EUROPEAN SPECIALIST NURSES ORGANISATION

The nursing Organizational well-being: testing a conceptual framework

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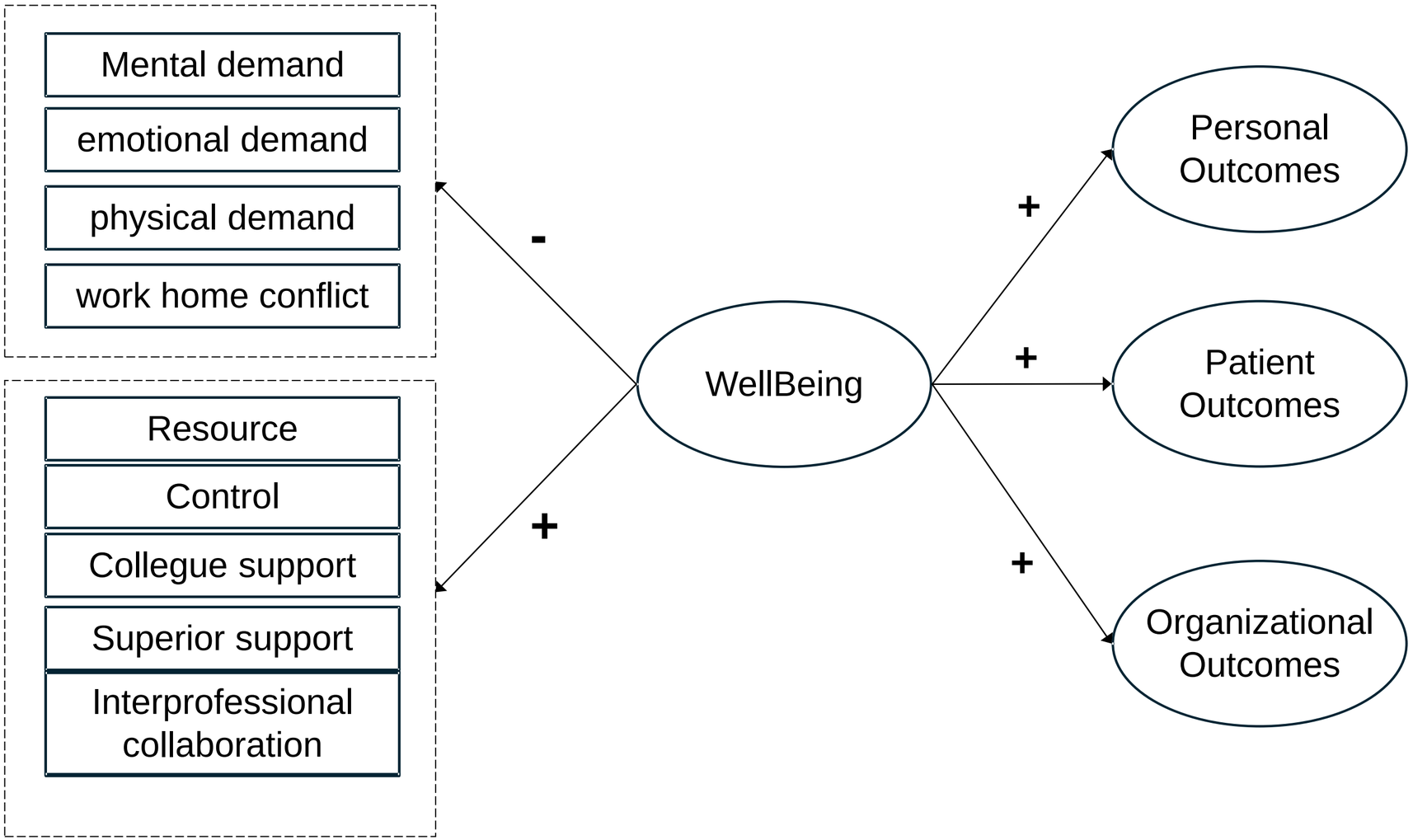
06/06/2024

Background

"all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organization"



How and why should we study nursing organizational well-being?

