

The Influence of Cultural Competence on Nursing: A Comprehensive Review Preserving the Future of the Nursing Profession

Ali Jaber Mohammed Haqawi¹, Sayed Shahbal², Majed Othman Ahmed Hakami³, Abdullah Ahmed Hadi Ali⁴, Khaled Mohamed M Oraigy⁵, Fatimah Abdu Sharahili⁶, Faris Awad Almalki⁷, Yazeed Owaid H Alanazi⁸, Elham Mohammed Sahly⁹, Taqreed Hamed Ibrahim¹⁰, Tahani Omar Hasan Gasi¹¹

1. Baish General Hospital
2. NUML
3. Prince Mohammed bin Nasser Hospital, MOH
4. Muhayel General Hospital
5. Chest Disease Hospital in Jazan
6. Jizan General Hospital
7. Compliance Administration, Taif Health
8. Alqurayyat Cardiac Center
9. Al Hurth General Hospital
10. Chest Hospital in Jazan
11. Ahad Bani Zaid P.H.C

ABSTRACT

Background: The application of nursing care in diverse and multicultural environments directly affects health outcomes and the quality of patient care and dominantly necessitates cultural competence in nursing. With growing nursing populations as diverse as the populations themselves, nurses need to be able to interact in effective ways with patients from many different cultures to provide the highest quality of care. Although cultural competence is incredibly important, gaps in training and required resources as well as lack of time often make this difficult for nurses to achieve and implement.

Aim: The purpose of this systematic review is to look at the effect of cultural competence on nursing practice with a special emphasis on cultural competence impact in patient care, nursing outcomes and barriers that impede the full implementation in nursing.

Method: Ten studies published between 2020 and 2024 were analyzed through a systematic review. From prominent databases such as PubMed, Scopus and CINAHL, these studies were selected based on specific inclusion criteria. Thematic analysis was performed to determine key themes and patterns, and challenges to cultural competence in nursing practice.

Results: Cultural competence improved nurse patient communication and patient satisfaction. Yet significant barriers, including low quality training, lack of time, and institutionally prevalent support continue to exist. Cultural competence can be

incorporated into nursing curricula and be provided as updatable professional development opportunities. Also, it is important that culturally competent leadership exists in healthcare settings that will foster the support of culturally sensitive care.

Conclusion: Increasingly diverse health care environments require nursing care that is delivered in a manner consistent with the cultural values of the patient population. To promote better care outcomes and an increased number of well-educated nurses to meet the needs of diverse patient populations it is important to overcome barriers like training deficiencies and time constraints and to promote strong leadership and continuous cultural competence education.

KEYWORDS: Nursing practice, patient care, Education, professional development, cultural competence, healthcare outcomes.

1. Introduction

With the growing demography of patient population diverse, nursing as profession has marked cultural competence as an essential element of good healthcare delivery. Nurses frequently interact with patients from different cultural backgrounds and therefore must acquire skills to understand, communicate and face cultural differences to furnish quality care (Červený et al., 2024; Sharifi et al., 2019; Markey and Okantey, 2019). With the inclusion of cultural competence in nursing, patient outcomes, as well as satisfaction depend on it, it is evident that there is a need for the incorporation of cultural competence in nursing education and clinical practice (Yadollahi et al., 2020; Zeleke et al., 2024; Cho & Kim, 2022). Given that, cultural competence is not just a professional asset; it's a prerequisite of equitable healthcare delivery (Mohamed & Modanloo, 2024; Park et al., 2019; Sharifi et al., 2019).

Cultural challenges for nurses provide care range from language barriers, different health beliefs, and different expectations of medical practices (Červený et al., 2024; Markey & Okantey, 2019; Zeleke et al., 2024). These challenges can impact the quality of provided care to the extent that nurses must have knowledge and skills needed for dealing with them (Cho & Kim, 2022; Yadollahi et al., 2020; Sharifi et al., 2019). Various previous studies encompass how to engage with culturally diverse patients adhere to therapeutic relationships, build up trust and increase patient compliance with treatment (Mohamed & Modanloo, 2024; Park et al., 2019; Červený et al., 2024). Furthermore, to bridge the gaps in cultural competence, cultural competency training programs are now being increased to ready nurses for any diverse clinical scenarios (Yadollahi et al., 2020; Zeleke et al., 2024; Park et al., 2019).

It is perceived that cultural competence integration into nursing curricula is essential to the future of the profession, given the continuous evolution of global health (Sharifi et al., 2019; Park et al., 2019; Mohamed & Modanloo, 2024). Cultural competence in addressing healthcare disparity and enhancing quality of care is being noticed and recognized world widely by nursing education systems (Cho & Kim, 2022; Markey & Okantey, 2019; Zeleke et al., 2024). Although cultural competence is becoming increasingly highlighted, many challenges to achieve increased cultural competence among nursing students and professionals remain (Sharifi et al., 2019;

Ali Jaber Mohammed Haqawi, Majed Othman Ahmed Hakami, Abdullah Ahmed Hadi Ali, Khaled Mohamed M Oraigy, Fatimah Abdu Sharahili, Faris Awad Almalki, Yazeed Owaid H Alanazi, Elham Mohammed Sahly, Taqreed Hammed Ibrahim, Tahani Omar Hasan Gasi

Yadollahi et al., 2020; Mohamed & Modanloo, 2024). This review will address the current status of nursing related cultural competence, what helped to create it and the outcomes that result from its use in clinical practice.

