

Abstract

Original Article

Attitudes and Satisfaction of Nurses with the Work Environment in Turkey

Guler Duru Asiret, PhD

Assistant Professor, Nursing Department, Faculty of Health Science, Aksaray University, Aksaray, Turkey

Sevgisun Kapucu, PhD

Associate Professor, Internal Medicine Nursing Department, Faculty of Nursing, Hacettepe University, Ankara, Turkey

Tekmile Kurnaz Kose, MSc

Ankara University, İbnü Sina Hospital, Nursing Services Director, Ankara, Turkey

Berna Kurt, MSc

Research Assistant, Internal Medicine Nursing Department, Faculty of Nursing, Hacettepe University, Ankara, Turkey

Neşe Altınok Ersoy, MSc

Research Assistant, Internal Medicine Nursing Department, Faculty of Nursing, Hacettepe University, Ankara, Turkey

Correspondence: Assist. Prof. Guler Duru Aşiret, Aksaray University, Nursing Department, Faculty of Health Science, 68100, Aksaray, Turkey E-mail: gulerduru@gmail.com

Abstract

Background: The satisfaction of the nurses can be influenced by factors affecting the working environment and working environment.

Aim: The aim of this study was to determine the effect of the factors affecting nurses' work environment and the work environment itself on the satisfaction of nurses.

Methods: A total of 327 nurses were administered an introductory questionnaire, the Practice Environment Scale of the Nursing Work Index (PES-NWI) and the Employee Satisfaction Scale (ESS) in our descriptive study.

Results: The mean PES-NWI score was 2.6 ± 0.4 and the mean ESS score was 79.69. The highest mean score among the PES-NWI sub-dimensions was for staffing and resource adequacy (3.0 ± 0.5) while the lowest mean score was for nursing foundations for quality of care (2.3 ± 0.5). The ESS increased as the PES-NWI score increased ($r = -.772$, $p = 0.000$).

Conclusions: We found that the attitudes of the nurses regarding the work environment and their vocational satisfaction were moderate and the age, educational level and work duration affected the attitude regarding the work environment.

Key words: Attitude, satisfaction, nursing, work environment