We are studying nursing organizational well-being, aiming to provide a comprehensive view of the construct that includes all the fundamental variables for nurses.

Scope of the Study

Our study aims to test a conceptual framework on nursing organizational Wellbeing

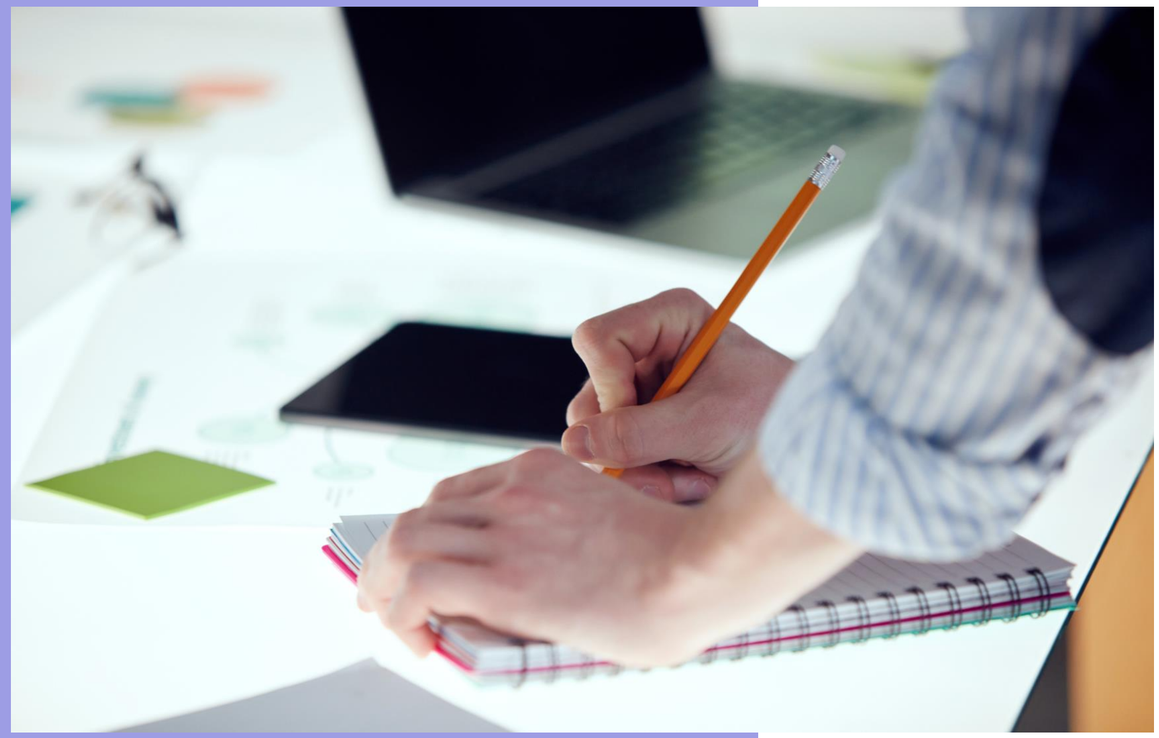
Relevance of the Study

Understanding nurses' well-being will allow healthcare managers and institutions to create positive work environments with the ultimate goal of providing effective, efficient, and healthy patient care.

Research Question

Which variables should we consider for the study of nurses' well-being and what outcomes can this construct have?