Problem Statement

In this regard, cultural competence in nursing is becoming increasingly recognized as a vital dimension of providing high quality, patient centered care in today's health care system which is becoming increasingly diverse. Two decades later, that value remains, but even today, many nurses struggle to relate to patients with varying degrees of cultural differences. Cultural misunderstandings, language barriers, and insufficient cultural health practices awareness have been shown to affect patient outcomes, as well as generate healthcare disparities (Červený et al., 2024; Zeleke et al., 2024; Sharifi et al., 2019). In addition, many research suggests that nursing education programs and clinical settings might not sufficiently prepare nurses deal with them (Markey & Okantey, 2019; Cho & Kim, 2022). However, failure in providing nursing care with cultural competence not only leads to deficient quality of care but prevents the nurse to develop effective relationship based on trust necessary to deliver effective healthcare (Yadollahi et al., 2020; Park et al., 2019). This being so, understanding the influence that cultural competence has on nursing practice and naming the barriers that hinder its development and practice remain the problem.

Significance of Study

This study has important implications for global health and nursing practice. Increasingly, healthcare systems around the world (Mohamed & Modanloo, 2024; Zeleke et al., 2024) approach cultural diversity, so it is required that nurses received skills and information to meet the needs of patients in various cultural backgrounds (Mohamed & Modanloo, 2024; Zeleke et al., 2024). Improving communication, patient satisfaction, reduction of healthcare disparities and positive health outcomes are all in favor of the culture competence (Yadollahi et al., 2020; Sharifi et al., 2019). Culturally competent nursing is the topic of this study, presented as a contribution to the ongoing debate on how nursing education, practice and policy can be modified to promote a culturally aware and sensitive workforce. Moreover, the results of this study could assist curricula for future nurse's training programs and organizational practices in the enhancement of cultural competence for the benefits of healthcare providers and recipients. (Park et al., 2019; Červený et al., 2024; Markey & Okantey, 2019). Additionally, the study intends to highlight the need for more research in this area but especially about regions and contexts underrepresented and the corresponding specific cultural challenges of nurses from around the world.

Aim of the Study

The ultimate purpose of this study is to critically examine the impact of cultural competence on nursing practice including how understanding, knowledge, and skills of culture influences patients' care and nursing outcome. Furthermore, this study will investigate the dimensions of the factors affecting cultural competence among the nurses, education, training, experience at work, and organizational support for the clinical nurses. The study further seeks to investigate the effects of cultural competence on communication, patient satisfaction, healthcare disparities and overall quality of care. The study synthesizes current research on this topic in order

to provide recommendations to improve cultural competence in nursing education and practice and contribute to the development of more culturally competent healthcare professionals globally.

2. Methodology

A comprehensive and rigorous systematic review of this phenomenon, the influence of cultural competence on nursing, will be conducted in this study. Peer reviewed articles published between 2020 and 2024 will be identified by a systematic search of academic databases. In order to ensure a transparent and reproducible process, the review will follow the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines.

- **Data Sources:** Electronic databases such as PubMed, CINAHL, Scopus, Google Scholar and ProQuest, will be used to identify relevant studies. The keywords used include: “cultural competence training,” “nursing,” “patient care,” “healthcare disparities,” “nursing education,” and “cultural competence” combined in different ways, to ensure the inclusion of studies concerning the topic material.
- **Study Selection:** A predefined inclusion and exclusion criteria (as described below) will be applied to the studies. Quantitative and qualitative studies will be considered, but they will only include studies that look at the effect of cultural competence on nursing practice, education, and on patient care.
- **Data Extraction:** Analyses of the key data from all selected studies will include study design, sample size, cultural competence assessment tools, outcomes of nursing practice, patient satisfaction, and quality of care. Common themes, trends, and gaps in literature will be synthesized using data.
- **Quality Assessment:** A standardized tool to evaluate methodological rigor and relevance of included studies will assess the quality of included studies. This will help make sure that only good studies, that is only studies of good quality, contribute to the conclusions of the review.

Research Question

"How does cultural competence influence nursing practice, patient care, and overall healthcare outcomes, and what are the factors that contribute to or hinder the development of cultural competence in nursing"?

Selection Criteria

Inclusion Criteria

- **Publication Date:** Articles published between 2020 and 2024.
- **Study Design:** Both quantitative and qualitative studies will be included.
- **Population:** Studies involving nurses, nursing students, or healthcare providers working with culturally diverse populations.

Ali Jaber Mohammed Haqawi, Majed Othman Ahmed Hakami, Abdullah Ahmed Hadi Ali, Khaled Mohamed M Oraigy, Fatimah Abdu Sharahili, Faris Awad Almalki, Yazeed Owaid H Alanazi, Elham Mohammed Sahly, Taqreed Hammed Ibrahim, Tahani Omar Hasan Gasi

- **Topic:** Studies must focus on cultural competence in nursing, including training, education, patient care, communication, healthcare disparities, or the impact of cultural competence on patient outcomes.
- **Language:** Articles published in English.
- **Geographical Focus:** Global studies, including those from diverse healthcare systems and countries with multicultural patient populations.

