

10th World Summit on Neonatal Nursing and Health Care

August 13-14, 2024 | Rome, Italy (Hybrid Event)

Quality of work life in nursing: Key indicators and outcomes

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Background: The nursing work life quality plays a crucial role in shaping the overall wellbeing and professional satisfaction of nurses, as well as the delivery of high-quality patient care.

Objective: The aim is to evaluate nursing work life quality and its aspects, along with demographic and work factors as predictors, in Eastern Region Saudi Arabia.

Methods: The Brook's Quality of Nursing Work Life Survey (QNWL) was administered to nurses working in Eastern region hospitals in Saudi Arabia. Multiple regression analyses investigated how various dimensions of the QNWL, work-related and demographic factors influence the overall quality of nursing work life and its individual dimensions. Univariate ANOVA explored differences between groups for demographic and work-related variables in terms of QNWL. Multiple regressions explored the effect of work-related and demographic variables on overall QNWL and its underlying single dimensions.

Results: A total of 251 nurses participated. The total mean scores' of QNWL was 172.12 (SD = 27.37), which indicates a moderate QNWL. Most nurses demonstrated moderate total QNWL levels (65.3%), moderate satisfaction with home life/work life (70.9%), work design (73.7%), and work world (55.4%), and high satisfaction with work context (67.7%). Overall QNWL regression model was significant (p0.05).

Conclusion: Nurses in Saudi Arabia face challenges with QNWL. This study's results call on nursing policymakers and institutional heads to create robust strategies addressing these issues by improving workplace conditions, which will elevate care quality, staff numbers, and retention in healthcare

Keywords: Quality of nursing working life, Quality of life, nurses, nursing practice, Saudi Nursing, nursing retention, nursing satisfaction.

Biography

Ali Jafar S Aljarash is affiliated with the University of Hafr Al Batin in Saudi Arabia and serves as a volunteer paramedic at the Saudi Red Crescent Authority's ambulance point's station in Alkhobar. He actively participates in various initiatives, including volunteering as a vaccinator at the Prince Mohammed Bin Fahad Hospital for Blood Disorders and being a member of the Vaccinators of the Covid-19 Vaccine nursing team. Additionally, Ali works as a health educator for the Multiple Sclerosis Society, leading initiatives at Qtief Central Hospital, and volunteers in preventive medicine, leading influenza vaccine programs in six PHC centers, including Al Qudaih PHC. He also serves as a nurse assistant on various projects. Ali Jafar S Aljarash is engaged in several research projects, such as "Quality of nursing work life in critical areas during vision 2030 of Saudi Arabia," assessing nursing work life quality in critical care units, and "Using the Theory of Planned Behavior to Measure Newly Graduate Nursing Behavior Intentions to Report Medication Errors," evaluating the effectiveness of behavior-based questionnaires. He is also involved in evaluating nursing errors in critical care areas in the Eastern Province, with projects undergoing journal reviews and IRB approval.