Methodology



Design

Cross Sectional

Variables

Different structured questionnaires evaluating work environment and well-being

Inclusion and exclusion criteria

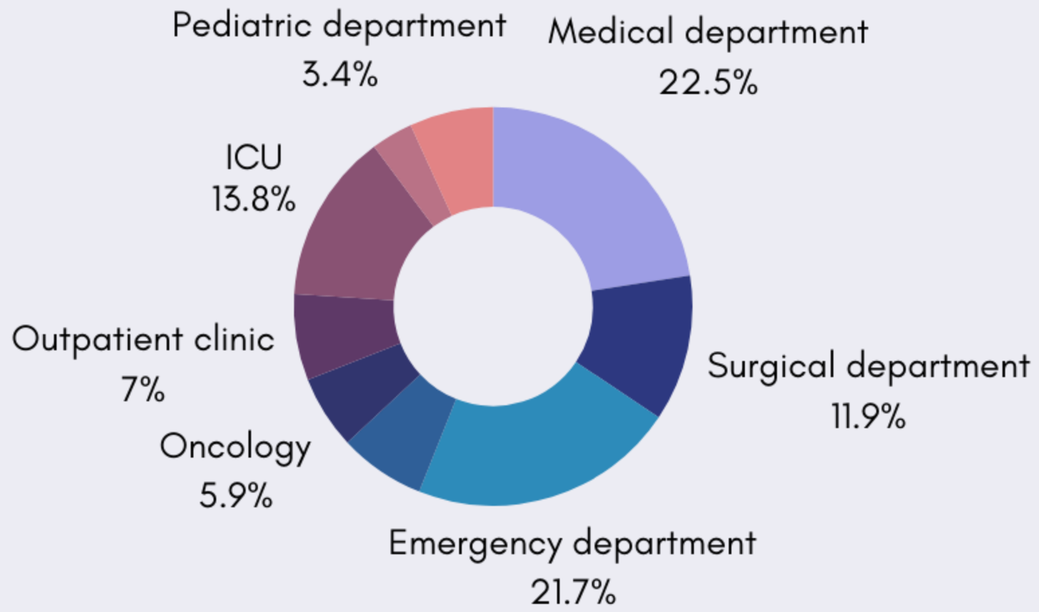
- Nurses involved in direct patient care
- Nurses who have been working in their organization for at least six months
- No head nurse or manager nurse

Results

N = 471; 168 Men, 295 Women

Mean Age: 40.43 (SD=10.63)

Mean Working years: 23.48 (SD=23,48)



Working conditions

	Overtime (Hour)	Sick leave (Day)	Training events (N)	Patient (N)	Nurse (N)	Patient/Nurse
Mean	6,72	4,25	3,49	25,28	468	4,76
Median	3	0	2	15	3	4,17
SD	13,40	10,19	4,91	31,65	5,34	3,68
Min	0	0	0	1	4	0,03
MAX	200	103	46	150	3,95	23,33

Results

Psychometrics properties

35 items ; α = 0.85

Dimesion:

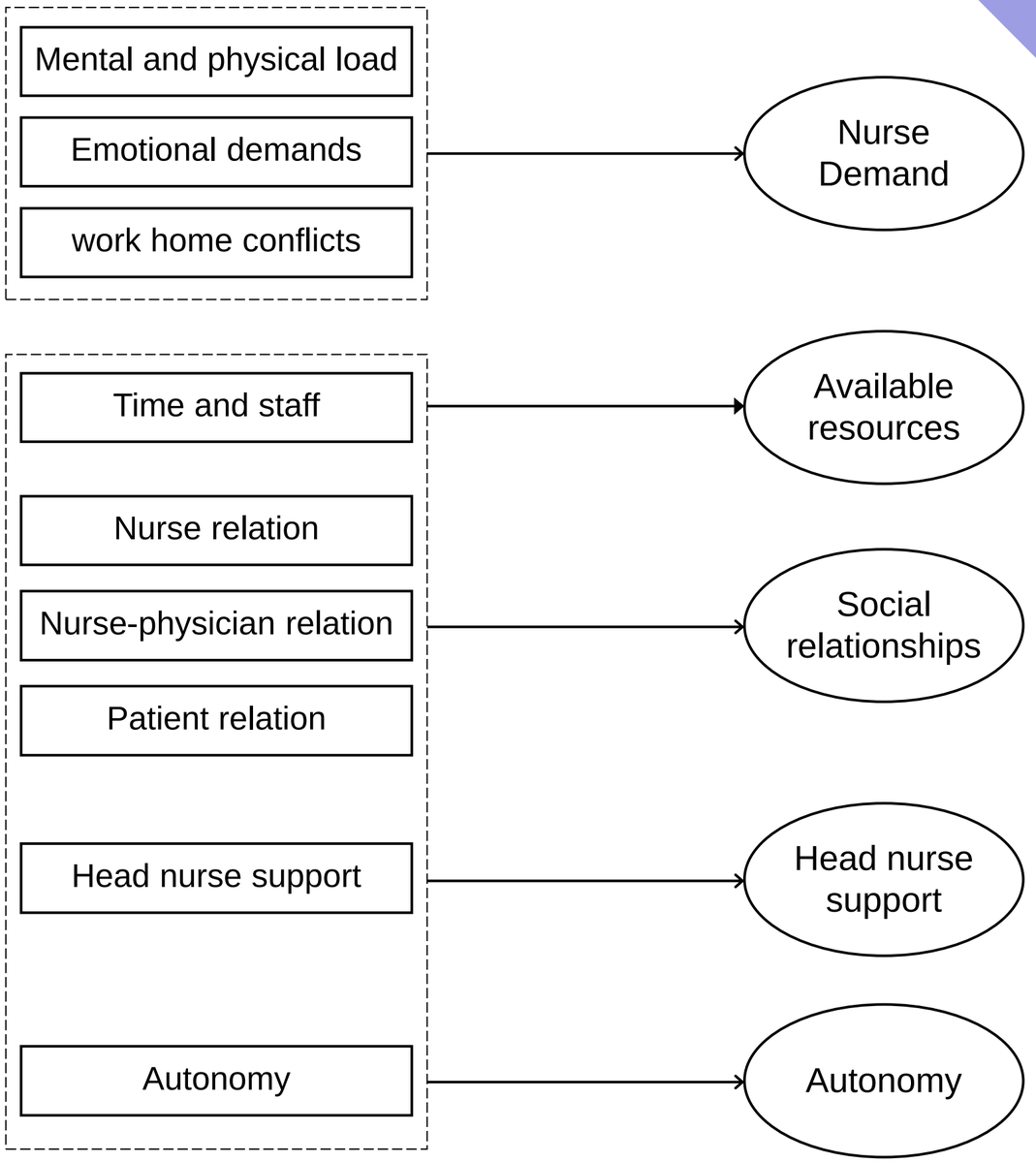
Nursing Demands: α = 0.85

Social relationships: α = 0.83

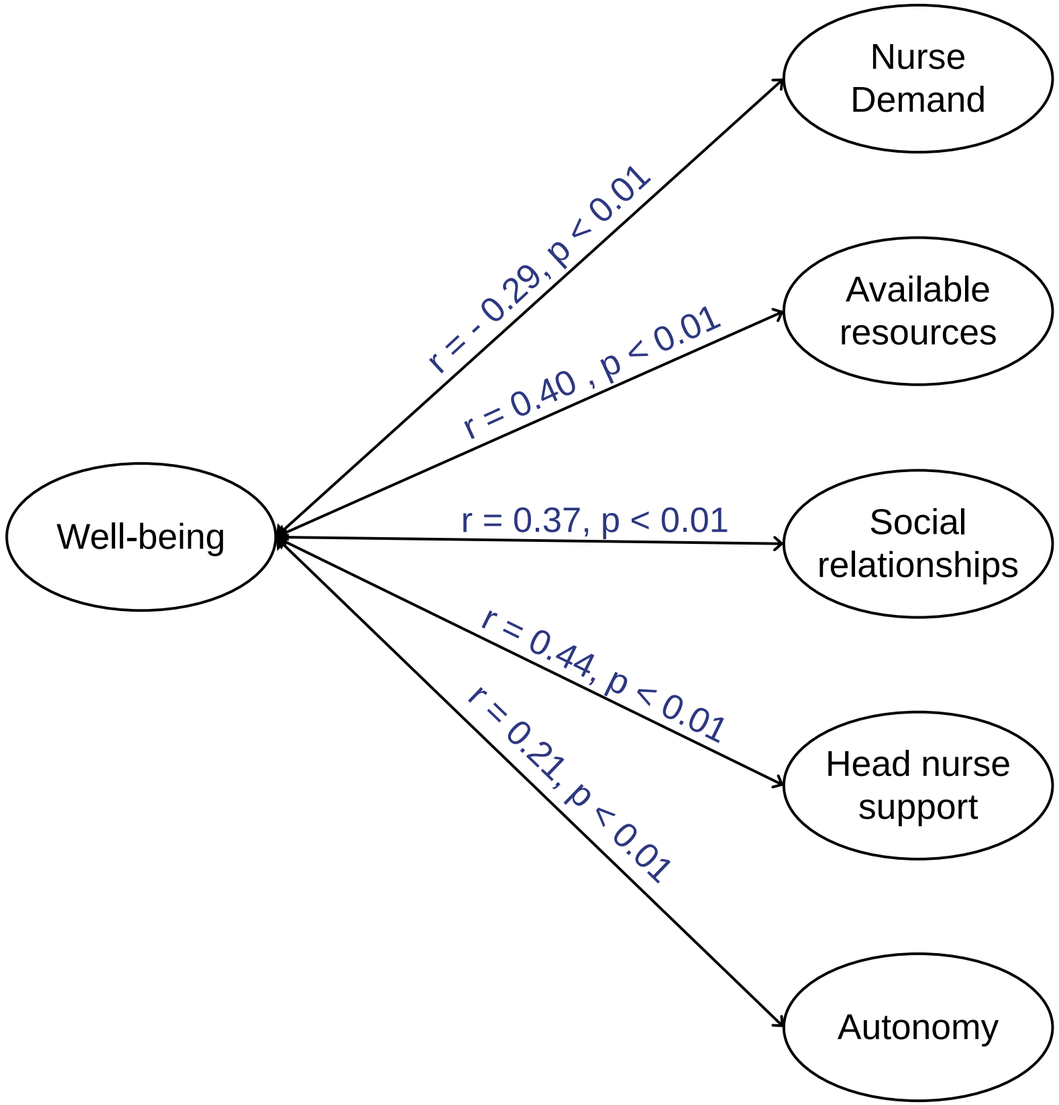
Available resources: α = 0.79

Head nurse support: α = 0.83

Autonomy: α = 0.70



Results



Model riepilogue				
Well-being	R	**R²**	adapted R²	Std. error
	0.595	**0.354**	0.347	1,777