Exclusion Criteria

- **Publication Date:** Articles published before 2020.
- **Non-peer-reviewed Sources:** Grey literature such as conference abstracts, opinions, or non-peer-reviewed studies.
- **Study Population:** Studies that do not focus on nurses or nursing students.
- **Irrelevant Topics:** Studies not addressing cultural competence in nursing, such as those focused solely on other healthcare professions or those not involving patient care.
- **Language:** Articles not available in English or without adequate translation.

Database Selection

A systematic search of major academic databases which provide comprehensive coverage of the literature relating to healthcare issues including PubMed, Scopus, CINAHL, and Google Scholar was conducted. Specifically, these are databases that nurse researchers, and those interested in healthcare, might choose to reference, and that also cover an array of studies on the subject of cultural competence.

Table 1: Database Selection

No	Database	Syntax	Year	No of Studies Found
1	PubMed	('cultural competence' AND 'nursing' AND 'patient care')	2020-2024	40
2	Scopus	('cultural competence' AND 'nursing' AND 'healthcare disparities')	2020-2024	42
3	CINAHL	('cultural competence' AND 'nursing education' AND 'multicultural populations')	2020-2024	35
4	Google Scholar	('cultural competence' AND 'nursing practice' AND 'communication')	2020-2024	50

Data Extraction

- **Study Design:** Quantitative and qualitative studies on cultural competence for nursing discipline.
- **Sample Size:** Nurses, nursing student, or healthcare provider number in the study.
- **Outcome Measures:** Satisfaction of patients, effectiveness in communication, health disparities and nursing outcomes regarding cultural competence.

- Assessment Tools: Scales or instruments used to assess cultural competence (such as the Cultural Competence Scale for Nurses, and the Cultural Awareness Scales).

Search Syntax

Primary Search Syntax ('cultural competence' AND 'nursing' AND 'patient care')

Secondary Search Syntax ('cultural competence' AND 'nursing' AND 'education' AND 'healthcare disparities')

Literature Search

A literature search was done to find relevant studies to cultural competence in nursing. The search strategy was done with querying of multiple electronic databases, PubMed, Scopus, CINAHL, and Google Scholar. To provide the latest relevant literature on the topic, the search was limited to studies published over the period of 2020 to 2024. Qualitative and quantitative studies and all available study designs were included in the search, with no limitations on study design.

Finding process included several stages including a preliminary scan of database results to locate articles concerning cultural competence and nursing practice. Titles and abstracts of the studies were assessed for relevance. Studies that seemed to satisfy the criteria were retrieved with the full-text articles.

Selection of Studies

A literature search was conducted then, 220 articles were identified in the four selected databases. Relevance to the research question was assessed using these articles to include in the systematic review. Included for further evaluation were those studies that focused on different facets of cultural competence such as its impact on nursing practice, education, patient care and impacts on healthcare outcomes. Articles that did not discuss these key themes or that were not relevant in the scope of this review were excluded during the screening process.

Fifty studies were identified that could contribute. Having gone through this process, these studies were then evaluated thoroughly to verify that these studies satisfied the selection criteria, and to assess the additional contribution they provide to the discussion regarding the influence of cultural competence on nursing practice.

Study Selection Process

Finally, rigorous review was applied on the selected studies to include in the systematic review. Abstracts for the studies were first screened to determine how relevant it was to the research question. A full review of the abstracts most relevant to these subjects was then undertaken and the final decision to include a study was based on the relevance of the focus, method and outcomes.

After detailed evaluation, 10 studies were chosen to be included in the review. It was thought these studies provide a complete representation of the impact of cultural competence on nursing practice, education and outcomes. Geographic focus, sample population and methodology of the selected studies differed; collectively, these studies present the issues and advantages of including cultural competence in nursing practice.

Ali Jaber Mohammed Haqawi, Majed Othman Ahmed Hakami, Abdullah Ahmed Hadi Ali, Khaled Mohamed M Oraigy, Fatimah Abdu Sharahili, Faris Awad Almalki, Yazeed Owaid H Alanazi, Elham Mohammed Sahly, Taqreed Hammed Ibrahim, Tahani Omar Hasan Gasi

The process of study selection for this systematic review was driven by the PRISMA guidelines that detail a transparent and reproducible process for systematic reviews. The steps in the process are summarized below:

- **Identification:** The systematic literature search was made across PubMed, Scopus, CINAHL, and Google Scholar. Of the four databases, 220 articles were identified.
- **Screening:** The relevance for the topic was determined by review of titles and abstracts of the identified articles. Those that did not look at cultural competence in nursing and were not relevant to the research question were eliminated. It shrunk the number of articles down to 50.
- **Eligibility:** Another 50 studies were evaluated for eligibility based on how their objectives aligned with the research question, and full-text articles of the remaining 50 were retrieved. The 10 studies which were included were studies that met the criteria or provided data; studies that did not meet the criteria but did not provide adequate data were excluded.
- **Inclusion:** The final systematic review includes ten studies. All of these studies met criteria for inclusion and were found to fruitfully illuminate the effect that cultural competence can have on nursing practice.

