

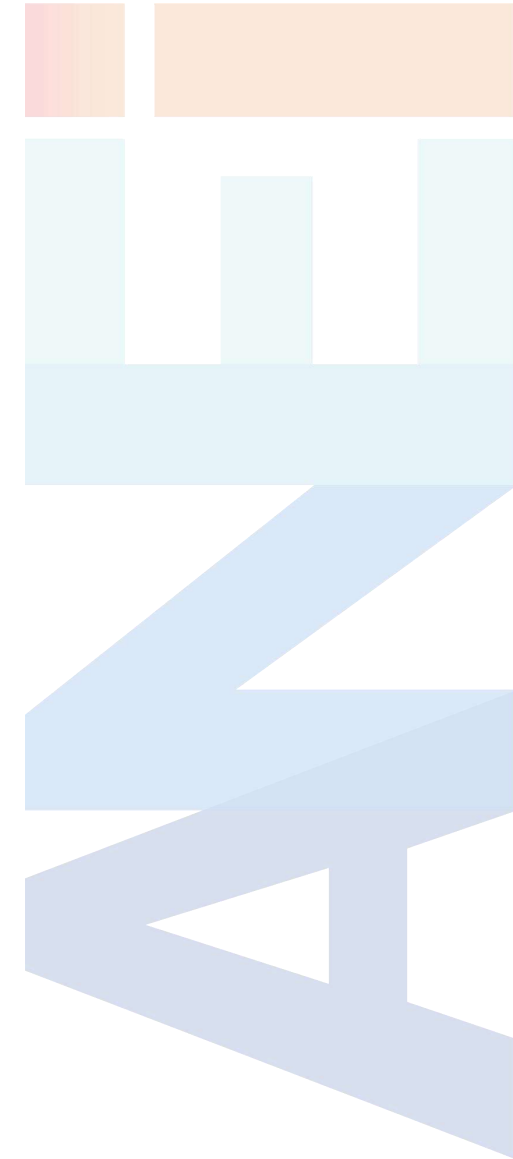


ASSOCIATION OF NURSE EXECUTIVES (INDIA)
PASSION TO ACTION

Factors Influencing Healthy Work Environment of Nurses

Investigators

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- Dr Jothi Clara Micheal – Founder Vice President, ANEI
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Factors influencing healthy work environment of nurses working at various hospitals across India

Aim:

To explore factors influencing Healthy work environment of nurses

Objective:

- Identify factors influencing healthy work environment



Methodology

Type: Quantitative

Approach: Descriptive cross sectional

Design: Survey (Online) Design

Population : All registered nurses

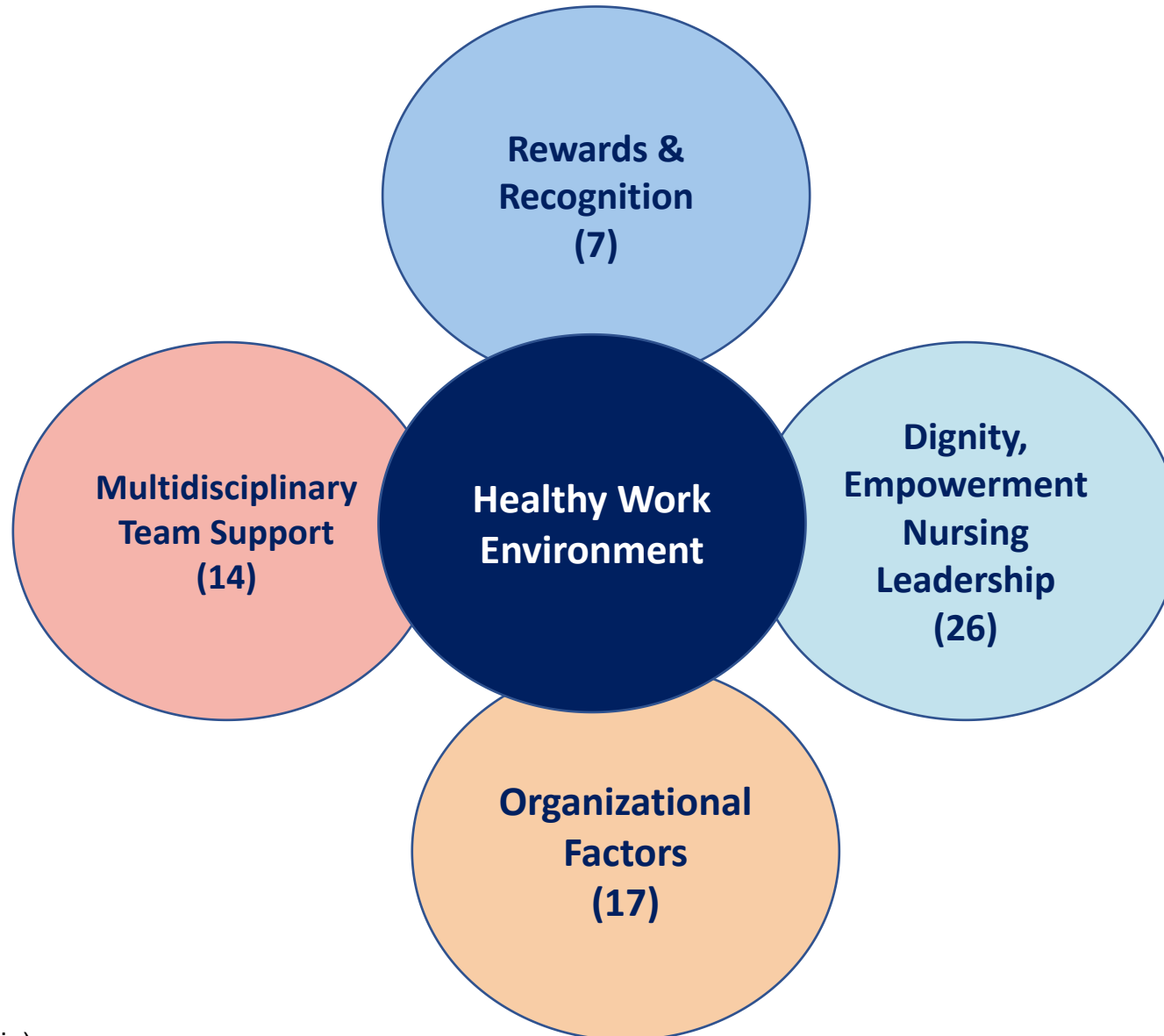
Sampling Technique : Convenience Sampling

Sample Size: 1834

Data Collection Method: Google form



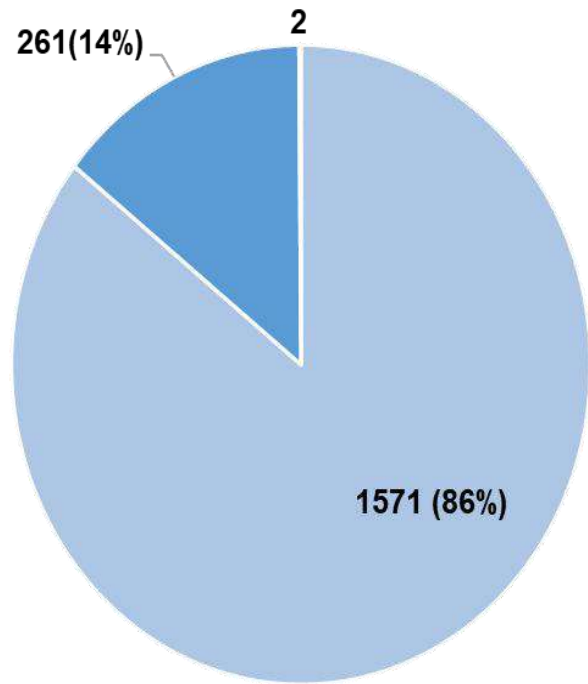
Components of HWE



How likely are you to recommend nursing employment in your current organization to your friends and colleagues?

