

# Practice Environment and Work Engagement of Staff Nurses in a Specialized Hospital in the Kingdom of Saudi Arabia



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## Introduction

Creating a practice environment that completely engages nurses in their practice is a major concern in the nursing profession. It has become a worldwide issue since there is still nursing shortage around the globe.

## Methodology

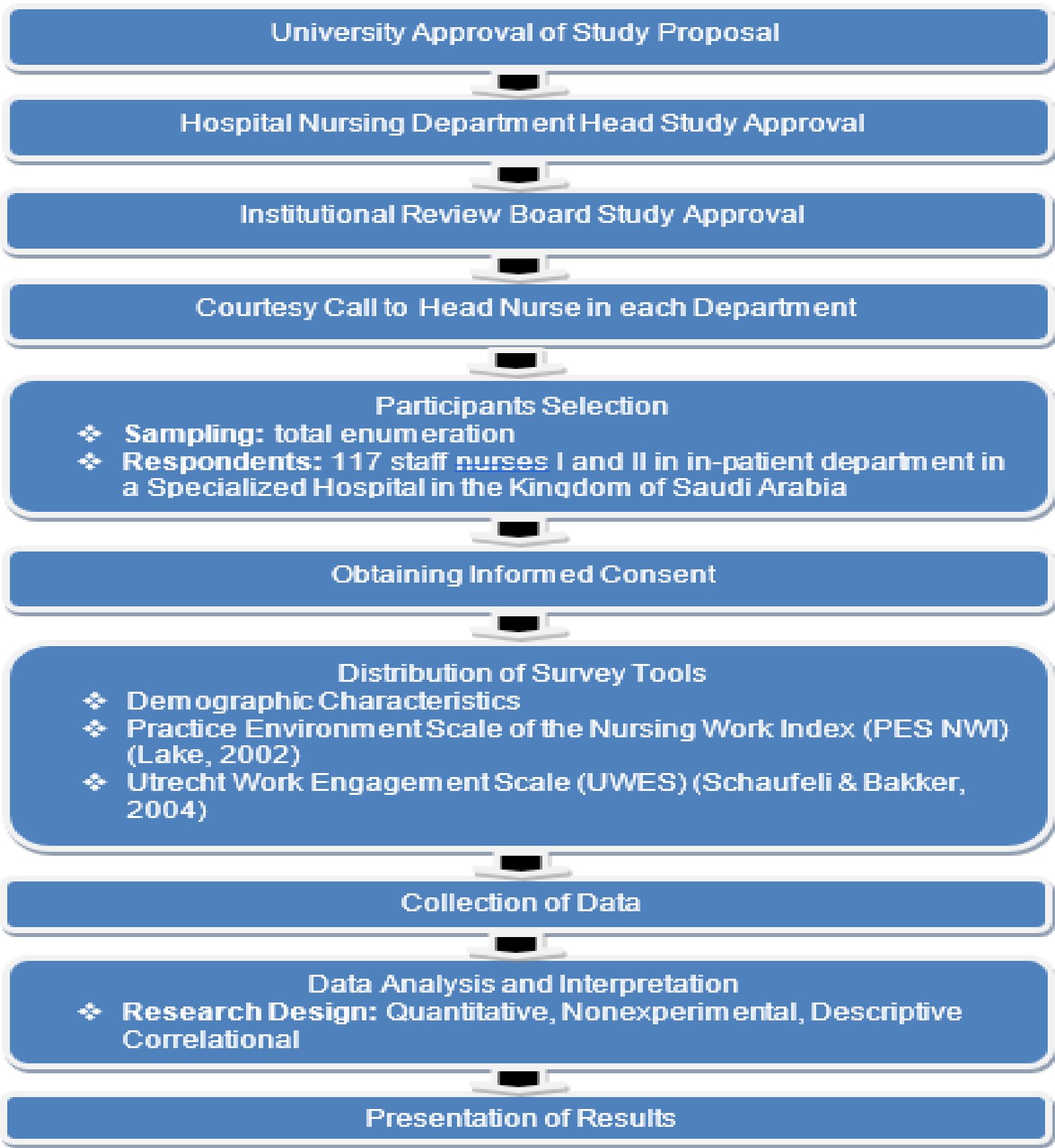


Figure 1  
Data Collection Methods and Procedures

## Conclusions and Recommendations

- positive significant relationship between the Practice Environment and Work Engagement of Staff Nurses in a Specialized Hospital in KSA
- alternative hypothesis is accepted
- positive significant correlation between Work Engagement and Demographic Characteristics regarding age, educational attainment, and years in the current unit of staff nurses in a Specialized Hospital in KSA
- alternative hypothesis is accepted
- basis of future research to understand the association between the practice environment and work engagement of staff nurses in a Specialized Hospital and in KSA
- add knowledge to the perception of nurses on the practice environment, the level of work engagement of nurses, and what demographic characteristics of staff nurses influence work engagement
- to conduct for outpatient staff nurses or inpatient and outpatient staff nurses in a Specialized Hospital and in KSA
- support the need to review appropriate and creative interventions in maintaining or improving the practice environment and work engagement

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- hospital Research Department and Research Center and Ethics Committee
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## References

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## Purpose

The primary objective of this study is to determine the relationship between the Practice Environment and Work Engagement of Staff Nurses in a Specialized Hospital in the Kingdom of Saudi Arabia.

Specifically, it aims to answer the following questions:

1. What is the perception of staff nurses on practice environment?
2. What is the level of work engagement of staff nurses?
3. What is the relationship of Practice Environment and Work Engagement of Staff Nurses in a Specialized Hospital in the Kingdom of Saudi Arabia?
4. What is the relationship of Work Engagement and demographic characteristics of Staff Nurses in a Specialized Hospital in the Kingdom of Saudi Arabia?

## Results and Discussion

PRACTICE ENVIRONMENT (5)		MEAN	SD	INTERPRETATION
Nurse Participation in Hospital Affairs		4.21	.501	HIGH
Nursing Foundations for Quality of Care		4.19	.524	HIGH
Nurse Manager Ability, Leadership, and Support		3.97	.748	HIGH
Staffing and Resource Adequacy		3.35	.959	MODERATE
Collegial Nurse-Physician Relations		3.91	.689	HIGH
TOTAL		3.93	.507	HIGH

WORK ENGAGEMENT (3)	MEAN	SD	INTERPRETATION
Vigor	4.05	1.105	AVERAGE
Dedication	4.47	.961	AVERAGE
Absorption	4.08	1.076	AVERAGE
TOTAL	4.2	.910	AVERAGE

Practice Environment (5)	Work Engagement (3)					
	Vigor		Dedication		Absorption	
	R	P value	r	P value	r	P value
Nurse Participation in Hospital Affairs	.261	.004	.210	.023	.161	0.080
Nursing Foundations in Quality of Care	.266	.004	.200	.031	.249	.007
Nurse Manager Ability, Leadership, and Support of Nurses	.241	.009	.281	.002	.163	.079
Staffing and Resource Adequacy	.325	<.001	.194	.036	.291	.001
Collegial Nurse-Physician Relations	.243	.008	.152	.101	.299	.001
TOTAL	r .375		p-value <0.001			

CORRELATION IS SIGNIFICANT AT THE 0.05 LEVEL

Demographic Characteristics	Work Engagement					
	Vigor		Dedication		Absorption	
	P value		P value		P value	
Age (r <sub>s</sub> )	.221	.017	.221	.017	.045	.628
Sex X <sup>2</sup>	1.549	.818	8.282	.082	4.122	.390
Marital Status X <sup>2</sup>	16.382	.174	12.708	.391	10.566	.566
Educational Attainment (r <sub>s</sub> )	.191	.039	.094	.316	-.035	.707
Nationality X <sup>2</sup>	21.433	.372	15.455	.750	8.510	.988
Position X <sup>2</sup>	2.548	.636	1.479	.830	1.108	.893
Area of Assignment X <sup>2</sup>	19.516	.881	18.252	.920	24.519	.654
Years in Current Unit (r <sub>s</sub> )	.232	.012	.177	.057	.051	.587

CORRELATION IS SIGNIFICANT AT THE 0.05 LEVEL