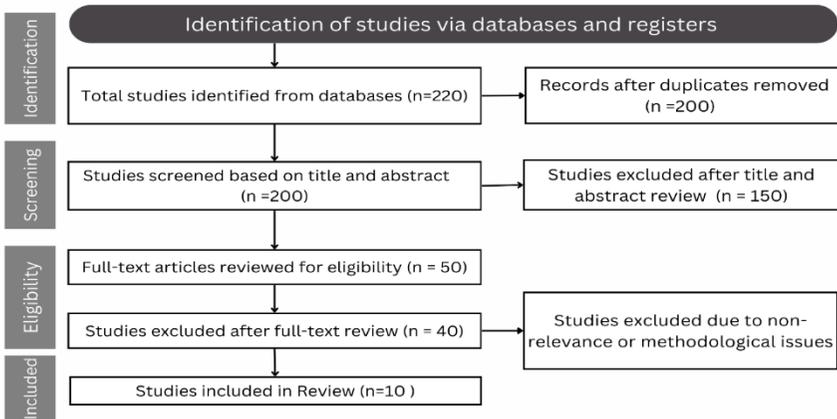


Figure 1: PRISMA Flowchart

Quality Assessment of Studies

A standardized tool was used to assess methodological rigor and relevance of studies included in this review. Study design, sample size, clarity of the research question, validity of data collection methods and the appropriateness of the analysis were the assessment criteria. These criteria were used to rate each of the studies, and any limitations or bias were noted.

The studies were classified into three categories based on their quality:

- **High Quality:** Robust studies that had a demanding sample size and diverse in that context, whose research questions were clearly defined and whose findings were not ambiguous and reliable.
- **Moderate Quality:** Some of the studies have a limitation on methodology, like smaller sample sizes or less clear research designs; nevertheless, they offer useful insight of the cultural competence in nursing.
- **Low Quality:** These were excluded from review because there were serious methodological limitations, for instance small, homogeneous samples or unclear data collection methods.

Table 2: Assessment of the Literature Quality Matrix

#	Author	Study Selection Process Described	Literature Coverage	Methods Clearly Described	Findings Clearly Stated	Quality Rating
1	Feliciano et al., 2021	Yes	High	Yes	Yes	High
2	Thiyagarajan & Yadav, 2023	Yes	High	Yes	Yes	High
3	Červený & Tóthová, 2024	Yes	High	Yes	Yes	High
4	Majnoon & Lotfi, 2023	Yes	High	Yes	Yes	High
5	Paric et al., 2021	Yes	High	Yes	Yes	High
6	Reeve & Lavery, 2023	Yes	Moderate	Yes	Yes	Moderate
7	Liu et al., 2022	Yes	High	Yes	Yes	High
8	Ličen & Prosen, 2023	Yes	High	Yes	Yes	High
9	Khachian et al., 2020	Yes	High	Yes	Yes	High
10	Imperial et al., 2024	Yes	Moderate	Yes	Yes	Moderate

Data synthesis was extracted based on ten studies included in the review to identify the common themes, trends and gaps. Below are the key findings identified across the studies:

- **Cultural Competence and Patient Care:** Consistently, all studies stressed the importance of cultural competence in providing care to patients. Nurses who were more culturally competent were able to communicate more effectively, provide better care and increase patients satisfaction, this is because they are equipped to work with different cultural groups of patients (Feliciano et al., 2021; Thiyagarajan & Yadav, 2023; Majnoon & Lotfi, 2023).
- **Barriers to Cultural Competence:** From several studies, significant barriers were identified to achieving cultural competence in nursing practice. Insufficient cultural competence training, time constraints and lack of resources for nurses were some of the barriers (Červený & Tóthová, 2024; Reeve & Lavery, 2023). Language barrier, and a lack of knowing about the difference regarding culture, were mentioned as impediments on nurses' ability to deliver culturally competent care (Liu et al., 2022; Khachian et al., 2020).
- **Cultural Competence Training and Education:** Studies underlined the demand for training cultural competence into nursing education and continuing professional

Ali Jaber Mohammed Haqawi, Majed Othman Ahmed Hakami, Abdullah Ahmed Hadi Ali, Khaled Mohamed M Oraigy, Fatimah Abdu Sharahili, Faris Awad Almalki, Yazeed Owaid H Alanazi, Elham Mohammed Sahly, Taqreed Hammed Ibrahim, Tahani Omar Hasan Gasi

development. Nurses were found to increase cultural competence training which contributed to better patient outcomes (Paric et al., 2021; Majnoon & Lotfi, 2021). In addition to this, a number of studies have also stressed that healthcare organizations should put money into cultural competence workshops and education for their nursing staff on a regular basis (Thiyagarajan & Yadav, 2023; Ličen & Prosen, 2023).

