

Appendix 1. Overall work experience and factor-related nursing competence (n=837)

| Factor | Influence Variable | [#] Mean [95% CI] | z-value | [†] p-value | [‡] Effect size <i>r</i> |
|----------|---|----------------------------|---------|----------------------|-----------------------------------|
| | Overall work experience (OWE) | | | | |
| | [†] [$\chi^2=25.096(5); p<.001$] | | | | |
| Factor 1 | OWE group 1 (≤ 1 year) | 82.21 [80.10; 84.33] | | | |
| | OWE group 2 (1 to ≤ 2 years) | 83.79 [81.05; 86.51] | | | |
| | OWE group 3 (>2 to ≤ 5 years) | 83.38 [81.73; 85.03] | | | |
| | OWE group 4 (>5 to ≤ 10 years) | 84.98 [83.13; 86.83] | | | |
| | OWE group 5 (>10 to ≤ 20 years) | 83.53 [81.78; 85.29] | | | |
| | OWE group 6 (>20 years) | 87.00 [85.67; 88.32] | | | |
| | OWE 1 vs OWE 6 | | -3.976 | .001 | .23 |
| | OWE 3 vs OWE 6 | | -3.733 | .003 | .19 |
| | OWE 5 vs OWE 6 | | -3.095 | .030 | .15 |
| | Overall work experience (OWE) | | | | |
| | [†] [$\chi^2=22.119(5); p<.001$] | | | | |
| Factor 2 | OWE group 1 (≤ 1 year) | 76.77 [73.86; 79.69] | | | |
| | OWE group 2 (1 to ≤ 2 years) | 79.10 [75.97; 82.24] | | | |
| | OWE group 3 (>2 to ≤ 5 years) | 79.84 [77.92; 81.76] | | | |
| | OWE group 4 (>5 to ≤ 10 years) | 82.42 [80.62; 84.53] | | | |
| | OWE group 5 (>10 to ≤ 20 years) | 81.47 [79.56; 83.39] | | | |
| | OWE group 6 (>20 years) | 82.81 [81.11; 84.52] | | | |
| | OWE 1 vs OWE 4 | | -3.036 | .036 | .21 |
| | OWE 1 vs OWE 6 | | -3.836 | .002 | .22 |
| | OWE 3 vs OWE 6 | | -2.964 | .046 | .15 |
| | Overall work experience (OWE) | | | | |
| | [†] [$\chi^2=26.527(5); p<.001$] | | | | |
| Factor 3 | OWE group 1 (≤ 1 year) | 84.89 [82.33; 87.44] | | | |
| | OWE group 2 (1 to ≤ 2 years) | 88.61 [86.28; 90.95] | | | |
| | OWE group 3 (>2 to ≤ 5 years) | 88.37 [86.83; 89.92] | | | |
| | OWE group 4 (>5 to ≤ 10 years) | 89.89 [88.23; 91.56] | | | |
| | OWE group 5 (>10 to ≤ 20 years) | 89.24 [87.79; 90.69] | | | |
| | OWE group 6 (>20 years) | 90.17 [88.71; 91.63] | | | |
| | OWE 1 vs OWE 4 | | -3.429 | .009 | .24 |
| | OWE 1 vs OWE 5 | | -3.164 | .023 | .19 |
| | OWE 1 vs OWE 6 | | -4.625 | <.001 | .26 |
| | OWE 3 vs OWE 6 | | -3.147 | .025 | .16 |
| | Overall work experience (OWE) | | | | |
| | [†] [$\chi^2=10.157(5); p=.071$] | | | | |
| Factor 4 | OWE group 1 (≤ 1 year) | 90.41 [88.44; 92.38] | | | |
| | OWE group 2 (1 to ≤ 2 years) | 89.07 [86.72; 91.42] | | | |
| | OWE group 3 (>2 to ≤ 5 years) | 90.23 [88.76; 91.70] | | | |
| | OWE group 4 (>5 to ≤ 10 years) | 89.77 [88.10; 91.43] | | | |
| | OWE group 5 (>10 to ≤ 20 years) | 89.76 [88.22; 91.30] | | | |
| | OWE group 6 (>20 years) | 91.43 [90.15; 92.70] | | | |
| | Overall work experience (OWE) | | | | |
| | [†] [$\chi^2=23.337(5); p<.001$] | | | | |
| Factor 5 | OWE group 1 (≤ 1 year) | 82.26 [79.72; 84.80] | | | |
| | OWE group 2 (1 to ≤ 2 years) | 84.04 [81.31; 86.76] | | | |
| | OWE group 3 (>2 to ≤ 5 years) | 83.08 [81.48; 84.67] | | | |
| | OWE group 4 (>5 to ≤ 10 years) | 85.80 [83.93; 87.67] | | | |
| | OWE group 5 (>10 to ≤ 20 years) | 85.09 [83.46; 86.72] | | | |
| | OWE group 6 (>20 years) | 86.88 [85.50; 88.25] | | | |
| | OWE 1 vs OWE 6 | | -3.430 | .009 | .19 |
| | OWE 2 vs OWE 6 | | -3.966 | .001 | .23 |

