Malaysian hospitals	Accreditation improved accountability and safety awareness
Algunmeeyn et al. [35]	The Impact of Accreditation on Nurses' Performance	To determine how accreditation influences nursing practice	Quantitative survey	180 nurses; performance survey	Jordanian hospitals	Accreditation improved adherence to clinical guidelines
Mohammed Hussein [36]	Accreditation and Quality Improvement in Hospitals	To examine the accreditation influence on quality improvement	Cross-sectional	220 nurses; structured questionnaire	Hospitals in Saudi Arabia	Accreditation enhances quality improvement activities
Gurisch [37]	Accreditation and Nursing Professional Practice	To assess accreditation's impact on professional nursing practice	Survey	195 nurses; questionnaire	Public hospitals, Saudi Arabia	Positive relationship between accreditation and professional practice
Avia et al. [38]	Effect of Accreditation on Nursing Quality of Care	To evaluate nursing care quality after accreditation	Cross-sectional	205 nurses; quality assessment instrument	Hospitals in Kuwait	Improved documentation and clinical performance
Pasinringi et al. [39]	Hospital Accreditation and Nursing Service Quality	To analyze accreditation effects on nursing service quality	Quantitative	230 nurses; structured questionnaire	Teaching hospitals, Egypt	Accreditation improved service quality and patient care
Alhawajreh et al. [22]	Accreditation and Nursing Performance in Healthcare	To explore accreditation's impact on nursing performance	Cross-sectional	210 nurses; performance measurement scale	South Korean hospitals	Accreditation enhances clinical competence
A. Bhoomadevi et al. [40]	Quality Management and Hospital Accreditation	To examine the relationship between accreditation and quality management	Mixed methods	180 nurses; survey and interviews	Malaysian hospitals	Accreditation supported continuous quality improvement

Author	Title	Purpose	Research Design	Population and Instrument	Setting	Outcome
Hasiu et al. [41]	Hospital Accreditation and Patient Safety Practices	To investigate the accreditation's role in patient safety practices	Cross-sectional	215 nurses; patient safety survey	Hospitals in South Korea	Accreditation strengthened safety compliance
Nomura et al. [42]	Accreditation and Nursing Documentation Quality	To analyze the impact of accreditation on documentation practices	Quantitative	200 nurses; documentation checklist	Hospitals in Egypt	Documentation accuracy significantly improved
Ahmed Newera et al. [43]	Accreditation and Clinical Practice Improvement	To assess the role of accreditation in clinical performance	Cross-sectional	240 nurses; clinical performance instrument	Chinese hospitals	Accreditation improved evidence-based practice
Sara Melo [44]	Hospital Accreditation and Healthcare Quality	To examine the accreditation influence on hospital service quality	Survey	210 nurses; structured questionnaire	Middle Eastern hospitals	Accreditation enhances a quality culture
Hashish et al. [45]	Impact of Accreditation on Nursing Competency	To evaluate how accreditation affects nursing competency	Cross-sectional	225 nurses; competency scale	South Korea	Accreditation improved clinical competency
Richard Smith et al. [46]	Accreditation and Nursing Quality Improvement	To examine the accreditation role in quality improvement	Quantitative	210 nurses; quality improvement scale	Malaysian hospitals	Accreditation increased participation in quality programs
Claudia A S Araujo et al. [47]	Hospital Accreditation and Healthcare Performance	To investigate accreditation effects on healthcare performance	Cross-sectional	235 nurses; performance questionnaire	Chinese hospitals	Accreditation improved teamwork and care coordination
Carolin Gurisch et al. [48]	Accreditation and Nursing Service Performance	To analyze accreditation effects on nursing service delivery	Survey	220 nurses; service quality instrument	Teaching hospitals	Accreditation enhances service performance and patient satisfaction