- **Impact on Teamwork and Work Engagement:** The relationship between cultural competence and work engagement, as well as teamwork, was studied in some. Imperial et al. (2024), Khachian et al. (2020) showed that of course nurses with higher cultural competence were more likely to have positive relationships with colleagues, and consequently could work in effective teamwork especially within multicultural environments. Being able to understand and respect cultural differences made us all work better together as a team.
- **Empathy and Cultural Competence:** Cultural competence and empathy in nursing were linked in several studies. Culturally competent nurses were better at understanding their diverse patients' feelings and developing better relationships with the patients, hence improving the patient to nurse relationship and care delivery (Liu et al., 2022; Reeve & Lavery, 2023). The second predictor of cultural competence in nursing was empathy.

Table 3: Research Matrix

Author, Year	Aim	Research Design	Type of Studies Included	Data Collection Tool	Result	Conclusion	Study Supports Present Study
Feliciano et al., 2021	Measure the competence and characteristics of nurses in Saudi Arabia	Cross-sectional correlational study	Nurses' competency in Saudi healthcare	Competency Inventory for Registered Nurses (CIRN)	Positive evaluation of nurses' core competencies	Nurses' competency correlates with sociodemographic characteristics, especially in medical ward nurses	Yes
Thiyagarajan & Yadav, 2023	Assess nurse leaders' cultural competence for sustainable healthcare	Descriptive study	Nurse leadership in healthcare	Structured survey and interviews	Need for culturally competent nurse leadership	Effective nurse leadership requires cultural competence to provide quality care	Yes
Červený & Tóthová, 2024	Compare cultural competence of nurses in Czech and Slovakian hospitals	Cross-sectional comparative study	Nurses in Slovakia and the Czech Republic	Cultural Competence Assessment Tool	Nurses in both countries need cultural diversity training	Higher cultural competence increases nurses' effectiveness in diverse patient care	Yes
Majnoon & Lotfi, 2023	Examine the impact of nursing educators' cultural competence on health promotion	Systematic review	Impact of cultural competence on social health	Literature review of studies from multiple databases	Cultural competence enhances health promotion	Cultural competence of educators significantly influences health promotion in society	Yes
Paric et al., 2021	Investigate nurse teachers' perceptions on teaching cultural competence	Qualitative descriptive study	Nurse educators in Finland	Semi-structured interviews	Need for clearer integration of cultural competence in curricula	Teacher experience and diversity exposure impact cultural competence teaching	Yes

The Influence of Cultural Competence on Nursing: A Comprehensive Review Preserving the Future of the Nursing Profession

Reeve & Lavery, 2023	Examine cultural competence in district nursing	Descriptive study	District nurses	Survey of district nurses	Cultural competence is essential for effective patient care	Cultural competence is crucial for delivering quality care in diverse communities	Yes
Liu et al., 2022	Explore factors influencing cultural competence in nurse practitioners	Cross-sectional study	Nurse practitioners in Taiwan	Questionnaire survey	Significant correlation between experience and competence	Years of experience and education influence cultural competence among NPs	Yes
Ličen & Prosen, 2023	Assess cultural competence of nursing students in Slovenia	Descriptive cross-sectional study	Nursing students	Cultural Competence Assessment Tool (CCATool)	Need for improved teaching strategies on cultural competence	Teaching cultural competence is key to preparing students for diverse patient care	Yes
Khachian et al., 2020	Explore relationships between cultural competence, empathy, and job conflict	Cross-sectional descriptive study	Critical care nurses	Cultural Competence Questionnaire, Empathy Scale	Significant predictors of cultural competence identified	Empathy and job experience are significant predictors of cultural competence	Yes
Imperial et al., 2024	Investigate the impact of cultural competence on work engagement and teamwork	Correlational study	Nurses in community medical centers	Cultural Competence Checklist, Work Engagement Scale	Positive association between cultural competence and team cohesion	Cultural competence fosters better teamwork and work engagement in healthcare settings	Yes

This systematic review Research Matrix summarizes key aspects of the ten studies included, including their aims, research designs, and results. The last table assists with comparing and contrasting how each study adds to our understanding of cultural competence in nursing.

- **Aim:** The aim of each study was to look into a different aspect of cultural competence in nursing: on nurses' competency, on cultural competence of the nurse leaders, on the impact of the cultural competency in health care outcomes, or on cultural competency and work engagement or cultural competency and empathy. The studies address cultural competence from different perspectives and thus give a full picture of its influence on nursing practice.
- **Research Design:** Various research designs were utilized in the studies including cross-sectional correlational studies, qualitative descriptive studies, systematic reviews and comparative studies. To examine the relationships between the level of cultural competence of these designs and a variety of outcomes (patient care, work engagement, leadership effectiveness, teamwork, etc.), these designs were found.
- **Type of Studies Included:** The matrix included studies which are a mix of research types — descriptive and cross-sectional studies to systematic reviews of literature. This variety is a result of different methodologies used studying cultural competence, such as looking at self-reported competence, as well as studying the impact of cultural competence education and training. Data
- **Collection Tool:** Different data collection tools were used in the studies, such as standardized questionnaires, semi-structured interviews, cultural competence assessment tools and structured surveys. Using these tools, the researchers could

Ali Jaber Mohammed Haqawi, Majed Othman Ahmed Hakami, Abdullah Ahmed Hadi Ali, Khaled Mohamed M Oraigy, Fatimah Abdu Sharahili, Faris Awad Almalki, Yazeed Owaid H Alanazi, Elham Mohammed Sahly, Taqreed Hammed Ibrahim, Tahani Omar Hasan Gasi

measure cultural competence, its relationships to other variables such as work engagement, empathy, and job conflict, and view perceptions about cultural competence with nursing education and leadership.