Factor 1: Health promotion and safeguarding; Factor 2: Multi-professional cooperation and development; Factor 3: Process-guided nursing care; Factor 4: Inclusive decision-making; Factor 5: Rule-governed professional practice

[#] Factor-related extent of nursing competence

[†] Kruskal-Wallis-test for independent samples (significance level at $p \leq .05$)

[‡] Only subgroup differences with significant Bonferroni corrected p-values are presented in the table

[‡] Pearson correlation coefficient

Appendix 2. Experience in current medical discipline and factor-related nursing competence (n=821)

| Factor | Influence Variable | #Mean [95% CI] | z-value | †p-value | ‡Effect size r |
|--|---|----------------------|---------|----------|----------------|
| Experience in current discipline (ECD) | | | | | |
| † [$\chi^2=24.781(5); p<.001$] | | | | | |
| Factor 1 | ECD group 1 (≤ 1 year) | 81.85 [79.94; 83.76] | | | |
| | ECD group 2 (1 to ≤ 2 years) | 82.35 [79.97; 84.75] | | | |
| | ECD group 3 (>2 to ≤ 5 years) | 84.60 [83.07; 86.14] | | | |
| | ECD group 4 (>5 to ≤ 10 years) | 84.93 [83.35; 86.52] | | | |
| | ECD group 5 (>10 to ≤ 20 years) | 85.73 [84.02; 87.45] | | | |
| | ECD group 6 (>20 years) | 87.45 [85.54; 89.37] | | | |
| | ECD 1 vs ECD 5 | | -3,514 | <.001 | .20 |
| | ECD 1 vs ECD 6 | | -4,161 | <.001 | .28 |
| | ECD 2 vs ECD 6 | | -3,328 | .001 | .24 |
| Experience in current discipline (ECD) | | | | | |
| † [$\chi^2=32.246(5); p<.001$] | | | | | |
| Factor 2 | ECD group 1 (≤ 1 year) | 76.38 [73.34; 78.81] | | | |
| | ECD group 2 (1 to ≤ 2 years) | 78.37 [75.67; 81.06] | | | |
| | ECD group 3 (>2 to ≤ 5 years) | 81.04 [79.26; 82.80] | | | |
| | ECD group 4 (>5 to ≤ 10 years) | 82.71 [80.96; 84.46] | | | |
| | ECD group 5 (>10 to ≤ 20 years) | 83.19 [81.22; 85.14] | | | |
| | ECD group 6 (>20 years) | 83.06 [80.45; 85.68] | | | |
| | ECD 1 vs ECD 4 | | -3.972 | .001 | .23 |
| | ECD 1 vs ECD 5 | | -4.563 | <.001 | .27 |
| | ECD 1 vs ECD 6 | | -4.158 | <.001 | .28 |
| ECD 2 vs ECD 5 | | -3.098 | .002 | .19 | |
| Experience in current discipline (ECD) | | | | | |
| † [$\chi^2=30.476(5); p<.001$] | | | | | |
| Factor 3 | ECD group 1 (≤ 1 year) | 85.29 [83.34; 87.23] | | | |
| | ECD group 2 (1 to ≤ 2 years) | 88.74 [86.85; 90.63] | | | |
| | ECD group 3 (>2 to ≤ 5 years) | 89.19 [87.68; 90.71] | | | |
| | ECD group 4 (>5 to ≤ 10 years) | 89.72 [88.26; 91.19] | | | |
| | ECD group 5 (>10 to ≤ 20 years) | 89.95 [88.35; 91.55] | | | |
| | ECD group 6 (>20 years) | 90.48 [88.24; 92.72] | | | |
| | ECD 1 vs ECD 3 | | -3.004 | .040 | .18 |
| | ECD 1 vs ECD 4 | | -3.994 | .001 | .23 |
| | ECD 1 vs ECD 5 | | -4.522 | <.001 | .26 |
| ECD 1 vs ECD 6 | | -4.814 | <.001 | .32 | |
| Experience in current discipline (ECD) | | | | | |
| † [$\chi^2=15.501(5); p=.008$] | | | | | |
| Factor 4 | ECD group 1 (≤ 1 year) | 89.74 [88.03; 91.45] | | | |
| | ECD group 2 (1 to ≤ 2 years) | 88.20 [86.04; 90.37] | | | |
| | ECD group 3 (>2 to ≤ 5 years) | 90.82 [89.43; 92.22] | | | |
| | ECD group 4 (>5 to ≤ 10 years) | 89.89 [88.47; 91.30] | | | |
| | ECD group 5 (>10 to ≤ 20 years) | 91.02 [89.50; 92.54] | | | |
| | ECD group 6 (>20 years) | 91.80 [89.79; 93.81] | | | |
| | ECD 2 vs ECD 6 | | -3.245 | .001 | .23 |
| Experience in current discipline (ECD) | | | | | |
| † [$\chi^2=27.790(5); p<.001$] | | | | | |
| Factor 5 | ECD group 1 (≤ 1 year) | 82.02 [79.92; 84.12] | | | |
| | ECD group 2 (1 to ≤ 2 years) | 82.52 [79.95; 85.09] | | | |
| | ECD group 3 (>2 to ≤ 5 years) | 84.30 [82.86; 85.74] | | | |
| | ECD group 4 (>5 to ≤ 10 years) | 85.94 [84.41; 87.48] | | | |
| | ECD group 5 (>10 to ≤ 20 years) | 86.70 [85.04; 88.37] | | | |
| | ECD group 6 (>20 years) | 87.57 [85.58; 89.56] | | | |
| | ECD 1 vs ECD 4 | | -2.999 | .003 | .17 |
| ECD 1 vs ECD 5 | | -3.805 | .002 | .22 | |
| ECD 1 vs ECD 6 | | -3.870 | .002 | .26 | |
| ECD 2 vs ECD 6 | | -3.077 | .031 | .22 | |