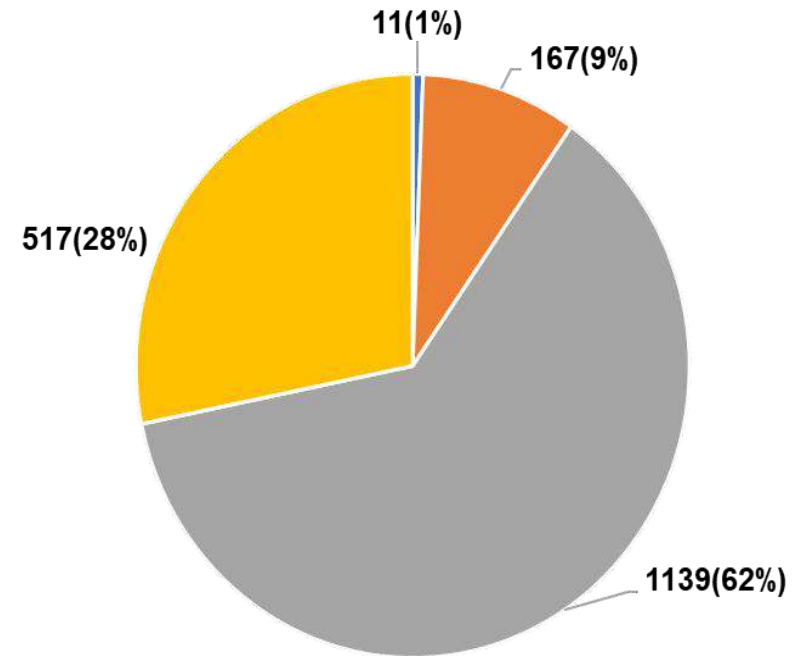
Sample characteristics

Gender n = 1834

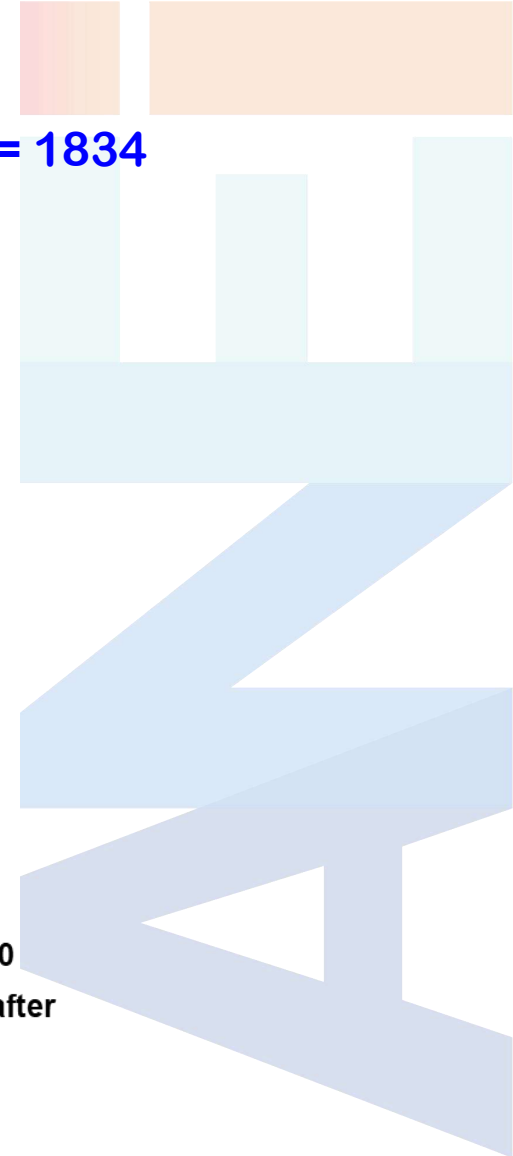


■ Female ■ Male ■ Prefer not to say

Generation n = 1834



■ Baby Boomers 1946 - 1964 ■ Generation X 1965 - 1980
■ Millennials 1981 - 1996 ■ Generation Z 1997 and after