Predictor	ND, AR, SR, HN, A			

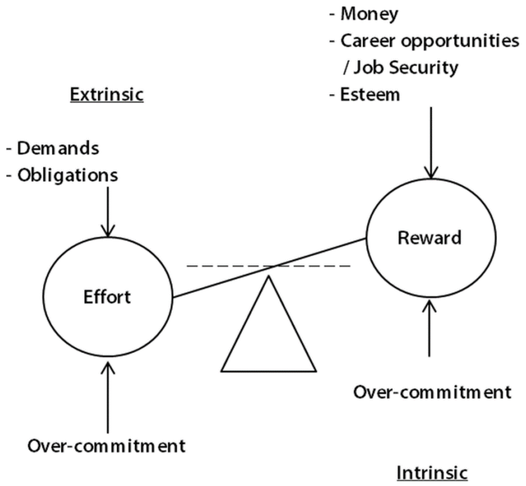
Well-being	**B**	**STD. Error**	**Beta**	**t**	**Sign.**
	4.309	0.623		6.921	0
ND	-1.543	0.175	**-0.347**	-8.827	**0.00**
AR	0.423	0.156	**0.125**	2.718	**0.007**
SR	0.682	0.224	**0.154**	3.041	**0.002**
HN	0.808	0.129	**0.3**	6.244	**0.00**
A	0.212	0.14	0,066	1.516	0.13

