

Relationship between Motivating Work Factors and Empowerment among Staff Nurses

Thesis

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By

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Dedication

I would like to dedicate this thesis

to My parents

Husband

Brothers

and My Sister

*for Their Love, care, support and
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With deep thanks

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Relationship between Motivating Work Factors and Empowerment among Staff Nurses

Abstract

Background: Motivation is a concept used to describe an external state inspiring a special behavior and internal responses revealing that behavior. Empowerment means engaging employees in the thinking processes of an organization, getting employee's ownership of their jobs and the resulting products or services produced by it. **Aim** of the study: The study aimed to exploring the relationship between motivating work factors and empowerment among staff nurses **Setting & subjects:** Research design: a descriptive correlational design utilized in carrying out .The study conducted on 140 staff nurses working at Met Ghamer Hospital; which affiliated to Ministry of Health, Tools of data collection: two tools used namely motivating work factors questionnaire and the condition for work effectiveness questionnaire. **Results:** majority (95%) of the studied subjects had low perception regarding total motivating work factors. In addition, majority (96.4%) of the studied subjects had low empowerment levels **Conclusion:** there were highly statistically significant positive correlations between motivating work factors and sources of empowerment among staff nurses. **Recommendations:** Support nurses' professional development and self-determination.

Key words: Empowerment, motivating work factors, and Staff Nurses.

Introduction

In tending organization, work motivation is a vital live of tending professional's response to the increasing challenges and demands (**Toode, Routasalo & Suominen, 2011**) motivation is understood as a method that starts with a concept to perform associated energized to an finish .It initiates behaviors to accomplish the supposed goals. Motivation could be an advanced, dimensional and so outlined as the force inside person that influence or direct behavior (**Marquis & Huston, 2012**). Motivation could be a conception wont to describe associate external state inspiring a special behavior and internal responses revealing that behavior (**Roussel & Swanburg, 2009**).

There are two dissimilar categories of motivation: intrinsic and extrinsic. Intrinsic motivation is associate degree inner force that leads employees to fulfill personal and structure aims. It guides people to try and do activity that they realize it exciting. People who were as such motivated have driven that forms behaviors and inspiration to perform responsibilities with none external effects. Therefore, Intrinsic motivation arises from the person's pleasure within

the job itself or self-interest and while not pressure of others additionally because it is recognized by its own and does not depend upon results. Intrinsic motivation among nurses, within the tending context, operationally outlined as self-gratification and pleasure in effecting responsibilities rather than operating for external rewards (**Hee, Kamaludin, & Ping, 2016**).

Extrinsic motivation is associate exterior force that leads employees to fulfill personal and structure aims .Moreover; it guides persons to hold out responsibilities by mistreatment coercion or instruction to urge rewards reciprocally (**Muogbo, 2013**). Extrinsic rewards carries with it awards, bonuses, pay and advantages can also be within the varieties of sensible relationship between employees, higher facilities, sensible operating conditions and better administrator's quality at the work space (**Kamanzi, & Nkosi, 2011**). Within the care context leads the nurses to attain work behaviors like prizes, positions, awards, incentives and various fringe advantages that generated by external stimuli and profit themselves and their organization (**Hee, Kamaludin, & Ping, 2016**).

Empowerment outlined by British lexicon because the method by that a leader shares and provides power with others or permits them to act. The people are empowered once they utilize personal technology as a tool for direction, once they are au fait and when they have power and authority to regulate (**Collins English Dictionary, 2014**).

Empowerment often utilized in structure and social psychological literature and more and more been adopted by nursing man of science (**Cai et al., 2011**). **Thamizhmanii & Hasan, (2010)** outlined worker direction as “Providing higher cognitive process powers to a team or associate degree individual”. This ends up in worker encouragement to possess a robust sense of motivation. In distinction, disempowerment outlined as DE motivation: unable to accomplish the specified activities and frustration with the work setting.

Lack of nurses' empowerment is a significant problem. many nurses do not feel empowered (**Smith et al., 2012**). A study conducted in California reported that nurses had lack of management that influence their operating conditions and perceived an absence of structure support (**Perm, 2011**). **Trus et al. (2011)** unconcealed that operating nurses still

lacked of support from their leaders that required to involve them in deciding and to reinforce their job performance.

Lack of nurses' empowerment features a vital negative impact on nurses, patient, and quality of health care. Study findings unconcealed that disempowered nurses were ineffective, less glad with their jobs and a lot of liable to burnout and leave their job or profession (**Zurmehly et al., 2009**). In addition, it is a negative impact on quality improvement method, higher cognitive process ability and job performance development (**Casey et al., 2010**). In distinction, empowerment results in accrued personal health, job satisfaction, individual competency and Self-esteem that successively, increase perceptions of non-public management that features a direct result on rising health outcomes (**Laverack, 2006**).