



شبكة المعلومات الجامعية
التوثيق الإلكتروني والميكروفيلم

بسم الله الرحمن الرحيم



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جامعة عين شمس

التوثيق الإلكتروني والميكروفيلم

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Relationship between Quality of Work Life and Job Involvement among Staff Nurses

Thesis

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

By

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2021**

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✍ Eman Ismaiel



Dedication

*I dedicate this research to **My Mother** and I would like to extend my deepest thanks and express my gratitude to **My Husband, My Sons, My Sisters,** and **the Soul of my Father,** without them can't able to be successful in my work.*

I dedicate this research to my group mates, & all my friends.

Eman Ismaiel

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List of Abbreviations

| Abb. | Full term |
|------|------------------------------|
| EC | European Commission |
| QNWL | Quality of Nursing Work Life |
| QWL | Quality of Work Life |

Relationship between Quality of Work Life and Job Involvement among Staff Nurses

Abstract

Background: The interest in work and health organization in relation to quality of work life (QWL) has increased due to many positive outcomes as job satisfaction, job involvement, and increased productivity. **Aim:** This study aimed to identifying the relationship between quality of work life and job involvement among staff nurses. **Research design:** A descriptive, correlational design was used. **Setting:** The study was conducted at Bahteem Central Hospital. **Subjects:** The study subjects included 90 staff nurses. **Tools:** Data were collected by using two tools: Quality of nursing work life questionnaire and staff nurses' job involvement scale. **Results:** the study result demonstrated that, half of studied nurses had moderate level of quality of work life. While slightly more than quarter of them had low level of quality of work life and less than quarter of them had high level of quality of work life, respectively. Slightly more than half of studied nurses had moderate level of job involvement. While slightly more than quarter of them had high level of job involvement and less than quarter of them had low level of job involvement. **Conclusion:** There was highly significant positive correlation between total quality of work life and total job involvement. **Recommendations:** Conducting a regular meeting among the supervisors and nurses to discuss and solve their problems.

Keywords: Job involvement, Quality of work life, Staff nurses.

Introduction

Quality of work life (QWL) refers to the favorableness or unfavourableness of a job environment for the people working in an organization. The period of scientific management which focused on specialization and efficiency, has undergone a revolutionary change. The traditional management like scientific management gave inadequate attention to human values. The QWL as strategy of Human Resource Management has assumed increasing interest and importance. Many other terms have come to be used interchangeably with QWL such as ‘humanizations of work’ ‘industrial democracy’ and ‘participative work’ (*Even, 2020*).

The overriding purpose of QWL is to change the climate at work so that the human-technological-organizational interface leads to a better quality of work life. The success of any organization is highly dependent on how it attracts recruits, motivates, and retains its workforce. Today’s organizations need to be more flexible so that they are equipped to develop their workforce and enjoy their commitment. Therefore, organizations are required to adopt a strategy to improve the employees’ quality of work life (QWL) to satisfy both the organizational objectives and employee needs (*Fernández-Salineró & Topa, 2020*).

QWL is a process of work organizations which enable its members at all levels to actively; participate in shaping the organizations environment, methods and outcomes. This value based process is aimed towards meeting the twin goals of enhanced effectiveness of organizations and improved quality of life at work for employees. QWL is a way of thinking about people, work and organizations, its distinctive elements are (i) a concern about the impact of work on people as well as on organizational effectiveness, and (ii) the idea of participation in organizational problem-solving and decision making (*Chang et al., 2020*).

Some researchers have already investigated the relationship between quality of work life and job involvement the results of which have showed that there were differences with regards to the relationship between these two variables. Some studies have contributed to clarifying the role of empowering employees in developing levels of job involvement through training them to deal with the challenges of working properly, providing them with information and knowledge, as well as their involvement in the decision-making process; this is subsequently reflected in their increased involvement with their jobs (*Pratiwi, 2020*).