

The Quality of Working Life Among Nurses in Pediatric Setting

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Introduction

Nursing profession is high demand career, nurses usually are exposed to situations that affect their quality of working life (QoWL). Van Laar, Edwards & Easton (2007) Defined Quality of Working Life as “that part of overall quality of life that is influenced by work, the widest context in which an employee would evaluate the influence of work on their life” (p 325). The concept “quality of work life” is important and affecting the nurses life. It’s a multidimensional concept (Khani, Jaafarpour & Dyrekvandmogadam, 2008). It affects different faces of nurses such as their productivity, patient satisfaction quality of care, commitment and quality of their life (Rai 2013).

Methods

Purpose

To develop an understanding for quality of working life (QoWL) among nurses in the pediatric settings.

Design

A quantitative cross sectional study approaches to assess the quality of working life (QoWL) of nurses working in pediatric departments, using Work-Related Quality of Life (WRQoL) Scale validated to Portuguese community.

Sample

66 nurses with a response rate 85.7% at pediatric departments (Emergency Pediatric Department (ER), General Pediatric Department (GPD), Neonatal Intensive Care Unit (NICU), Outpatient Clinics (OPC)) of Faro’s hospital in Portugal.

Results

The nurses had a mean age of 37.3 years with a range from 24 to 64 years.

The overall QoWL was low about (43.6 %), average was (24.6 %) and high QoWL was (30.8 %), the other categories for the six dimensions of QoWL (Job and Career Satisfaction (JCS), General Well-Being (GWB), Stress at Work (SAW), Control at Work (CAW), Home-Work Interface (HWI) and Working Conditions (WCS)) are shown in down figure. Our findings are not far from other researches, in which it founded that nurses have moderate QoWL (Aalaa et al., 2012).

Conclusion

Findings of current study showed the level of overall quality of working life among pediatric nurses which is low. It’s needed to have plans focus on support, in addition to have educational programs to increase and improve the QoWL among nurses. Further research is needed to understand the exact cause of low QoWL among pediatric nurses

References

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Nursing grades for QoWL and its components