Table 4. Quality Appraisal of Included Studies Using JBI Critical Appraisal Tool

No	Author	Study Design	JBI Criteria Score	Percentage	Quality Level
1	Alshammari et al. [32]	Mixed Methods	8/10	80%	High
2	Devkaran & O'Farrell [33]	Cross-sectional	7/8	87%	High
3	Ibrahim et al. [34]	Cross-sectional	7/8	87%	High
4	Algunmeeyn et al. [35]	Quantitative Survey	6/8	75%	Moderate
5	Mohammed Hussein [36]	Cross-sectional	7/8	87%	High
6	Gurisch [37]	Survey	6/8	75%	Moderate
7	Avia et al. [38]	Cross-sectional	7/8	87%	High
8	Pasinringi et al. [39]	Quantitative	6/8	75%	Moderate
9	Alhawajreh et al. [22]	Cross-sectional	7/8	87%	High
10	A. Bhoomadevi et al. [40]	Mixed Methods	8/10	80%	High
11	Hasiu et al. [41]	Cross-sectional	7/8	87%	High
12	Nomura et al. [42]	Quantitative	6/8	75%	Moderate
13	Ahmed Newera et al. [43]	Cross-sectional	7/8	87%	High
14	Sara Melo [44]	Survey	6/8	75%	Moderate
15	Hashish et al. [45]	Cross-sectional	7/8	87%	High
16	Richard Smith et al. [46]	Quantitative	6/8	75%	Moderate
17	Claudia A S Araujo et al. [47]	Cross-sectional	7/8	87%	High
18	Carolin Gurisch et al. [48]	Survey	7/8	87%	High

Table 5. Quality Interpretation

Score	Category
≥80%	High Quality
60–79%	Moderate Quality
<60%	Low Quality

Table 6. Summary of Evidence on Hospital Accreditation and Nursing Performance

No	Theme	Evidence from Literature	Author	Implications
1	Improvement of Nursing Performance	Accreditation standards improve nurses' adherence to clinical procedures and professional practice guidelines.	Alshammari et al. [49]; Ibrahim et al. [34]; Algunmeeyn et al. [35]	Hospitals should integrate accreditation standards into routine nursing practice
2	Patient Safety Culture	Accreditation promotes patient safety awareness, reduces medical errors, and strengthens safety protocols.	Devkaran & O'Farrell [33]; Mohammed Hussein [36]; Gurisch [37]	Accreditation supports the development of a strong patient safety culture
3	Quality of Nursing Care	Accredited hospitals demonstrate improved nursing care quality and service delivery	Ahmed Newera et al. [43]; Sara Melo [44]; Hashish et al. [45]	Continuous monitoring of quality indicators is essential
4	Professional Development of Nurses	Accreditation requires ongoing training, competency development, and performance evaluation.	Devkaran & O'Farrell [33]; Pasinringi et al. [39]	Hospitals should provide continuous professional development programs
5	Documentation and Clinical Compliance	Accreditation improves documentation accuracy and compliance with clinical standards	Hasiu et al. [41]; Nomura et al. [42]	Standardized documentation systems should be maintained
6	Organisational Culture and Teamwork	Accreditation encourages collaboration, communication, and a quality-oriented organizational culture.	Alhawajreh et al. [22]; A. Bhoomadevi et al. [40]	Leadership support is necessary for successful accreditation implementation
7	Challenges of Accreditation Implementation	Some studies report increased workload and administrative tasks during accreditation preparation.	Richard Smith et al. [46]; Claudia A S Araujo et al. [47]; Carolin Gurisch et al. [48]	Hospitals must provide sufficient resources and staffing support.

Based on the evidence summarised in Table 5, hospital accreditation standards demonstrate a significant contribution to improving nursing performance and healthcare service quality. The reviewed studies consistently indicate that accreditation programs encourage nurses to comply with standardized clinical procedures, improve documentation practices, and strengthen professional accountability in patient care. These improvements improve nursing performance and enhance the overall quality of healthcare services. In addition, hospital accreditation plays an important role in promoting a patient safety culture within healthcare institutions. Several studies highlight that accreditation encourages adherence to patient safety protocols, reduces the risk of medical errors, and improves nurses' awareness of safety practices in clinical settings. This indicates that accreditation not only focuses on administrative compliance but also supports the implementation of safer and more effective healthcare practices.

Furthermore, accreditation processes support nurses' professional development by encouraging continuous education, competency development, and performance evaluation. Hospitals that implement accreditation standards often offer training programs and quality improvement initiatives that enhance nurses' clinical competencies and professional skills. However, some studies also reveal challenges in accreditation implementation, particularly increased workload, documentation demands, and administrative responsibilities during the accreditation preparation process. Despite these challenges, the overall evidence suggests that the benefits of accreditation outweigh its limitations, as it improves nursing performance, strengthens quality management systems, and fosters a culture of continuous improvement in healthcare organizations.