Factor 1: Health promotion and safeguarding; Factor 2: Multi-professional cooperation and development; Factor 3: Process-guided nursing care; Factor 4: Inclusive decision-making; Factor 5: Rule-governed professional practice

Factor-related extent of nursing competence

† Kruskal-Wallis-test for independent samples (significance level at $p\leq.05$)

‡ Only subgroup differences with significant Bonferroni corrected p-values are presented in the table

§ Pearson correlation coefficient

Appendix 3. Current medical discipline and factor-related nursing competence (n=767)

| Factor | Influence Variable | [#] Mean [95% CI] | z-value | [‡] p-value | [‡] Effect size <i>r</i> |
|----------|--|----------------------------|---------|----------------------|-----------------------------------|
| | Current medical discipline [†] [$\chi^2=2.966(2); p=.227$] | | | | |
| Factor 1 | Surgical | 84.64 [83.42; 85.30] | | | |
| | Conservative | 84.36 [83.25; 85.48] | | | |
| | Interdisciplinary | 84.48 [82.13; 86.82] | | | |
| | Current medical discipline [†] [$\chi^2=1.336(2); p=.513$] | | | | |
| Factor 2 | Surgical | 80.19 [78.73; 81.65] | | | |
| | Conservative | 81.44 [80.15; 82.73] | | | |
| | Interdisciplinary | 81.15 [78.06; 84.23] | | | |
| | Current medical discipline [†] [$\chi^2=.891(2); p=.641$] | | | | |
| Factor 3 | Surgical | 88.49 [87.31; 89.52] | | | |
| | Conservative | 89.47 [88.45; 90.49] | | | |
| | Interdisciplinary | 88.25 [85.77; 90.73] | | | |
| | Current medical discipline [†] [$\chi^2=.678(2); p=.712$] | | | | |
| Factor 4 | Surgical | 90.14 [89.00; 91.29] | | | |
| | Conservative | 90.39 [89.45; 91.34] | | | |
| | Interdisciplinary | 90.46 [88.13; 92.79] | | | |
| | Current medical discipline [†] [$\chi^2=2.966(2); p=.227$] | | | | |
| Factor 5 | Surgical | 84.16 [82.97; 85.35] | | | |
| | Conservative | 85.32 [84.20; 86.44] | | | |
| | Interdisciplinary | 85.46 [82.96; 87.97] | | | |