Sample characteristics



Type of Hospital

>300 beds – 56%

Private – 95%

States

Karnataka – 24.5%

Kerala -16.3%

Maharashtra – 14.9%



Level of Nurses

Bedside Nurses -68%

ICU Nurses 43%

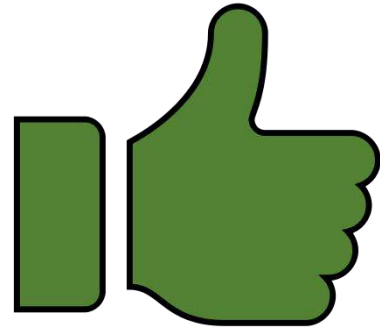
Education

Graduates -57%

Experience

1-3 yrs. – 25%

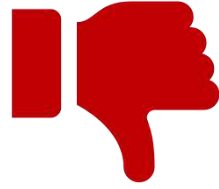
>10yrs – 23%



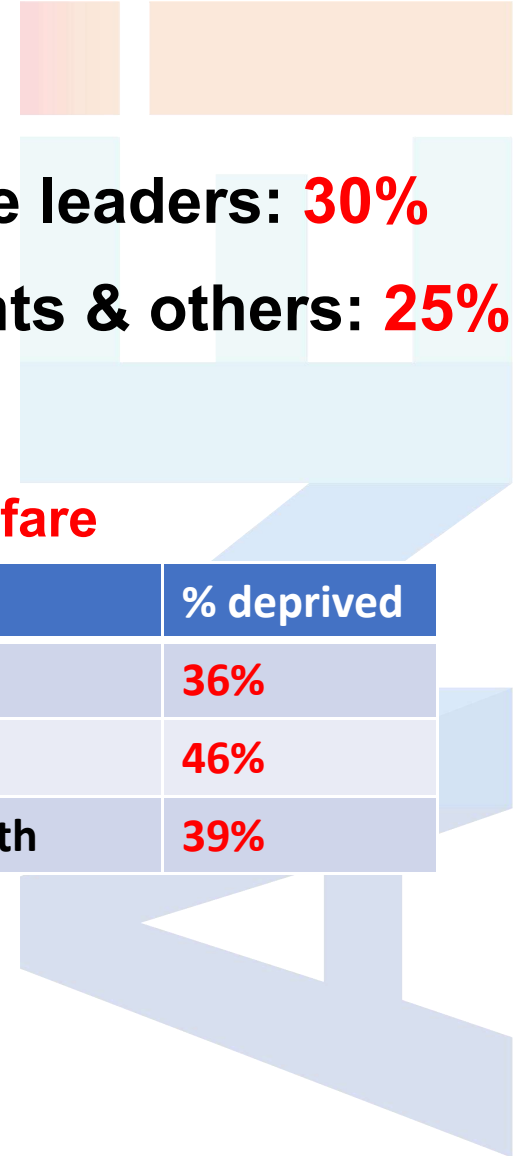
Factors

Factors	Finding
Satisfaction with dignity, empowerment and leadership	50%
Provision of clean and ironed uniforms	45%
Support from multidisciplinary teams	Better in Private sector





Factors



Unprofessional behavior from supervisors, trainers, doctors, nurse leaders: 30%

Shouting in open spaces by doctors, supervisors, patient attendants & others: 25%