- **Result and Conclusion:** The finding was consistent across the studies, that cultural competence is important for improving patient care, the effectiveness of teamwork, and work engagement among nurses. The studies also showed that leadership and nursing education requires cultural competence. Most studies concluded with a need for the better integration of cultural competence training for inclusion in nursing curricula and professional development programs. Several barriers, including lack of training and time constraints and lack of resources also hindered the ability to achieve high cultural competence in nursing.
- **Study Supports Present Study:** The matrix of studies in this section lends their support to this present systematic review, validating that cultural competence is an integral part of nursing practice. Collectively, they highlight the need for nurses to increase their cultural competence, both through formal education, leadership initiatives and workplace policies, to provide quality and equitable care to diverse populations.

3. Results

Table 4: Results Indicating Themes, Sub-Themes, Trends, Explanation, and Supporting Studies

Theme	Sub-Theme	Trend	Explanation	Supporting Studies
Impact of Cultural Competence	Patient Care Improvement	Positive correlation	Cultural competence improves nurse-patient communication and overall patient satisfaction, leading to enhanced care outcomes.	Feliciano et al., 2021; Thiyagarajan & Yadav, 2023; Červený & Tóthová, 2024
	Cultural Sensitivity	Increased awareness	Nurses with higher cultural sensitivity show better understanding of patients' diverse needs, contributing to improved care.	Majnoon & Lotfi, 2023; Paric et al., 2021
Barriers to Cultural Competence	Training Gaps	Lack of formal training	Many nurses report gaps in formal cultural competence training, which hinders their ability to address diverse patient needs.	Reeve & Lavery, 2023; Ličen & Prosen, 2023
	Time Constraints	High impact on practice	Nurses experience time constraints that limit their ability to apply cultural competence in patient care	Liu et al., 2022; Khachian et al., 2020

			effectively.	
Education and Training	Nursing Curriculum	Need for integration	Integrating cultural competence into nursing curricula is essential to adequately prepare nurses for diverse patient populations.	Paric et al., 2021; Majnoon & Lotfi, 2023
	Professional Development	Ongoing need for training	Continuous professional development in cultural competence is necessary to ensure nurses remain prepared for a multicultural environment.	Thiyagarajan & Yadav, 2023; Ličen & Prosen, 2023
Leadership and Cultural Competence	Nurse Leadership	Significant influence on care	Culturally competent nurse leaders help foster an environment of quality, culturally sensitive care in diverse healthcare settings.	Thiyagarajan & Yadav, 2023; Imperial et al., 2024

The Results Table identifies key themes and sub-themes that emerged from the studies included in this systematic review. Each theme represents an important aspect of cultural competence in nursing and its role in enhancing care delivery and outcomes.

1. **Impact of Cultural Competence:** The studies consistently emphasize that cultural competence leads to improved patient care. Nurses who are culturally competent are more effective in communicating with patients from diverse backgrounds, which enhances patient satisfaction and care outcomes. Additionally, cultural sensitivity among nurses was found to significantly contribute to understanding patients' diverse health needs, thus improving the overall quality of care provided.
2. **Barriers to Cultural Competence:** Several studies identified gaps in training and time constraints as significant barriers to achieving cultural competence. Nurses often report inadequate cultural competence training during their education and ongoing professional development. Furthermore, time limitations in clinical practice hinder the application of cultural competence, as nurses are unable to fully engage with diverse patient needs due to other pressing demands.
3. **Education and Training:** The integration of cultural competence into the nursing curriculum and the ongoing professional development of nurses are critical components for enhancing cultural competence. Studies suggest that formal education and continuous training in cultural competence equip nurses with the necessary skills to care for diverse populations effectively. Several studies highlighted that nursing schools and healthcare institutions must prioritize this training to ensure nurses are prepared to meet the needs of multicultural patient populations.

4. **Leadership and Cultural Competence:** Leadership plays a pivotal role in fostering a culturally competent care environment. Nurse leadership was found to significantly influence the delivery of culturally sensitive care by creating an atmosphere where cultural competence is valued and practiced throughout the organization. Culturally competent nurse leaders are essential in advocating for policies that promote diversity and inclusion, as well as in ensuring that their teams have access to training and resources to improve their cultural competence.

4. Discussion

The purpose of this systematic review was to investigate to what extent cultural competence influences nursing practice in terms of its effects on patient care, nursing outcomes and hospital settings. Cultural competence is a consistent predictor of improved nursing practice, patient satisfaction, and quality of care according to the ten studies reported. Nurses who are culturally competent are more likely to communicate with patients from different cultural backgrounds, advancing health outcomes; developing better nurse patient relationship; and increased patient trust and satisfaction (Feliciano et al., 2021; Thiyagarajan & Yadav, 2023).

