



شبكة المعلومات الجامعية
التوثيق الإلكتروني والميكرو فيلم

بسم الله الرحمن الرحيم



MONA MAGHRABY



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التوثيق الإلكتروني والميكرو فيلم



شبكة المعلومات الجامعية التوثيق الإلكتروني والميكرو فيلم



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جامعة عين شمس

التوثيق الإلكتروني والميكروفيلم

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MONA MAGHRABY

Relationship between Motivational Factor and Job Autonomy among Staff Nurses

Thesis

*Submitted in the partial fulfillment of Master Degree in
Nursing Sciences (Nursing Administration)*

By

Omaima Mohamed Sheta

**Faculty of Nursing
Ain shams University
2020**

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The candidate

Omaima Mohamed Sheta

Dedication

*more than one, to my husband (**Hazem Kenany**),
the most significant person in my life (I thank you for being
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Relationship between Motivational Factor and Job Autonomy among Staff Nurses

Abstract

Background motivation improves level of efficiency of employees, leads to stability of work force and builds friendly relationship also the People with more autonomy at work are healthier and less stressed. **The study aimed at** investigating the relationship between the motivational factors and job autonomy among staff nurses. **Subjects and Methods:** A descriptive correlational design was used in carrying out this study Which was conducted at a general hospital in kafr elshikh governorate namely sidy salem which affiliated to ministry of health. Subjects of the study included 150 staff nurses out of 256. Data collection forms consisted of two tools namely motivational factors questionnaire and job autonomy scale. **Results:** More than one third (39%) of staff nurses had high level toward total motivational factor and Slightly more than one third (34%) of staff nurses had high level toward total job autonomy. Half (50%) of staff nurses had the highest level related responsibility of work dimension of motivation More than one third (38.6%) of staff nurses had high level toward total self-autonomy of job autonomy. **Conclusion:** There was statistically significant positive correlation between motivation factor and job autonomy among staff nurses. **Recommendation:** Conduct periodical meeting between hospital managers and staff nurses for discussing work problem and develop solutions for each problem.

Key words: Job Autonomy, Motivation Factor, Staff Nurses.



Introduction

Nursing is a core job in the health care system, but there is an evident shortage of nursing staff in the majority of Arabian countries. Therefore, considering the nurses' psychological needs, job satisfaction and motivation is a significant issue for maintaining the nurse's retention in the organization. There is an extreme need nationally and internationally for investigating nurses' work motivation and its factors which have a direct effect on nursing workforce's preservation, performance and consequently patient's outcomes. Identification such data is necessitated for establishing suitable work motivation methodologies to improve nurses' achievement and decrease their work turnover (**Alshmemri, 2014**).

Motivation points to the employees' interesting and pleasure in doing the job assignments. It is the main self-determined category and induced a grand self-contentment and work self-satisfaction. Nurses who are internally and inherently motivated will demonstrate enjoyable work performance. Moreover, Interjected Motivation originates with the large involvement of the ego of the employee, task assessment and valuing which produces the needed performance. Inner employee values and beliefs have an



observed effect on high or low work achievement **(Toode, 2015)**.

Work motivation is a prerequisite for better organizational performance. It was illustrated as the processes that account for an individual's intensity, direction and persistence of effort toward attaining a goal. As a general rule, motivation stems from a need which could fulfill and this in turn leads to a specific behavior. Work motivation has several factors that can be positively or negatively affecting it. These factors define as a set of energetic forces that originate both within as well as beyond an individual's being to initiate work-related behavior and to determine its form, direction, intensity and duration" **(Lee & Raschke, 2016)**.

Intrinsic motivation is engaging in an activity for its own sake. You enjoy the activity because it's fun or challenging not because you'll get a reward or avoid punishment. Extrinsic motivation refers to doing something not because you enjoy it but because you want to earn a reward or avoid punishment. Nurse Managers should be aware of human psychology in work that deals with internal or external energies and influences the nurse employee work motivation. The internal energies are



representing in personal characteristics and lead to huge diversity in work motivation level from employee to employee (**Adjei, 2016**).

Autonomy derived from the Greek term *autos* (self) and *nomos* (rule) which means the quality of having the ability to function independently. Several scholars gave their definitions. However, the literature review revealed that despite its historical use in ancient Greece there is no clear consensus on the meaning of autonomy in the context of healthcare today (**Chan et al., 2013**).

Autonomy of nurse considered an essential component for nursing development. Previous literature stressed its importance and advantages to nursing organizations such as attaining professional practice, promoting a high quality of patient care including better patient outcomes and enhancing the value of nursing organization (**Shariff et al., 2014**). With the increasing emphasis on high quality of health care and professional development, the autonomy of nurse continues to be an essential aspect of professional practice for the 21st century. Knowledge of professional nurse autonomy is required (**Fredholm et al., 2015**).

When individuals feel they have control over their behavior or they can engage in certain jobs or tasks in