Relationship between Motivation and Job Involvement among Staff Nurses

Thesis

Submitted for Partial Fulfillment of Master Degree

(Nursing Administration)

By

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بسم الله الرحمن الرحيم

"وَأَنزَلَ اللهُ عَلَيْكَ الْكِتَابَ
وَالْحِكْمَةَ وَعَلَّمَكَ مَا لَمْ تَكُنْ تَعْلَمُ
وَكَانَ فَضْلُ اللهِ عَلَيْكَ عَظِيمًا"
صدق الله العظيم

سورة النساء آيه ١١٣

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Yomna El Metwali Badr Ibrahem

Dedications

I would like to dedicate this work to

My Mother

Husband

and Sons

for Their Love, care, support and encouragement that allowed me to accomplish this work

✍ Yomna El Metwali Badr Ibrahem

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Abstract

Background: Well motivated and involved workforce feels that their organization value them and their essential role within their organization which significantly enhance both employees' as well as organizational performance. **Aim:** Present study aimed to explore the relationship between motivation and job involvement among staff nurses. **Design:** A descriptive correlational study design was used. **Setting:** This study was carried out on 100 staff nurses working at Al-Helal Hospital. **Tools of data collection:** Motivational needs questionnaire sheet and job involvement scale. **Results**: Majority of staff nurses were highly needed for the achievement. Majority of staff nurses had high level of total motivational need. Also, more than half of staff nurses were highly involved in their work. There was a statistically significant relation between staff nurses need for power and their age and years of experience. There was a statistically significant relation between total motivational needs and staff nurses' age, work unit, years of experience and qualification. There was a statistically significant relation between total job involvement level and staff nurses' age, qualification, and years of experience. **Conclusion**, there was a positive correlation between motivation and job involvement. **Recommendations:** Hospitals must establish policies for meet staff nurses' motivational needs, conducting periodic meeting and discussion between health care team members .

Introduction

In today's rapidly changing corporate environment, organizations seek out to maximize the potential of their human resources to stay ahead of the fierce competition and survive in the middle of the quest. Well motivated and involved workforce feel that organization value them and they are playing an essential role within their organization which significantly enhance both employees as well as organizational performance. Motivated and committed employees with high levels of job involvement are considered as an important asset to an organization to be more productive and less labour turnover *(Sipho et al., 2014).*

Developing and retaining qualified staff nurses are the prevailing global challenges of nursing management. Of all healthcare workers, hospital nurses form the biggest group of careers who have close daily contact with patients and their relatives. Nurses directly influence the quality and safety of healthcare. However, they become vulnerable to work stress and decreased work motivation which includes a risk of poor work performance and quitting the job. To motivate nurses requires both upgraded knowledge and skills in performance management. Recent studies have implied that different dimensions of work motivation should also be measured in order to have a better understanding of nurses' work behavior *(Toode et al., 2015).*

Motivation is defined as any idea, need emotion that prompts employees to an action. A motive is inferred from the behavior of employees. Motivation is what moves the employees from dullness to interest. Motivation has been defined as the towards some goal. Motivation is a goal-directed behavior which involves taking a course of action which leads to the attainment of a goal or a specific valued reward well motivated and committed employees with high levels of job involvement are considered to be the most important asset for any organization which serves as key to quality and productivity improvements *(Ander'lland, 2013).*

McClelland Needs theory is one of most common motivation theories. It identified three basic needs that all people have in varying degrees. It includes the needs for achievement, needs of power, and needs of affiliation .The needs for achievement involves a desire to make a contribution, to excel, and to succeed. People who have a high need for power want to be in control and desire influence over others. People concerned with affiliation needs desire working in the human environment and seek out meaningful friendship *(Riggio, 2015).*

The globalization and technical advancement have created the high demand for motivated and involved skilled people. Most theorists and researchers consider work

motivation as a phenomenon that varies only in its amount (level of motivation) and has focused mainly on intrinsic work motivation and its enhancing factors. Although intrinsic work motivation is described as a natural and spontaneous human tendency, not everyone has only an intrinsic motivation for any particular task or activity. This is especially seen in the work situation where strict regulations and individual responsibilities are involved *(Pesämaa et al., 2011).*

The greatest challenge facing any organization is how to attract, train, motivate and retain the highly qualified and productive employees; who can provide a competitive advantage to the organizations today and in future *(Sipho, et al., 2014).* A highly skilled motivated and involved person typically chooses carefully whether or not to work for a company. Usually, the employees bring a high level of competence and experience into the organization and expect something in return if they are to remain with the organization. They are therefore motivated by different things and based on their motivation they choose whether or not to give their best effort *(Hancock, et al., 2013).*

Motivation has internal and external factors that stimulate desire and energy in people to be continually interested and committed to a job, role or subject, or to make an effort to attain a goal. Motivation results from the