Factors predicting to work happiness of professional nurses

Kongkwan   Boonyarak, RN, MSN

Department of nursing, Police General Hospital, Bangkok, THAILAND

Introduction

❑　A shortage of nurses exists all over the world, including in Thailand

❑　Part of this shortage appears to be due to nurses' low job satisfaction, low retention and high turnover

❑　Work happiness or joy at work has been highlighted as a contributing factor to intent to reflecting a shortage of nurses

Introduction

What makes people happy

Why some people are happier than others

Something in the environment or circumstances of the person makes them happy

Something inside the person predisposes them to be happy

An interaction of person and situation creates happiness

Volitional behaviors impact happiness

Statement of problem

❑ **RNs in Police General Hospital recognize that work happiness is contributed to recruitment and retention problems**

❑ **Happiness at work : key cornerstones to ensure the retention and job satisfaction**

❑ **If administrators identify factors influencing happiness at work and implement effective strategies : RN turnover rates recruitment and retention rates**

Study purposes

❑ **To study work happiness of professional nurses in Police General hospital**

❑ **To examine relationships among personal factors, healthy work environments, work characteristics and work happiness**

❑ **To analyze predictors of work happiness as perceived by professional nurses in Police General Hospital**

Research framework

Personal factors

Work characteristics

Healthy work environments

Work happiness of professional nurses
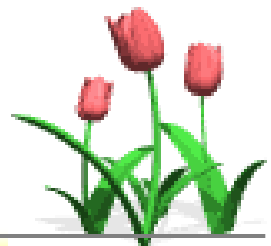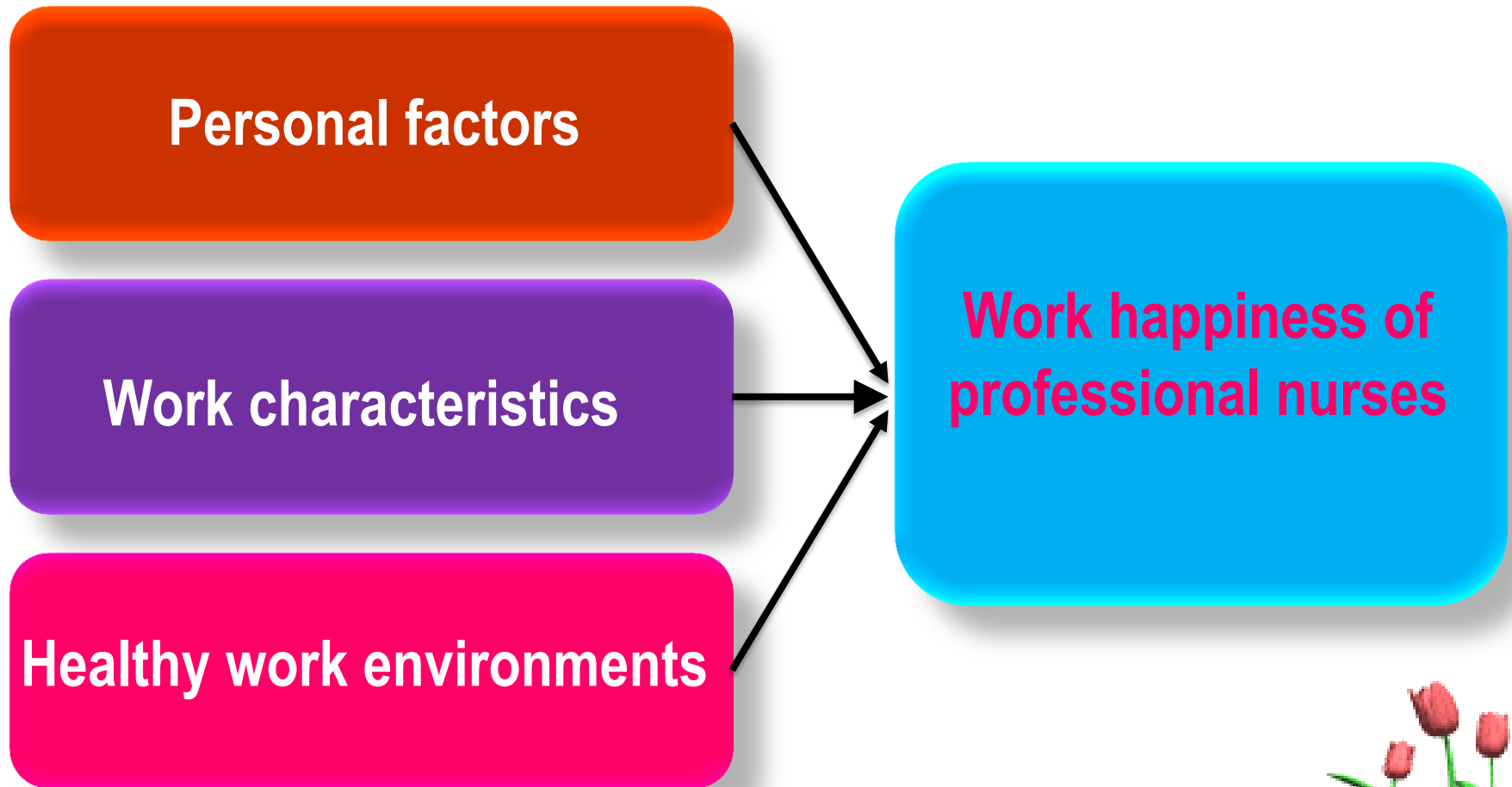
Methodology :Design & Sample