Factor 1: Health promotion and safeguarding; Factor 2: Multi-professional cooperation and development; Factor 3: Process-guided nursing care; Factor 4: Inclusive decision-making; Factor 5: Rule-governed professional practice

[#] Factor-related extent of nursing competence

[†] Kruskal-Wallis-test for independent samples (significance level at $p \leq .05$)

[‡] Only subgroup differences with significant Bonferroni corrected p-values are presented in the table

[‡] Pearson correlation coefficient

Appendix 4. Type of nursing education and factor-related nursing competence (n=840)

| Factor | Influence Variable | #Mean [95% CI] | z-value | ‡p-value | §Effect size <i>r</i> |
|----------|---|----------------------|---------|----------|-----------------------|
| | Type of nursing education † [$\chi^2=10.374(4); p=.035$] | | | | |
| Factor 1 | Vocational training (graduation < 2001) | 86.02 [84.70; 87.34] | | | |
| | Vocational training (graduation 2001 – 2022) | 84.23 [83.17; 85.29] | | | |
| | Combined academical nursing education | 83.12 [80.81; 85.42] | | | |
| | Academical Nursing education | 84.02 [81.52; 86.52] | | | |
| | Abbreviated vocational training | 82.88 [78.72; 87.02] | | | |
| | Type of nursing education † [$\chi^2=6.352(4); p=.174$] | | | | |
| Factor 2 | Vocational training (graduation < 2001) | 81.56 [79.93; 83.20] | | | |
| | Vocational training (graduation 2001 – 2022) | 81.56 [80.34; 82.78] | | | |
| | Combined academical nursing education | 79.80 [77.20; 82.42] | | | |
| | Academical Nursing education | 78.16 [74.66; 81.67] | | | |
| | Abbreviated vocational training | 80.39 [75.83; 84.95] | | | |
| | Type of nursing education † [$\chi^2=7.193(4); p=.126$] | | | | |
| Factor 3 | Vocational training (graduation < 2001) | 89.31 [87.92; 90.71] | | | |
| | Vocational training (graduation 2001 – 2022) | 89.24 [88.27; 90.20] | | | |
| | Combined academical nursing education | 88.00 [86.01; 90.00] | | | |
| | Academical Nursing education | 88.07 [85.49; 90.65] | | | |
| | Abbreviated vocational training | 88.01 [84.09; 91.94] | | | |
| | Type of nursing education † [$\chi^2=7.087(4); p=.131$] | | | | |
| Factor 4 | Vocational training (graduation < 2001) | 91.16 [89.95; 92.37] | | | |
| | Vocational training (graduation 2001 – 2022) | 89.98 [89.02; 90.94] | | | |
| | Combined academical nursing education | 89.87 [87.79; 91.95] | | | |
| | Academical Nursing education | 90.03 [87.68; 92.37] | | | |
| | Abbreviated vocational training | 89.37 [86.07; 92.66] | | | |
| | Type of nursing education † [$\chi^2=7.087(4); p=.131$] | | | | |
| Factor 5 | Vocational training (graduation < 2001) | 85.85 [84.50; 87.20] | | | |
| | Vocational training (graduation 2001 – 2022) | 84.99 [83.97; 86.01] | | | |
| | Combined academical nursing education | 81.95 [79.16; 84.73] | | | |
| | Academical Nursing education | 85.26 [82.57; 87.95] | | | |
| | Abbreviated vocational training | 85.56 [81.90; 89.21] | | | |

Factor 1: Health promotion and safeguarding; Factor 2: Multi-professional cooperation and development; Factor 3: Process-guided nursing care; Factor 4: Inclusive decision-making; Factor 5: Rule-governed professional practice

Factor-related extent of nursing competence

† Kruskal-Wallis-test for independent samples (significance level at $p \leq .05$)

‡ Only subgroup differences with significant Bonferroni corrected p-values are presented in the table