Lack of support for patient care from hospital

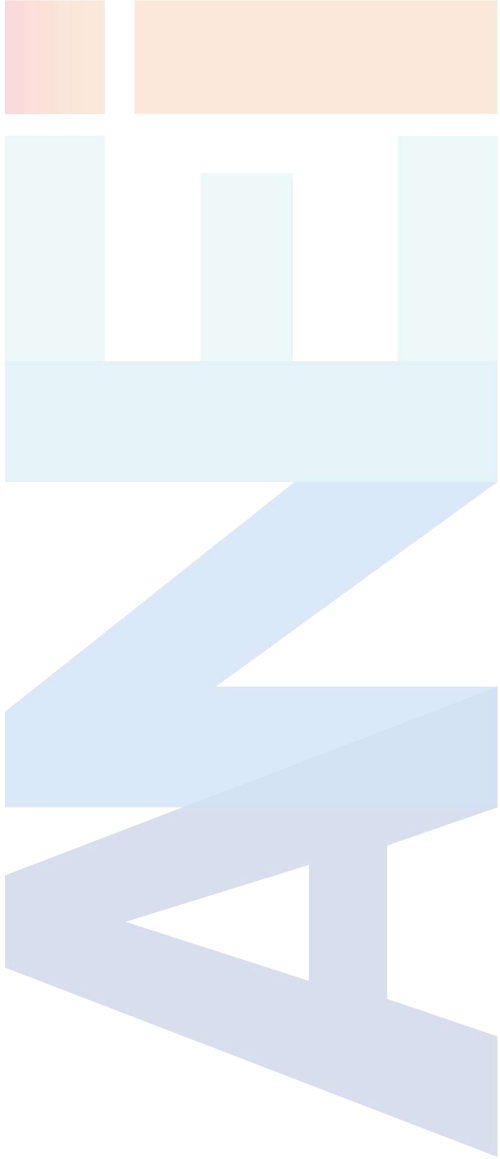
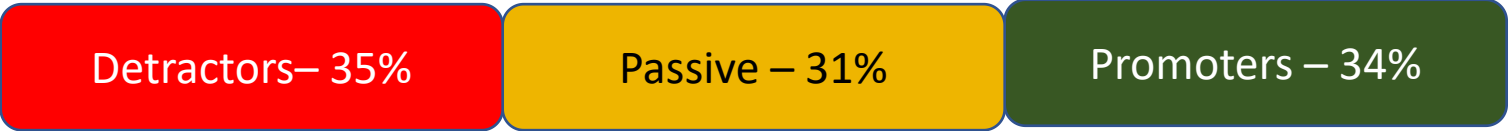
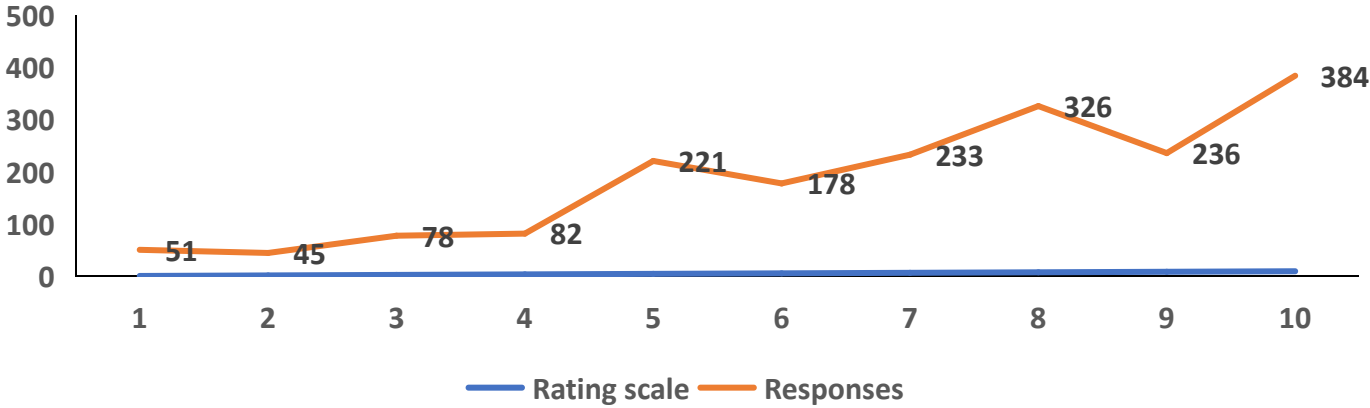
Support Factors	% opined
Food and beverage services for patients	26%
Blood bank services	24%
Clinical engineering services	30%
Lab services	35%
Support for discharge process	40%
Space for documentation	30%