Descriptive correlation survey design

Population : Professional nurses in Police General hospital

Multi-stage sampling : 297 persons

Data collection : 4 weeks in October 2010

Response rate of questionnaires = 89.9 %

Methodology : Research instrument

Instruments	Components	Items	Alpha
Healthy work environments	6	42	.96
Work characteristics	5	30	.95
Work happiness	4	30	.93

Methodology : *Statistics analysis*

Descriptive statistics

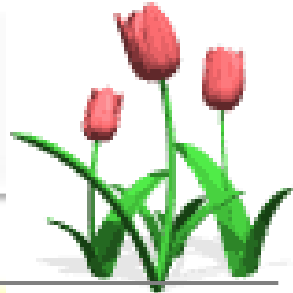**Pearson's product moment correlation coefficient**

Stepwise multiple regression analysis :

⇨ **Predict work happiness of professional nurses**

Significant level = 0.05

Results

Table 1 : **Descriptive statistics for work happiness of professional nurses**

Work Happiness of professional nurses	Mean	S.D.
Positive affect	4.36	0.63
Work achievement	4.30	0.56
Connections	4.27	0.55
Recognition	4.25	0.65
Overall	4.23	0.54

Police General Hospital

Results

Table 2 : **Person correlation of Work characteristics, Healthy work environments and Work happiness of professional nurses (N = 267)**

Variables		Work Characteristics	Healthy Work Environments	Work Happiness
Work Characteristics	Pearson Correlation Sig. (2-tailed) N	- 267		
Healthy Work Environments	Pearson Correlation Sig. (2-tailed) N	.406** .000 267	- 267	
Work Happiness	Pearson Correlation Sig. (2-tailed) N	.528** .000 267	.454** .000 267	- 267

** Correlation is significant < 0.05 level (2-tailed)

Results

Table 3 : **Correlation of personal factors, healthy work environments, work characteristics and work happiness**

Factors	r	p-value	Results
Personal factors			
❑ Age	.283	.056	No correlation
❑ Marital status	.148	.201	No correlation
❑ Educational level	.112	.185	No correlation
❑ Year of experience	.48	.052	No correlation
Work Characteristics	**.528**	**.000**	**Correlated**
Healthy Work Environments	**.454**	**.000**	**Correlated**

Results

Table 4 : R, R² adjusted values in the prediction of work happiness

| State of predictors	R	R^2	R^2 adjusted	f	p-value
Work Characteristics	.528	.279	.276	102.351	.000
Work characteristics + Healthy work environments	.589	.347	.342	70.169	.000

Police General Hospital

Results

Table 5 : **Predictive coefficient of the predictors in terms of row scores (b) and the standard scores (Beta) in the prediction of work happiness**

predictors	b	SE.b	Beta	t	p-value
Work Characteristics	.668	.088	.412	7.561	.000
Healthy Work Environments	.283	.054	.286	5.261	.000
constant	83.872	10.878	-	7.710	.000