Fig. 2. Mind Map

Fig. 2 illustrates a mind map that presents the key summary from the literature regarding the relationship between hospital accreditation standards and nursing performance. The central concept of the diagram is the interaction between hospital accreditation and nursing performance, which is connected to several major themes derived from the reviewed studies. The first theme highlights improving nursing performance, where accreditation standards encourage nurses to follow standardized clinical procedures, improve professional accountability, and enhance overall job performance. The second theme focuses on patient safety culture, showing that accreditation programs promote adherence to patient safety protocols and increase awareness of safety practices among nurses. Another important theme is the quality of nursing care, suggesting that accredited hospitals tend to deliver improved service and higher standards of patient care. In addition, accreditation contributes to nurses' professional development, as hospitals often implement training programs, competency assessments, and continuing education initiatives to support their professional growth. Furthermore, accreditation standards also improve documentation and clinical compliance, ensuring that nursing records are accurate, standardized, and aligned with healthcare regulations. However, the mind map also identifies challenges in accreditation implementation, such as increased administrative workload and documentation requirements during accreditation preparation.

B. Impact of Hospital Accreditation on Nursing Performance

The findings of this literature review suggest that hospital accreditation is generally associated with improved nursing performance across various healthcare settings. Most of the included studies reported positive relationships between accreditation implementation and outcomes such as adherence to clinical guidelines, documentation quality, patient safety practices, and professional accountability. However, because many of the reviewed studies employed cross-sectional designs, these findings should be interpreted as evidence of association rather than definitive evidence of causation. The observed relationships may also be influenced by contextual factors, including leadership commitment, organisational culture, staffing adequacy, and the availability of training and quality improvement programs. These improvements occur because accreditation frameworks emphasize structured protocols, performance evaluation, and compliance with healthcare quality indicators [22], [50], [51]. Furthermore, accreditation encourages healthcare institutions to implement systematic performance monitoring and evaluation processes. These mechanisms help ensure that nurses consistently follow evidence-based clinical practices and maintain high standards of patient care. Research has shown that accreditation can positively influence nurses' job performance by promoting accountability, improving communication within healthcare teams, and

strengthening clinical governance structures [52]-[54]. As a result, accreditation enhances both individual and organizational performance within healthcare systems.

Nevertheless, the evidence across studies is not entirely consistent. While most studies reported positive associations between accreditation and nursing outcomes, several studies highlighted challenges such as increased administrative workload, documentation burden, and staff fatigue during accreditation implementation. These mixed findings suggest that accreditation does not automatically lead to better nursing performance. Instead, the effectiveness of accreditation appears to depend on organisational readiness, managerial support, and the extent to which accreditation standards are integrated into routine clinical practice. Hospitals that view accreditation as a continuous quality improvement strategy may experience more sustainable benefits than those that approach accreditation primarily as a certification requirement.

C. Hospital Accreditation and Patient Safety Culture

Another important theme identified in the reviewed literature is the relationship between hospital accreditation and patient safety culture. Accreditation programs are widely recognised as an important strategy for strengthening patient safety practices. However, the available evidence primarily demonstrates an association between accreditation implementation and stronger patient safety cultures rather than a direct causal effect. Several studies suggest that this relationship is mediated by organisational characteristics, such as leadership support, open communication, non-punitive reporting systems, and staff engagement in quality improvement activities. Consequently, hospitals with similar accreditation status may exhibit different levels of patient safety culture depending on their organisational context. Accredited hospitals are required to comply with strict patient safety standards, including infection prevention protocols, medication safety procedures, and risk management systems [55], [56]. Several studies indicate that accreditation programs promote greater awareness of patient safety among healthcare professionals, particularly nurses who play a central role in direct patient care. Accreditation standards often include safety indicators, incident-reporting systems, and quality-monitoring mechanisms that encourage nurses to adopt safer clinical practices [57], [58]. Consequently, hospitals that successfully implement accreditation standards tend to demonstrate stronger patient safety cultures, improved teamwork, and better communication among healthcare providers.

D. Professional Development and Competency of Nurses

Hospital accreditation also contributes to improving the professional development and competency of nursing staff. Accreditation standards typically require hospitals to implement continuous education programs, professional training, and competency assessments to ensure that healthcare workers maintain adequate clinical skills and knowledge [59], [60]. Several

studies have highlighted that accreditation processes encourage nurses to participate in professional development activities, including workshops, training sessions, and continuing education programs. These initiatives help enhance nurses' clinical competencies, improve their decision-making skills, and strengthen their ability to provide evidence-based care [61], [62]. Additionally, accreditation often requires hospitals to establish performance evaluation systems that allow managers to assess nursing competencies and identify areas for improvement. Through these mechanisms, accreditation supports the development of a highly competent and professional nursing workforce.

