

**Relationship between Work Environment
and Innovative Behavior among
Staff Nurses**

Thesis

*Submitted for Partial Fulfillment of Master Degree
in Nursing Science (Nursing Administration)*

By

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(B.Sc in Nursing)

**Faculty of Nursing
Ain Shams University
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Shimaa Abd El-fattah Mahgoub

Dedication

*This work dedicated to individuals who give
meaning to my life:*

✚ To

My father cornerstone of my success.

✚ To

My mother cornerstone of my success.

✚ To

*My husband and my sons the most
supporting to me all the time.*

✚ To

My brothers and sisters.

Thank you

Shimaa Abd El-fattah Mahgoub

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LIST OF ABBREVIATIONS

Abb.

Meaning

IWB : Innovative Work Behavior

Relationship between Work Environment and Innovative Behavior among Staff Nurses

Abstract

Background: An attractive and supportive work environment is critical to innovation. Work environment have numerous properties that may influence both physical and mental wellbeing. **Aim of the study:** This study aimed to assess the relationship between work environment and innovative behavior among staff nurses. **Design:** a descriptive correlational study design was utilized. **Subjects** the study was conducted on 203 subjects of staff nurses. **Setting:** the study was carried out at Beni-sueif university hospital. **Tools:** two tools were used to collect data: Self-administered work environment questionnaire and innovative behavior inventory. **Results:** the study revealed that, there were statistical significant relations between work environment and staff nurses' demographic characteristics regarding age and experience years. There were statistical significant relations between innovative behavior and staff nurses' demographic characteristics regarding age and qualifications. Organizational structure dimension of work environment was the highest dimension, while incentives and rewards dimension of work environment was the lowest .Regarding staff nurses's innovative behavior 61.1% had high innovative behavior. In the other hand 73.9% of the study sample view work environment as positive environment. **Conclusion:** Staff nurses have a high level of agreement upon work environment along with high level of agreement upon innovative behavior. There was a statistically significant correlation between work environment and innovative behavior. **Recommendations:** staff nurses need to: contribute and reinforce leading practices procedures done for innovation development. Integrate informatics and technology into nursing practices. Further research can be conducted to identify strategies that helping nursing staff to develop innovative behavior.

Key words: *innovative behavior, staff nurses, work environment.*

Introduction

Healthcare organizations put extensive dependence on nurses' work. Nursing work becomes more and more challenged as a result of the lacking in patients' care and rising international public awareness. Nurses are recognized as leaders in patient care. Nursing includes the implementation of goal-based interventions which focused on improving patients' conditions or comfort, as well as, coordinate and inspire care teams to assist patients' well-being. Proficient innovative nurses, with teamwork, and decision-making abilities are now required because of initiating new technologies in nursing practice (**Francis, 2013**).

Healthcare organizations that would like to stay competitive and viable need to pay thorough attention to build an environment beneficial for the progress and implementation of valuable and constructive ideas of their staff. From the preceding, it is obvious that innovation is of top notch significance to the survival of any agency. Healthcare organization therefore have to deliver attention to all those domains which are of direct and crucial importance to develop possibilities wherein the organizations' staff can appropriately understand as positive to their potential to innovate (**Obiora & Okpu, 2019**).

The concept of work environment is an important organizational concept that has a direct impact on nurses'

behavior and work outcomes. Work environment nowadays is more important than it was in the 1960s and 1970s, because the internal and external environments of the organizations are less stable and less predictable than before. Work environment is an important determinant of nurse performance, and "performance equals ability and climate, which stress the display of individual differences". Most nurses work related decisions, such as participating, producing and quitting are influenced by the work environment of which he/she is part (**Leka *et al.*, 2017**).

Working environment is considered as the composite of the two components; physical and behavioral. The physical environment consists of elements that relate to the office occupiers' ability to physically connect with their office environment. The behavioral environment consists of components that relate to how well the office occupiers connect with each other (**Oswald, 2012**).

Creating the proper environment in which nurses can develop to their fullest potential and providing a conducive work environment is essential for enhancing nurse satisfaction and innovation, and increasing their performance. Furthermore, researchers and academics must be aware about the role that work environment plays in shaping the level of organizational performance, especially in developing countries. Managing for motivation and performance improvement is essential for work organizations, and

providing a supportive work environment is directly related to nurses' motivation and performance (**Potočnik & Anderson 2016**).

Work environment dimensions that are related to innovation and creativity have been identified lately in the contextual theories of organizational creativity and innovation. In the componential model of creativity and innovation in organization (**Amabile, 1988**), three extensive organizational factors are proposed, each one includes several elements:

Organizational motivation to innovate is a main orientation of companies toward innovation, in addition to supporting creativity and innovation across the entire company. Resources refer to what organizations possess and provide to aid work in a targeted area for innovation, for example providing training courses. Management practices are related to the amount of freedom and autonomy that is allowed while conducting the work, providing challenging and interesting work, having clear specification of overall strategic goals, and the creation of teams with different individual skills and perspectives (**Abukhait, 2011**).

Innovation is to an oversized extent considered a social and communicative method, and input from people probably improves the creation of novel and precious ideas additionally