R = .589 R^2= .347   F = 70.169

Police General Hospital

Results

Multiple linear Regressions : Predictors to work happiness

Work characteristics

$\beta = .412$

Work happiness of professional nurses

$R^2 = .347$

Healthy Work Environments

$\beta = .286$
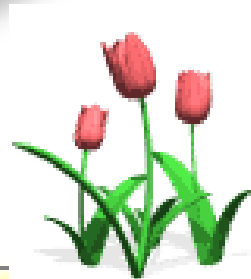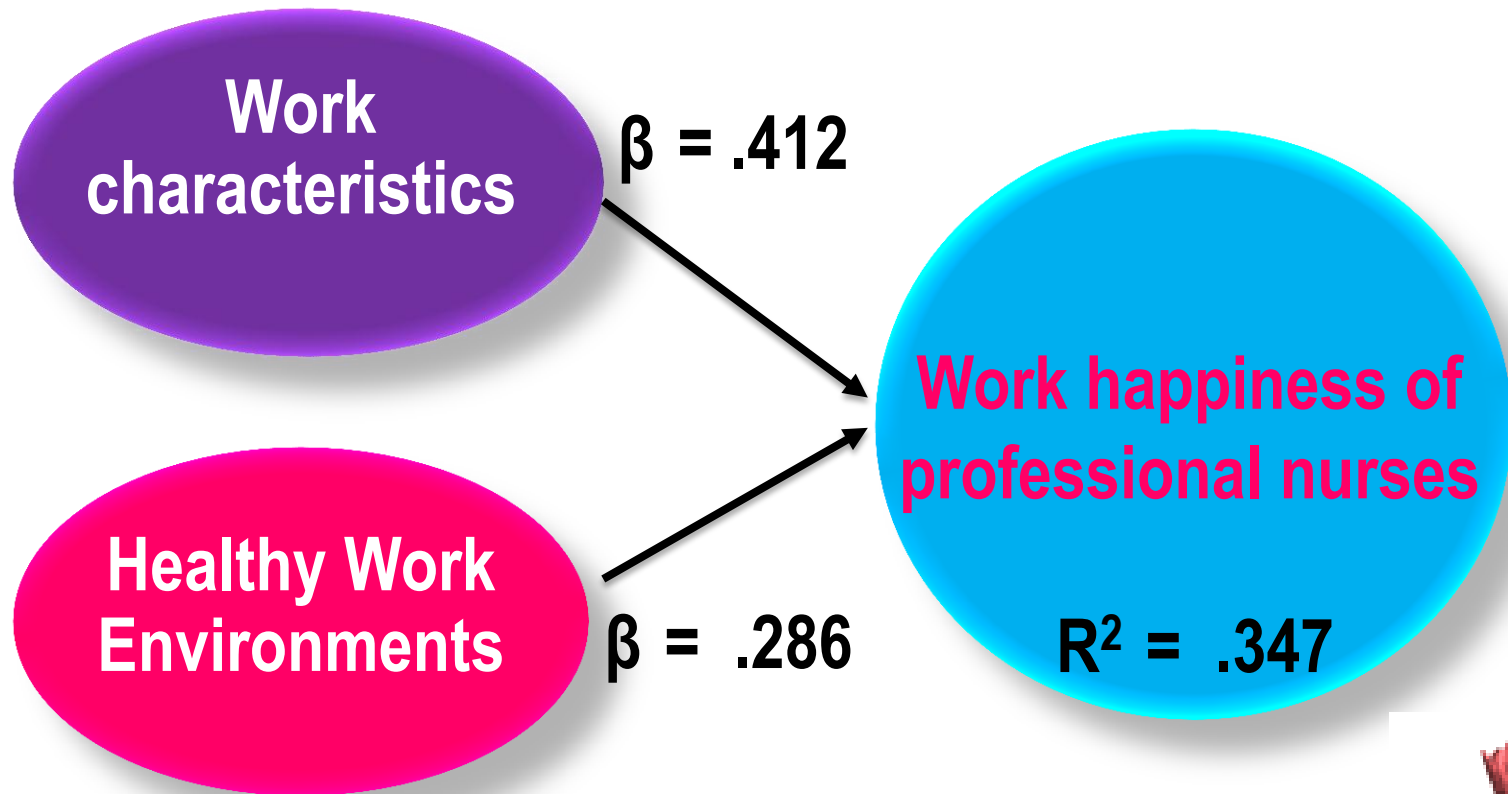
Results

Regression equation for the standardized variables :
Predictors to work happiness

Work happiness of professional nurses

= **.412 * Work Characteristics** **+** **.286 * Healthy Work Environments**

Conclusions & Discussion

Work happiness perceived by professional nurses in Police General Hospital : high level

Love and satisfy with experience in Police General Hospital

Proud of their work and supporting role given by Royal Thai Police

Achieve challenging goal and given tasks

Enjoy working in friendly environments and accept a seniority system

Conclusions & Discussion

Personal factors are not related to work happiness while work characteristics and healthy work environment can increase work happiness

Individuals bring different needs, life satisfaction and expectations to work

Healthy work environments and work characteristics that link to job satisfaction, engagement and organizational commitment

Individuals and organization should increase happiness in the workplace

Study Implications

Appropriate work environment and work characteristics should be provided for nurses in order to increase their happiness at work

Work happiness is likely to be one of key factors to keep and inspire the high-quality professional nurse to continue their challenging career

Thank you... for your attention

Authors : Pol. Lt. Col. Kongkwan Boonyarak
Asst. Prof. Dr. Areewan Oumtanee