

# 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.

Tab, 1 Demographic

Age	n
20s	159
30s	74
≥40s	36
Nursing experience (years)	
1 ~ 3 year	129
4 ~ 9 year	54
≥10 year	87
Marital state	
married	173
unmarried	86
divorce	10
Whether there is night shift	
There is night shift	233
only day shift	36

### Analyses:

Difference in demographic information and Work Engagement /t-test AVOVA  
The 95% confidence level (SPSS ver. 25)

## Result

Tab, 2 Work engagement

Age <sup>b)</sup>	n	M	SD	
20s	159	2.32	0.97	**
30s	74	2.33	1.11	
≥40s	36	2.98	1.08	
Whether there is night shift <sup>a)</sup>				
There is night shift	233	2.38	1.05	) ns
only day shift	36	2.62	1.00	

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

Analyzed was 269 (50.3%)

Work Engagement total score was  $M=2.41$  ( $SD=1.05$ ).

A significant difference in Work Engagement was found for age.



## Discus

**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:  $M=3.83$  (Othman & Nasurdin, 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.