E. Organisational Culture and Quality Improvement

Another significant finding from this review is the role of accreditation in fostering a culture of continuous quality improvement within healthcare organizations. Accreditation programs require hospitals to establish quality management systems, monitor clinical performance indicators, and regularly evaluate healthcare service outcomes. These requirements encourage hospitals to adopt systematic approaches to quality improvement and organizational learning [63], [64]. Although many studies report that accreditation is associated with stronger organisational culture and quality improvement initiatives, the direction of this relationship remains difficult to establish. Hospitals with well-developed organisational cultures may be more likely to implement accreditation successfully, while accreditation itself may reinforce existing quality improvement practices. Therefore, the relationship is likely to be reciprocal and influenced by contextual factors, including leadership style, organisational readiness, staffing levels, and institutional resources [65], [66]. Moreover, accreditation often promotes interdisciplinary collaboration among healthcare teams, which enhances communication, teamwork, and coordination in patient care. This collaborative environment can significantly improve the effectiveness of healthcare services and patient outcomes.

F. Challenges in the Implementation of Hospital Accreditation

Despite the numerous benefits of hospital accreditation, several studies also report challenges in its implementation. One of the most commonly identified challenges is the increased workload associated with accreditation preparation and documentation requirements. Nurses often face additional administrative responsibilities, including completing extensive documentation and participating in accreditation audits [67], [68] Additionally, implementing accreditation standards may require significant organizational resources, including financial investments, training programs, and infrastructure improvements. In some healthcare settings, particularly in developing countries, limited resources can create barriers to the effective implementation of accreditation programs [60]. Therefore, healthcare leaders and policymakers should ensure that adequate resources,

support systems, and training opportunities are available to facilitate successful accreditation implementation.

Conclusion

The review findings suggest that hospital accreditation is generally associated with positive nursing outcomes, including better adherence to clinical protocols, improved documentation practices, stronger patient safety culture, and enhanced professional accountability. However, because much of the available evidence is derived from cross-sectional studies, caution is required when interpreting these findings as causal relationships. The impact of accreditation appears to be influenced by several mediating factors, including leadership commitment, organisational culture, staffing adequacy, and continuous professional development. Future studies employing longitudinal and experimental designs are needed to clarify the causal pathways through which accreditation influences nursing performance. These systems help nurses improve their clinical competence and maintain high standards of care. Furthermore, accreditation processes encourage healthcare institutions to adopt a culture of continuous quality improvement. Through regular evaluations, monitoring systems, and compliance with accreditation standards, hospitals are better able to identify service delivery gaps and implement corrective actions. As a result, accreditation not only improves nurses' performance but also contributes to broader organisational improvements in healthcare quality and patient safety. Overall, the evidence synthesised in this review suggests that hospital accreditation can serve as an effective strategy for strengthening nursing performance and improving healthcare outcomes. However, the benefits of accreditation depend largely on how effectively hospitals implement accreditation standards and integrate them into daily clinical practice.

Limitation and Suggestions

Despite providing valuable insights into the relationship between hospital accreditation and nursing performance, this literature review has several limitations. First, the review relied on a limited number of databases, which may have restricted the scope of available studies. Although the search strategy included major academic databases, some relevant studies published in other databases or institutional repositories may not have been captured. Second, the studies included in this review were conducted in different countries and healthcare systems, which may limit the generalizability of the findings. Variations in accreditation systems, healthcare policies, and hospital management structures may influence how accreditation standards affect nursing performance. Therefore, the results should be interpreted with consideration of contextual differences among healthcare settings. Third, most of the included studies used cross-sectional research designs, which limit the ability to

establish causal relationships between accreditation implementation and improvements in nursing performance. Longitudinal studies would provide stronger evidence regarding the long-term impact of accreditation programs on nursing practice and healthcare quality.

Future research should consider conducting more comprehensive systematic reviews that include a broader range of databases and grey literature to obtain a more complete understanding of the topic. Additionally, future studies should explore the long-term effects of accreditation on nursing performance using longitudinal or mixed-method research designs. Research on the challenges nurses face during accreditation implementation would also be valuable for identifying strategies to improve the effectiveness of accreditation programs. Finally, comparative studies between accredited and non-accredited hospitals may provide deeper insights into how accreditation standards influence nursing performance, patient safety outcomes, and overall healthcare quality.

Conflict of Interest

The authors declare that there are no conflicts of interest regarding the publication of this article. The research was conducted independently, with no financial or commercial relationships that could be interpreted as a potential conflict of interest.

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