Characteristics of Work Engagement in Japanese Female Nurses

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Back Ground

• Work Engagement is important aspect organizational effort
  → to retain nurses
  → to improve the quality of care

Work Engagement
  → defined as a positive, fulfilling, work-related state of mind, that is characterized by vigor, dedication and absorption
  → a concept that is paired with burnout

(Schaufeli et al., 2002)

It is important to clarify the Work Engagement to nurses. However, Japanese Work Engagement are low compared to other countries (Shimazu et al., 2010).

Aim

• The aim of this study was to clarify the characteristics of work engagement in Japanese female nurses.

Method

Subject: 353 registered nurses at 2 hospitals in Japan

Demographic information:
Age, Nursing experience (years), Marital state,
Whether there is night shift

Measures: Work Engagement (self-administered questionnaires)
  The Japanese version of Utrecht Work Engagement Scale- 9 (UWESJ9)(Schaufeli et al., 2002; Shimazu et al., 2008)
  9 items/ 0-7 range

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

Result

Tab. 1 Demographic

<table>
<thead>
<tr>
<th>Age</th>
<th>n</th>
<th>M</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>20s</td>
<td>159</td>
<td>2.32</td>
<td>0.97</td>
</tr>
<tr>
<td>30s</td>
<td>74</td>
<td>2.33</td>
<td>1.11</td>
</tr>
<tr>
<td>≥40s</td>
<td>36</td>
<td>2.98</td>
<td>1.08</td>
</tr>
</tbody>
</table>

Whether there is night shift (a)

<table>
<thead>
<tr>
<th></th>
<th>20s</th>
<th>30s</th>
<th>≥40s</th>
</tr>
</thead>
<tbody>
<tr>
<td>Night shift</td>
<td>233</td>
<td>238</td>
<td>1.05</td>
</tr>
<tr>
<td>Only day shift</td>
<td>36</td>
<td>2.62</td>
<td>1.00</td>
</tr>
</tbody>
</table>

Note: N=269, a: t-test, b: ANOVA, ns: Not significant, *: p<.05, **: p<.01

Work Engagement: Total score increased with age.
  → 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.

Japanese nurses had lower Work Engagement score:
  Malaysia: M=5.11, America: M=4.4, China: M=3.83
(Otman & Nasrudin, 2019; Siller et al., 2016; Zhu et al., 2015)

→ Reflecting the “Japanese tendency to suppress positive emotions” (Shimazu et al., 2010).

Low score of Japanese dose not necessary support the meaning of being less enthusiastic about work than other countries.

This result suggest that it is necessary to analyze in consideration of cultural differences.

Discuss

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References