Motivation and Quality of Work Life among Staff Nurses

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By

Nashwa Salah EL Dien Mohamed

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Faculty of Nursing

Ain Shams University

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Supervisors

Dr. Rabab Mahmoud Hassan

Assistant Professor of Nursing Administration

Faculty of Nursing- Ain Shams University

Dr/ Hemat Abdel Azeem Mostafa

Assistant Professor of Nursing Administration

Faculty of Nursing- Ain Shams University

Faculty of Nursing,

Ain Shams University

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*. **Nashwa Salah EL Dien***

Dedication

I would like to dedicate this thesis to

My son

My daughters

My brothers and my sister

For their love, care, support and encouragement that allowed me to accomplish this work.

Nashwa Salah EL Dien

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List of Abbreviations

BIAFJS	Brief Index of Affective Job Satisfaction
CW	Control at Work
GWB	General Well-being
HWIS	Home/Work Interface scale
JCS	Job /Career Satisfaction
QWL	Quality of Work Life
SAW	Stress at Work
SD	standard deviation
WRQoLS	Work-Related Quality of Life scale

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Motivation and Quality of Work Life among Staff Nurses

Abstract

Background: In the present era of competition and globalization there is a need to pay attention towards the employee's motivation in order to achieve growth and success and developing of work environment where employees enjoy their work and give their best. **Aim:** Investigate the motivation and quality of work life among staff nurses**. Research design:** a descriptive correlational study design was used. **Subjects**: 240 staff nurses out from 471 working at Nasser institute hospital for research and treatment. **Tools:** Two tools were used Motivation scale and Quality of work life questionnaire. **Results:** Majority of the staff nurses (98.5%) had low motivation level .The highest mean for motivation was hospital policy domain while achievement domain had the lowest mean. Also more than of two thirds of the studied staff nurses (67.5%) had low of total perception regarding quality of work life. The highest mean for quality of work life was work frame domain while scope of work was the lowest. **Conclusion:** There is highly statistically significant positive correlation between motivation and quality of work life among staff nurses. **Recommendations:** Quality of work life should be assessed periodically, promote fair incentives system hospitals have to staff nurses.

Keywords: Motivation, Quality of work life, Staff nurses

Introduction

In the fierce era of competition, organizations nowadays are more emphasizing on the management of Human Resources. A manager capable of managing his employees effectively is a successful one. Motivational tools are the most effective in this context. Employees are not motivated solely by money and employee behavior is linked to their attitudes ***(Nabi, 2017).***

Motivation is one of the most important factors that affect human behavior and performance. The term motivation as something that energizes individuals to take action and which is concerned with the choices the individual makes as part of his or her goal-oriented behavior. Motivation is defined as the willingness to exert high levels of effort, toward organizational goals, conditioned by the effort's ability to satisfy some individual need ***(Saraswathi, 2011).***

Motivation is values-based, psycho-biologically stimulus-driven inner urge that activates and guides human behavior in response to self, other, and environment, supporting intrinsic satisfaction and leading to the

intentional fulfillment of basic human drives, perceived needs, and desired goals ***(Ander'lland, 2013).***

Motivation is the act of stimulating someone or oneself to get a desired course of action or to push the right bottom to get a desired reaction. It is a process of inducing, inspiring and energizing people to work willingly with zeal, initiative, confidence, satisfaction and an integrated manner to achieve desired goals. It is a moral boosting activity ***(Moody & Pesut, 2010).***

Work motivation determines nurses' behavior and performance when providing high-quality nursing practice ***(Sipho et al., 2014).***In fact, hospital nurses comprise the largest employment group in the health workforce; a group on which the quality of delivered health cares is very much dependent on. Therefore it needs to be given more attention than has been paid to date, and also be better managed ***(McPake et al., 2013).***

Quality of Work Life (QWL) is a set of principles which holds that people are the most important resource in the organization as they are trustworthy, responsible and capable of making valuable contribution and they should be treated with dignity and respect. QWL entails the design of work systems that enhance the working life experiences of