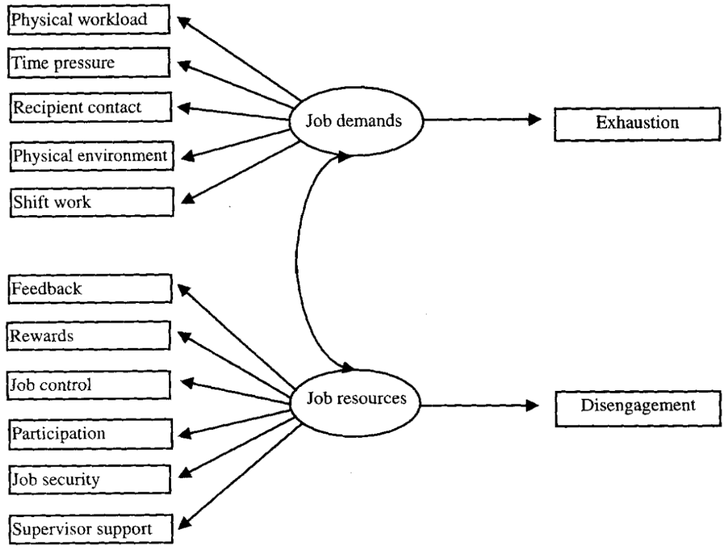
Discussion

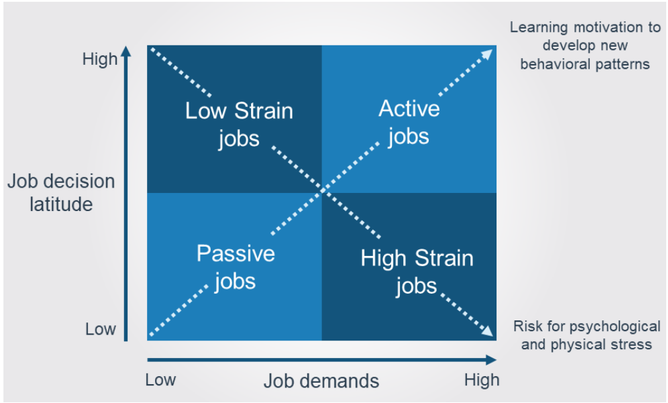
The results of this study are supported by literature:

- Nursing Demands have a negative relation with well-being and could predict it.
- Social relationships, Available resources, head nurse support, and autonomy positively relate to well-being. Aside from autonomy, the other variables predict well-being.

Further studies are needed to improve the psychometric proprieties of the questionnaire and to develop this construct.





