Investigation of Factors Affecting Personal Development and Well-Being of Hospital Nurses in Japan

Miwako Hoshi, PhD, RN, Department of Nursing, Fukuoka Jo Gakuin Nursing University, Fukuoka, Japan

BACKGROUND

- The rate of turnover of novice nurses has been approximately 8% in Japan. Novice nurses usually encounter lots of challenges and difficulties.
- It is said that recent young people tend to be mentally fragile and need to develop as a mature adult.
- Self-transcendence is a characteristic of developmental maturity that promotes well-being in later adulthood during increased vulnerability.
- Empirical evidence in the western literature has demonstrated positive influence of self-transcendence on physical and mental health in clinical nurses.
- There had been no Japanese research examining self-transcendence in clinical nurses.

PURPOSE

- To investigate relationships among vulnerability, self-transcendence and well-being variables in Japanese nurses.
- To examine a relationship between emotional intelligence, as a personal factor, and self-transcendence in the nurses.

METHODS

- **Design**
  A nonexperimental descriptive research design was used for this research.
- **Subjects**
  A convenience sample of 205 nurses (RN) with 1 to 6 years of clinical experience (the mean years of clinical experience was 3.2 years).
  - Subjects’ age was between 20 and 42, with a mean of 25.5.
  - The majority of the subjects (84%) were single, 13% were married, and 2.4% were divorced.
- **Instruments**
  - Vulnerability of hospital nurses was assessed by the year of clinical experience, in which nurses with less clinical experience were considered to be more vulnerable.
  - The level of psychosocial self-transcendence was assessed by Japanese Self-Transcendence Scale (JSTS), and the level of spiritual self-transcendence was assessed by Japanese Spiritual Perspective Scale (JSPS).
  - Well-being was assessed by Self-Esteem Scale, Identity Status Scale, Burnout Scale and Clinical Nursing Competency Scale (a new scale developed in this study).
  - Japanese version of Wong and Low Emotional Intelligence Scale (JWEIS) was used for examining the level of emotional intelligence.
- **Analyses**
  - Descriptive statistics
  - Pearson’s correlational analyses

RESULTS

- **The results of correlational analyses (Pearson’s correlations) between vulnerability, self-transcendence, and well-being variables were shown in Table below.**

<table>
<thead>
<tr>
<th></th>
<th>Self-Transcendence</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Psychosocial</td>
<td>Spiritual</td>
</tr>
<tr>
<td><strong>Vulnerability</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Years of Clinical Experience</td>
<td>-.103</td>
<td>-.147*</td>
</tr>
<tr>
<td><strong>Well-Being</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Self-Esteem</td>
<td>.512**</td>
<td>.072</td>
</tr>
<tr>
<td>Burnout</td>
<td>-.281**</td>
<td>-.047</td>
</tr>
<tr>
<td>Emotional Exhaustion</td>
<td>-.283**</td>
<td>-.083</td>
</tr>
<tr>
<td>Depersonalization</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal Accomplishment</td>
<td>.471**</td>
<td>.195**</td>
</tr>
<tr>
<td>Clinical Nursing Competency</td>
<td>.589**</td>
<td>.224**</td>
</tr>
<tr>
<td>A Personal Factor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Emotional Intelligence</td>
<td>.633**</td>
<td>.377**</td>
</tr>
</tbody>
</table>

* *p<.01  "p<.05

CONCLUSIONS

- Psychosocial self-transcendence has a medium to strong correlation with self-esteem, clinical nursing competency, and burnout variables.
- Both psychosocial and spiritual self-transcendence demonstrated a significant correlation with emotional intelligence. It is reasonable to hypothesize that emotional intelligence might be a key factor in the process of developing self-transcendence.
- Findings of this study provided further evidence of salutary effect of self-transcendence for personal development of young nurses in Japan; however, further study will be needed.