Along with these findings there were several barriers to achieving cultural competence such as insufficient cultural competence training during nursing education, lack of institutional support, and lack of time in clinical practice. However, many nurses indicated that they were not prepared enough for culturally diverse patient populations, and did not feel they were able to practice cultural competence because they were so busy and did not get continuous professional development (Liu et al., 2022; Reeve & Lavery, 2023). If not addressed, these barriers impede the use of nurses' cultural competence and will most likely harm the quality of care provided to patients from other cultures.

Through education and training, one seems to successfully increase cultural competence. Preparation of nurses to efficiently operate with various patient populations was secured through integration of cultural competence in nursing curriculum and allocating continuous professional development opportunities (Paric et al., 2021; Majnoon & Lotfi, 2023). Nurse leaders are important in developing culturally inclusive work environments and advocating policies to encourage cultural competence, suggests the studies by Thiyagarajan and Yadav (2023) and Imperial and associates (2024).

In conclusion, the studies found support for cultural competence emphasizing nursing and the major effects that it has on patients care and healthcare results. Nevertheless, it is equally essential to address the barriers to cultural competence, and that nurses have the training and resources required to interact with populations of different cultures as the way forward for improvement of care in a multicultural healthcare setting.

Future Directions

Although the current evidence is focused on the positive influence of cultural competence in nursing practice, more research is needed to fill some gaps and further the obtained findings of this review. Second, significant further study needs to

determine the long-term effect of cultural competence training on nursing practice and patient outcomes. The majority of the studies reviewed in this article were cross sectional making it difficult to establish long term trends and sustainability of cultural competence interventions.

Future research should also explore factors that affect the adoption by nurses of cultural competence training programs and curricular materials. Due to cultural competence being a broad concept, studies need to evaluate the impact of various training models, (e.g., online courses, workshops, experiential learning) on nurses' cultural competence in various health care related settings.

Future research in this area is also warranted as patients themselves should also assess cultural competence. This research would be especially valuable to patients and researchers: if patient feedback were included on nurses' cultural competence, it might help encourage nurses to endorse cultural competence, thus improving patients' satisfaction, trust, and the care outcomes they receive. Additionally, studies should investigate how interdisciplinary collaboration improves cultural competence because the delivery of holistic patient - centered care requires effective teams that work well together in diverse healthcare teams.

Lastly, as the healthcare workforce becomes more diverse, research exploring how cultural competence training can be adapted to meet the needs of nurses from unique cultural backgrounds and fosters inclusiveness in how culture competency is practiced and defined in all sectors of healthcare should take place.

Limitations

However, there are some limitations of this systematic review. Second, there are a lot of jobs for the other talented people we have, so we should do a better job of focusing on what we do have. Although recent data is ensured by this time frame, the overall scope of the literature on cultural competence in nursing may be limited in this time frame.

Furthermore, the majority of studies reviewed in this dissertation focused on particular geographic regions, for example Saudi Arabia, Finland, Taiwan and the Czech Republic, thus narrowing the applicability of the findings to other healthcare contexts and nations. Cultural competence is a global issue, and although the studies reviewed here yield useful information, additional research in multiple cultural settings around the world is likely to help generalize the findings.

Further limitation includes that most studies used self-reported data from nurses which might introduce bias. One reason nurses may overestimate their cultural competence or underreport challenges they experience in delivering culturally sensitive care is that advanced practice nurses may be innately uncomfortable with ... Future research could involve objective measures or observational data that may give us a better understanding of nurses' cultural competence.

However, finally the review only focused on published studies and so we may have missed studies that were unpublished or only published in grey literature. Publishing a more correct picture of the current state of cultural competence in nursing and healthcare, including unpublished studies along with published research, could potentially provide that.

5. Conclusion

Cultural competence is an important element in developing nursing practice and its outcomes. This systematic review shows that research (studies) has found when nurses are culturally competent, they communicate better with patients, satisfaction rates are higher and patient care is overall better. We still have some challenges though. These positions are new and there is not enough funding for salary, training, resources or conferences to really develop cultural competence in nursing staff as a whole. Time constraints for healthcare professionals, of course, are also huge barriers. To eliminate these issues, nursing curricula must include cultural competence as a foundation element, and healthcare organizations should be willing to continue increasing its staff's years of professional development.

Moreover, culturally competent leadership in the healthcare setting is losing its significance. Tools for fostering an inclusive and respectful environment of cultural diversity are in the hands of nurse leaders. With the healthcare workforce becoming ever more diverse, nursing education and practice will have to adapt to meet the needs of the growing population of nurses in practice facing highly complex patient care encounters that weave through complex cultural dynamics.

The future of research in this area includes long term impacts of cultural competence training, perspective from patients and the efficacy of different methods of training. What is required is to identify and remove the barriers to achieving cultural competence for nurses, and to give nurses what they need to provide respectful, holistic care to diverse patient populations. This helps us get better care for all patients, and to an equitable healthcare system.

