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## **Characteristics of Work Engagement in Japanese Female Nurses**

**Rikako Ozawa, MSN, RN<sup>1</sup>**

Tomokazu Sugaya, PhD, RN<sup>2</sup>

Chizuru Mori, PhD, RN<sup>2</sup>

*(1)Iryouhoujinsyadan Seikeikai New Tokyo Hospital, Matsudo City, Chiba, Japan*

*(2)Faculty of Medicine, University of Tsukuba, Tsukuba City, Ibaraki, Japan*

### **Purpose:**

Work engagement is important aspect organizational effort that are made to retain nurses and to improve the quality of care. Therefore, in the global situation of nurses, it is required to clarify factors that influence nurses' continuity of duties.

Work engagement is a concept related to lively work and a concept that is paired with burnout. It is important to clarify the work engagement of nurses, and many studies have been conducted in other countries. Among them, it has been reported that Japanese WE values are low compared to other countries (Shimazu et al., 2010). The purpose is to clarify the characteristics of registered nurses of female nurses.

### **Methods:**

An anonymous self-administered questionnaire survey was conducted on 535 nurses at two hospitals in Japan. We survey demographic information (age, year of nurse experience, marital state, whether there is night shift) and Work engagement. Data collection was undertaken using The Japanese version of Utrecht Work Engagement Scale-9(UWES-J9) which was short version (Schaufeli et al., 2002; Shimazu et al., 2008).

The student-t test and ANOVA were used to detect difference in demographic information and UWES-J9. The package for Social Sciences (SPSS) version 25, at the 95% confidence level was used.

This study was approved by Ethics Committee of University of Tsukuba Faculty of Medicine, and two hospitals.

### **Results:**

The subjects were 269 registered female nurses (participation rate=50.3%) Who were 20-70 years with an average age of 30.1(SD=8.3). Total work engagement score was 2.41(SD=1.05). There were differences between age of 20s and 40s (20s: M=2.32, SD=0.97, 40s: M=2.98, SD=1.08,  $p<.01$ ), 30s and 40s (30s: M=2.33, SD=1.11, 40s: M=2.98,  $p<.01$ ) in work engagement.

### **Conclusion:**

Japanese female nurses' work engagement total score increased with age, which was the same result as in previous studies. This was thought to be related to the fact that the experience as a nurse increased and that the work could be dealt with increased.

And Japanese nurses had lower work engagement score compared to studies using UWES-9 in other countries (Malaysia: M=5.11, America: M=4.4, China: M=3.83) (Othman & Nasuridin, 2019; Siller et al., 2016; Zhu et al., 2015). Shimadzu et al., (2010) reports that work engagement score are lower than those of other countries, reflecting

the “Japanese tendency to suppress positive emotions”. In addition, he noted that the low score of the Japanese does not necessarily support the meaning of being less enthusiastic about work than other countries. The reason for this low number of Japanese nurses was thought to be this reason. As globalization progresses, Japanese nurses may also have an opportunity to play an active role overseas. It is necessary to analyze in consideration of such cultural differences.

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**Title:**

Characteristics of Work Engagement in Japanese Female Nurses

**Keywords:**

difference by age, nurses and work engagement

**Abstract Summary:**

Japanese nurses' work engagement improves with age. However, the work engagement score are low compared to other countries. This is because it reflects the Japanese tendency of Japanese to suppress positive emotions. When investigating, we need to consider cultural differences.

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**First Primary Presenting Author*****Primary Presenting Author***

Rikako Ozawa, MSN, RN

Iryouhoujinsyadan Seikeikai New Tokyo Hospital

RN

Matsudo City, Chiba

Japan

**Author Summary:** Rikako Ozawa is a registered nurse in Japan. She has over 20

years of clinical experience in cardiovascular and chronic care. I am interested in nursing education.

Second Author

Tomokazu Sugaya, PhD, RN  
University of Tsukuba  
Faculty of Medicine  
assistant professor  
Tsukuba City, Ibaraki  
Japan

**Author Summary:** I worked in psychiatry and child and adolescent psychiatry unit for 7 years as a nurse in Japan. I studied psychiatry nursing at University of Tsukuba Graduate School Comprehensive Human Sciences Doctoral Master Program in Nursing, and now I am assistant professor in University of Tsukuba.

Third Author

Chizuru Mori, PhD, RN  
University of Tsukuba  
Faculty of Medicine  
Professor  
Tsukuba City, Ibaraki  
Japan

**Author Summary:** Study on psychiatric rehabilitation nursing. Product program to improve meta-cognitive function by intervene the reality monitoring in people with schizophrenia. Study on forensic mental health nursing. Study on nursing for the patient with substance related disorders. Study on nursing care for drug and addiction. Study on association between drinking action of patients and consciousness of children.