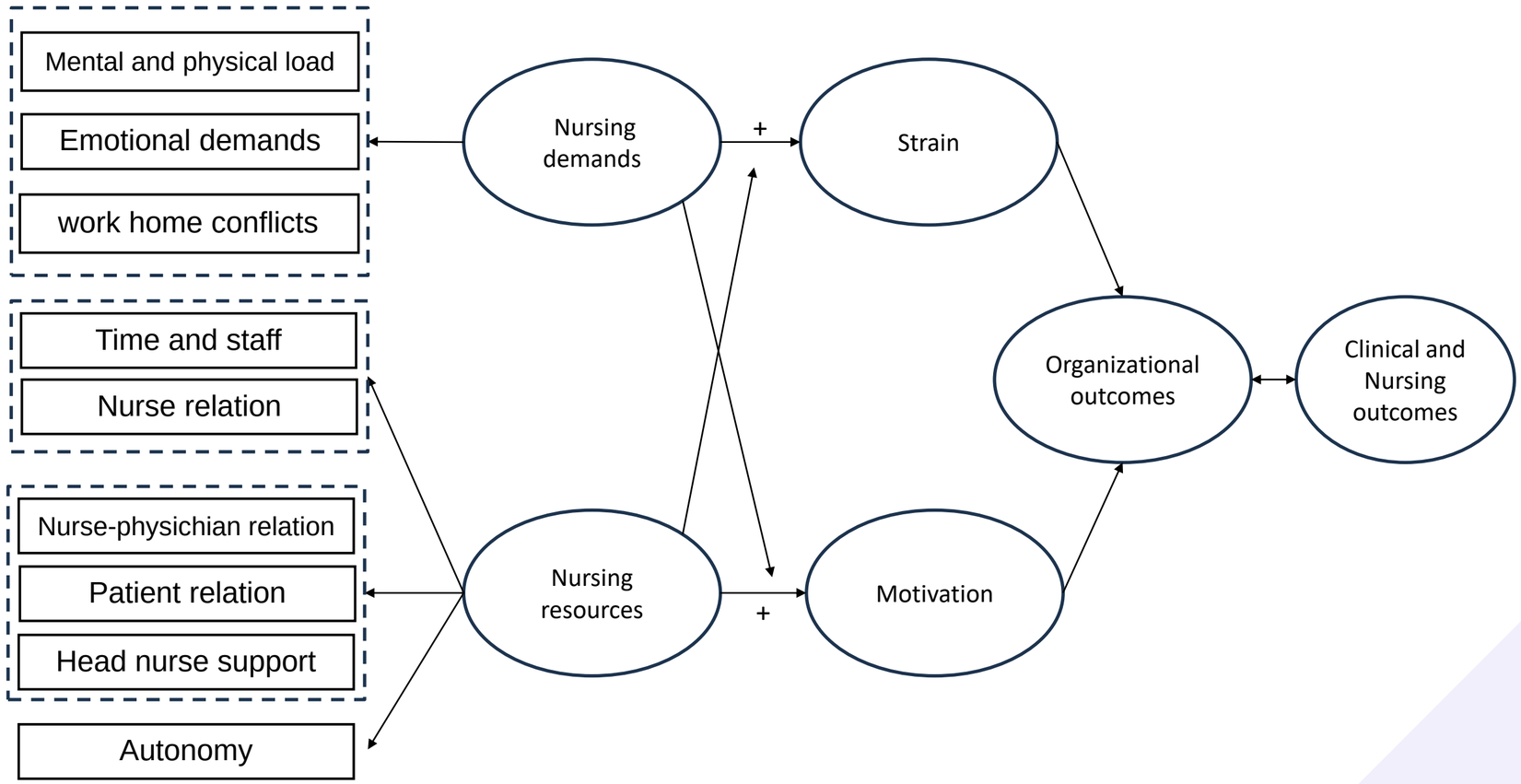


Conclusion

Based on the current literature, we developed a situation-specific theory on nursing organizational well-being, which is in the process of being published.

The results of this study support the situation-specific theory and highlight the importance of nursing demands, nursing resources, and the social aspects of nursing work.

Finally, this is the model proposed:



Future studies

That's the QR for the study.
First, we start with an Italian sample, and then we want to expand the study to the international level.

It's in italian...

SCAN ME

Well-Being lab and collaborator

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Take home message

- **How?**

Improving well-being involves carefully considering nurses' working conditions. When considering nurses' health, we think of everything that can affect it, both work-related and external factors.

- **Why?**

Nursing organizational well-being is essential for their health and satisfaction and the quality of care provided to patients. Investing in nurses' well-being means improving our society.

- **When?**

The specific characteristics of their work test the health of nurses. So, you know, the right time to intervene is now. A questionnaire is needed to assess all the conditions that determine nursing organizational well-being.

Nursing Organizational Well-being Questionnaire