References

- Červený, M., & Valérie Tóthová. (2024). Self-reported cultural competence among Czech and Slovakian nurses: A comparative correlation study. *International Nursing Review*. <https://doi.org/10.1111/inr.12969>
- Chen, H.-C., Jensen, F., Measom, G., Bennett, S., Nichols, N. D., Wiggins, L., & Anderton, A. (2018). Factors Influencing the Development of Cultural Competence in Undergraduate Nursing Students. *Journal of Nursing Education*, 57(1), 40–43. <https://doi.org/10.3928/01484834-20180102-08>
- Cho, M.-K., & Kim, M. Y. (2022). Factors Affecting the Global Health and Cultural Competencies of Nursing Students. *International Journal of Environmental Research and Public Health*, 19(7), 4109. <https://doi.org/10.3390/ijerph19074109>
- Feliciano, E. E., Feliciano, A. Z., Maniago, J. D., Gonzales, F., Santos, A. M., Albougami, A., Ahmad, M., & Al-Olah, H. (2021). Nurses' competency in Saudi Arabian healthcare context: A cross-sectional correlational study. *Nursing Open*, 8(5), 2773–2783. <https://doi.org/10.1002/nop2.853>
- Imperial, G. S. L., Feliciano, E. E., Feliciano, A. Z., Bagoisan, M. A. P., Agunod, C. D., Magtubo, D. J. D., & Paano, A. L. M. (2024). Nurses' cultural competence and its impact on work engagement and teamwork in community medical centers healthcare network in Central California, USA. *International Journal of ADVANCED and APPLIED SCIENCES*, 11(9), 173–183. <https://doi.org/10.21833/ijaas.2024.09.019>
- Khachian, A., Zarei, M., Haghani, H., & Khani, F. (2020). The Correlation between the Cultural Competence of Nurses with their Care Behaviors in the Teaching Health Centers Affiliated to Iran. *Iran Journal of Nursing*, 33(124), 70–81. <https://doi.org/10.29252/ijn.33.124.70>

- Ličen, S., & Prosen, M. (2023). The development of cultural competences in nursing students and their significance in shaping the future work environment: A pilot study. *BMC Medical Education*, 23(1), 1–9. <https://doi.org/10.1186/s12909-023-04800-5>
- Liu, T.-T., Chen, M.-Y., Chang, Y.-M., & Lin, M.-H. (2022). A Preliminary Study on the Cultural Competence of Nurse Practitioners and Its Affecting Factors. *Healthcare*, 10(4). <https://doi.org/10.3390/healthcare10040678>
- Markey, K., & Okantey, C. (2019). Nurturing cultural competence in nurse education through a values-based learning approach. *Nurse Education in Practice*, 38(2), 153–156. <https://doi.org/10.1016/j.nepr.2019.06.011>
- Mohamed, H., & Shokoufeh Modanloo. (2024). Re-thinking the Concept of Cultural Competency in Nursing Care of Older Adults. *Canadian Journal of Nursing Research*. <https://doi.org/10.1177/08445621241272673>
- Paric, M., Kaihlanen, A. M., Heponiemi, T., & Czabanowska, K. (2021). Nurse teacher's perceptions on teaching cultural competence to students in Finland: a descriptive qualitative study. *Nurse Education Today*, 99, 104787.
- Park, H. S., Jang, H. J., & Jeong, G. H. (2019). Effects of cultural nursing course to enhance cultural competence of nursing students in Korea. *Journal of Educational Evaluation for Health Professions*, 16, 39. <https://doi.org/10.3352/jeehp.2019.16.39>
- Sahand Majnoon, & Lotfi, M. (2023). The Effect of Nursing Educators' Cultural Competence on Health Promotion in Society: A Systematic Review. *Research Square (Research Square)*. <https://doi.org/10.21203/rs.3.rs-3046149/v1>
- Sharifi, N., Adib-Hajbaghery, M., & Najafi, M. (2019). Cultural competence in nursing: A concept analysis. *International Journal of Nursing Studies*, 99(1), 1–8. <https://doi.org/10.1016/j.ijnurstu.2019.103386>
- Tekola Seid Zeleke, Muluken Amare Wudu, Yemane Eshetu Bekalu, Endalik Birrie Wondifraw, Tarikua Afework Birhanu, & Getaw Walle Bazie. (2024). Cultural competence and associated factors among nurses working in public hospitals of South Wollo zone, Northeast Ethiopia: a multi-center cross-sectional study. *BMC Nursing*, 23(1). <https://doi.org/10.1186/s12912-024-02162-x>
- Thiyagarajan, S., & Yadav, A. P. (2023). CULTURAL COMPETENCE OF NURSE LEADERS IN HEALTHCARE ORGANIZATION FOR SUSTAINABLE DEVELOPMENT OF HEALTH INSTITUTIONS. *International Journal of Research - GRANTHAALAYAH*, 11(4). <https://doi.org/10.29121/granthaalayah.v11.i4.2023.5141>
- Yadollahi, S., Ebadi, A., & Asadzaker, M. (2020). Measuring Cultural Competence in Nursing: A Review Study. *Journal of Client-Centered Nursing Care*, 6(3), 203–212. <https://doi.org/10.32598/jccnc.6.3.338.1>