§ Pearson correlation coefficient

Appendix 5. Legally regulated further qualifications and factor-related nursing competence (n=841)

| Factor | Influence Variable | #Mean [95% CI] | z-value | ‡p-value | §Effect size r |
|--|---|----------------------|---------|----------|----------------|
| Legally regulated further qualifications † [$\chi^2=8.700(3); p=.034$] | | | | | |
| Factor 1 | No further qualification (NoFQ) | 84.16 [83.28; 85.04] | | | |
| | Specialization (SP) (≥ 800 hours) | 84.92 [82.20; 87.63] | | | |
| | Further qualification (FQ) (160 – 799 hours) | 85.66 [84.07; 87.25] | | | |
| | Specialization AND further qualification (SPFQ) | 89.26 [83.51; 95.00] | | | |
| Legally regulated further qualifications † [$\chi^2=36.153(3); p<.001$] | | | | | |
| Factor 2 | No further qualification (NoFQ) | 79.51 [78.46; 80.57] | | | |
| | Specialization (SP) (≥ 800 hours) | 82.97 [79.72; 86.21] | | | |
| | Further qualification (FQ) (160 – 799 hours) | 84.90 [83.17; 86.64] | | | |
| | Specialization AND further qualification (SPFQ) | 88.66 [83.53; 93.79] | | | |
| | NoFQ vs FQ | | -5.226 | <.001 | .19 |
| | NoFQ vs SPFQ | | -3.136 | .010 | .13 |
| Legally regulated further qualifications † [$\chi^2=11.203(3); p=.011$] | | | | | |
| Factor 3 | No further qualification (NoFQ) | 88.40 [87.54; 89.26] | | | |
| | Specialization (SP) (≥ 800 hours) | 89.31 [86.39; 92.23] | | | |
| | Further qualification (FQ) (160 – 799 hours) | 90.76 [89.36; 92.16] | | | |
| | Specialization AND further qualification (SPFQ) | 91.11 [85.82; 96.40] | | | |
| | NoFQ vs FQ | | -3.062 | .013 | .11 |
| Legally regulated further qualifications † [$\chi^2=8.555(3); p=.036$] | | | | | |
| Factor 4 | No further qualification (NoFQ) | 89.72 [88.89; 90.55] | | | |
| | Specialization (SP) (≥ 800 hours) | 91.53 [89.52; 93.53] | | | |
| | Further qualification (FQ) (160 – 799 hours) | 91.69 [90.43; 92.94] | | | |
| | Specialization AND further qualification (SPFQ) | 92.06 [86.00; 98.12] | | | |
| Legally regulated further qualifications † [$\chi^2=11.680(3); p=.009$] | | | | | |
| Factor 5 | No further qualification (NoFQ) | 84.25 [83.35; 85.16] | | | |
| | Specialization (SP) (≥ 800 hours) | 85.96 [83.49; 88.43] | | | |
| | Further qualification (FQ) (160 – 799 hours) | 87.02 [85.53; 88.53] | | | |
| | Specialization AND further qualification (SPFQ) | 88.73 [83.20; 94.25] | | | |
| | NoFQ vs FQ | | -3.022 | .015 | .11 |

Factor 1: Health promotion and safeguarding; Factor 2: Multi-professional cooperation and development; Factor 3: Process-guided nursing care; Factor 4: Inclusive decision-making; Factor 5: Rule-governed professional practice

Factor-related extent of nursing competence

† Kruskal-Wallis-test for independent samples (significance level at $p \leq .05$)

‡ Only subgroup differences with significant Bonferroni corrected p-values are presented in the table

§ Pearson correlation coefficient

Appendix 6. Legally required non-formal education and factor-related nursing competence (n=556)

