The concept of “Hatarakinikusa” is a Japanese concept familiar to one’s life at work and expressing one’s negative or disagreeable perceptions about situations or other factors in one’s workplace which prevent it from being a good place to work.

Background:
- There are not many studies focusing on Japanese nurses’ perceptions of their work environment compared with other countries.
- A large number of studies aimed at creating a positive work environment for nurses exist, particularly from an organizational point of view.
- To promote individual nurses’ autonomous contributions, it is necessary to understand nurses’ perceptions of “Hatarakinikusa”.

Aim:
- Identify staff nurses’ perceptions of “Hatarakinikusa” in hospitals in Japan.
- Discuss how individual nurses reduce “Hatarakinikusa” to make their workplaces a good place to work.

Method:
- A questionnaire including open-ended questions asking for nurses’ perceptions was established and 797 were sent to 54 hospitals throughout the country.
- Content analysis for nursing education based on Berelson’s methodology was applied.

Results:
- 445 nurses returned (return rate 55.8%) of 800 who received the questionnaires.
- 352 valid responses were analyzed.
- Characteristics of subjects are varied (Table 1).

Discussion:
- Variety of the characteristics of subjects suggest that the results of this study might have succeeded in finding the overall aspects of staff nurses’ perceptions of “Hatarakinikusa” and could be well generalized in Japan. Also because this study focused only on staff nurses, the results reflected their perceptions directly.

Further study:
- Thirty-seven categories expressing staff nurses’ perceptions of “Hatarakinikusa” were identified. It is suggested that not only organizational but also individuals’ contributions are very important to improve nursing work environments.

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