The working environment in Health Care — Does the working environment influence the psychosocial health of nurses and are modifications of this working environment needed?

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The Working Environment in Health Care

Does the working environment influence the psychosocial health of nurses and are modifications of this working environment needed?

Introduction

• Not only difficulties in attracting new potential professionals, but also difficulties in retaining the existing workforce are suspected to be a part in a possible future shortage of health care professionals;
• A relationship exists between the working environment and the developmental level of the workforce;
• The working environment can therefore be interpreted as a key factor in the prevention of potential future problems.

Aim

To describe the most common influences of the working environment on the psychosocial health status of nurses. Recommendations in order to modify the working environment will be given if necessary.

Results

The working environment influences:
• Job satisfaction;
• Emotional exhaustion;
• Moral distress/stress of conscience (depersonalization);
• Reduced personal accomplishment;
• Overall burnout;
• Home life;
• Sickness absence;
• Leaving the profession.

Recommendations

• Empowerment of nurses in decision making;
• More job control;
• Creating a more attractive working environment through:
  - modifications of the organizational structure,
  - management style and
  - interdisciplinary relations;
• Supporting cohesive working relations.