| Factor | Influence Variable | [#] Mean [95% CI] | z-value | [†] p-value | [‡] Effect size <i>r</i> |
|----------|---|----------------------------|---------|----------------------|-----------------------------------|
| | Legally required non-formal education (LNE) | | | | |
| Factor 1 | LNE group 1 (≤ 60 hours of LNE across last 5 years) | 84.15 [82.37; 85.92] | | | |
| | LNE group 2 (> 60 hours of LNE across last 5 years) | 86.21 [84.88; 87.02] | | | |
| | Legally required non-formal education (LNE) | | | | |
| Factor 2 | LNE group 1 (≤ 60 hours of LNE across last 5 years) | 79.86 [77.74; 81.99] | | | |
| | LNE group 2 (> 60 hours of LNE across last 5 years) | 83.77 [82.22; 85.32] | | | |
| | LNE 1 vs LNE 2 | | 2.925 | .003 | .14 |
| | Legally required non-formal education (LNE) | | | | |
| Factor 3 | LNE group 1 (≤ 60 hours of LNE across last 5 years) | 88.14 [86.37; 89.91] | | | |
| | LNE group 2 (> 60 hours of LNE across last 5 years) | 91.35 [90.19; 92.51] | | | |
| | LNE 1 vs LNE 2 | | 3.023 | .003 | .15 |
| | Legally required non-formal education (LNE) | | | | |
| Factor 4 | LNE group 1 (≤ 60 hours of LNE across last 5 years) | 88.72 [86.89; 90.56] | | | |
| | LNE group 2 (> 60 hours of LNE across last 5 years) | 91.54 [90.41; 92.68] | | | |
| | LNE 1 vs LNE 2 | | 2.049 | .040 | .10 |
| | Legally required non-formal education (LNE) | | | | |
| Factor 5 | LNE group 1 (≤ 60 hours of LNE across last 5 years) | 84.34 [82.62; 86.05] | | | |
| | LNE group 2 (> 60 hours of LNE across last 5 years) | 86.74 [85.37; 88.10] | | | |
| | LNE 1 vs LNE 2 | | 2.255 | .024 | .11 |

Factor 1: Health promotion and safeguarding; Factor 2: Multi-professional cooperation and development; Factor 3: Process-guided nursing care; Factor 4: Inclusive decision-making; Factor 5: Rule-governed professional practice

[#] Factor-related extent of nursing competence

[†] Mann-Whitney-U-test for independent samples; only subgroup differences with significant p-values are presented in the table

[‡] Pearson correlation coefficient

Appendix 7. Curriculum-related understanding of nursing care and factor-related nursing competence (n=840)

| Factor | Influence Variable | [#] Mean [95% CI] | z-value | [†] p-value | [‡] Effect size <i>r</i> |
|----------|---|----------------------------|---------|----------------------|-----------------------------------|
| | Curriculum-related understanding of nursing care (CUNC) | | | | |
| Factor 1 | CUNC group 1 (pathogenetic, graduation < 2001) | 86.02 [84.70; 87.34] | | | |
| | CUNC group 2 (salutogenetic, graduation 2001 – 2022) | 84.00 [83.11; 84.88] | | | |
| | CUNC 1 vs CUNC 2 | | -2.911 | .004 | .10 |
| | Curriculum-related understanding of nursing care (CUNC) | | | | |
| Factor 2 | CUNC group 1 (pathogenetic, graduation < 2001) | 86.02 [84.70; 87.34] | | | |
| | CUNC group 2 (salutogenetic, graduation 2001 – 2022) | 84.00 [83.11; 84.88] | | | |
| | Curriculum-related understanding of nursing care (CUNC) | | | | |
| Factor 3 | CUNC group 1 (pathogenetic, graduation < 2001) | 89.31 [87.92; 90.71] | | | |
| | CUNC group 2 (salutogenetic, graduation 2001 – 2022) | 88.90 [88.09; 89.71] | | | |
| | Curriculum-related understanding of nursing care (CUNC) | | | | |
| Factor 4 | CUNC group 1 (pathogenetic, graduation < 2001) | 91.16 [89.95; 92.37] | | | |
| | CUNC group 2 (salutogenetic, graduation 2001 – 2022) | 89.93 [89.14; 90.72] | | | |
| | CUNC 1 vs CUNC 2 | | -2.512 | .012 | .09 |
| | Curriculum-related understanding of nursing care (CUNC) | | | | |
| Factor 5 | CUNC group 1 (pathogenetic, graduation < 2001) | 85.85 [84.50; 87.20] | | | |
| | CUNC group 2 (salutogenetic, graduation 2001 – 2022) | 84.70 [83.83; 85.58] | | | |

Factor 1: Health promotion and safeguarding; Factor 2: Multi-professional cooperation and development; Factor 3: Process-guided nursing care; Factor 4: Inclusive decision-making; Factor 5: Rule-governed professional practice

[#] Factor-related extent of nursing competence

[†] Mann-Whitney-U-test for independent samples; only subgroup differences with significant p-values are presented in the table

[‡] Pearson correlation coefficient