Lack of welfare

Welfare Factors	% deprived
Access to clean toilet	36%
Short break during work time	46%
Provisions to look after self health	39%

**THE
STORY**

How likely are you to recommend nursing employment in your current organization to your nurse friends and colleagues



Positive Findings	Recommendations
Satisfaction with dignity, empowerment and leadership - 50%	
Provision of clean and ironed uniforms - 45%	
Support from multidisciplinary teams - Better in Private sector	
Alarming Findings- Lack of support for patient care	Improve collaborative approach for finding solutions so that nurses can do their best in what they need to do “Care for Patients” – Not to manage other departments issues Let them spend time in CARING
Food and beverage services for patients - 26%	
Blood bank services - 24%	
Clinical engineering services - 30%	
Lab services - 35%	
Support for discharge process - 40%	Facilitate and monitor mandatory breaks – Reduces fatigue and therefore reduces errors Ensure clean toilets for all – Basic Employee right
Space for documentation - 30%	
Welfare Factors -Lack of support	
Access to clean toilet- 36%	
Short break during work time - 46%	
Provisions to look after self health- 39%	

Unprofessional Behaviour

- Encourage **SPEAK UP** for unprofessional behaviour and take timely action
- Adopt **“No Shouting”** policy across the board

Way Forward

1. Publish Study Results with recommendations
2. Release a White Paper for best practices for ensuring healthy work environment for nurses

Thank You



Reference

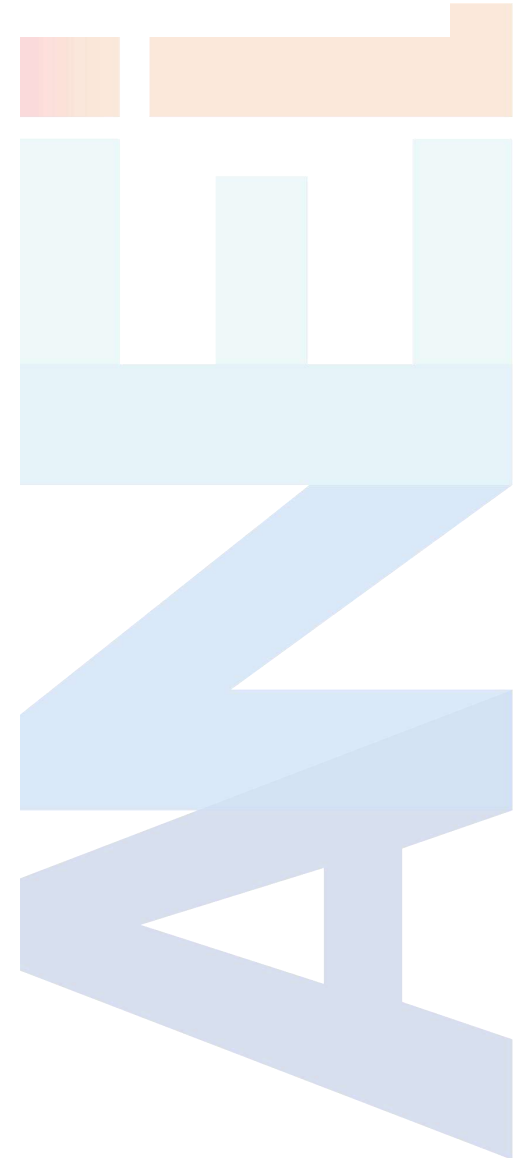
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Acknowledgement

Participants

ANEi

CAHO



*Thank
You!*

