

“THE PRACTICE ENVIRONMENT AMONG NURSES AT SELECTED HOSPITALS”

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ABSTRACT:

The nurse work environment, conceptualized as organizational features that influence a nurse's professional autonomy, has been a research focus for several decades. Research has demonstrated that variation in the work environment is significantly related to patient health outcomes and nurse job outcomes.¹ The global nursing crisis demands the improvement of nurses' work environments internationally. Improving working conditions is noted as key to attracting and retaining healthcare workers.²

KEYWORDS: Practice environment, Nurses

Objectives:

- To assess the practice environment among nurses at selected hospitals
- To determine the association between level of practice environment with their selected background variables among nurses at selected hospitals

Hypotheses: (Level of significance <0.05%)

H₁ – There is a significant practice environment among nurses at selected hospitals

H₂ - There is a significant association between level of practice environment and selected background variables among nurses at selected hospitals

RESEARCH METHODOLOGY:

Quantitative approach and descriptive research design was adapted. The non-probability convenience sampling technique and sample size is 128. The samples are registered nurses working at selected hospitals at Rourkela, Odisha. Data collected by self-administering the Practice Environmental scale – Nurse Work Index (PES-NWI). The tool includes five subscales such as 1. Nurse manager ability, leadership, and support (9), 2. Staffing and resource adequacy (10), 3. Nurse manager ability, leadership, and support (5), 4. Staffing and resource adequacy (4) and 5. Collegial nurse-physician relations (3). The scores are interpreted as follows the total score is converted to out of 4: (< 2.5) poor, (2.5-3.00) favourable and (>3) good practice environment. ³ The tools found as feasibility and reliable (r=0.9) and chosen level of significant is <0.05.

Data Analysis and Interpretation:

Table-1 Frequency & Percentage Distribution of background among nurses

Background Variables		Frequency (f)	Percentage	n=128
Age in yrs	21-24 yrs	62	48	
	25 - 28 yrs	28	22	
	29-32 yrs	21	16	
	Older than 32 yrs	17	13	
Gender	Male	25	20	
	Female	103	80	
Qualification	GNM	65	51	
	BSC / PBBSc	58	45	

	MSc Nursing	5	4
Experience in years	0-2 yrs	61	48
	2-4 yrs	38	30
	4-6yrs	14	11
	> 6yrs	15	12
Income per month (Rs)	0-20000	43	34
	20000-30000	69	54
	30000-40000	11	9
	> 40000	5	4
Marital Status	Unmarried	39	30
	Married	78	61
	Divorced/ Separated	5	4
	Widow/Widower	6	5
Type of Family	Nuclear family	95	74
	Extended Family	14	11
	Joint family	19	15

The table-1 shows that, according to age 48% of nurses were in between 21–24 years of age, in gender female nurses dominated by 80% among the sample, by qualification 51% nurses done GNM, 0-2 yrs experience having 48% of nurses, Rs.20000-30000 income per month by nurses, according to marital status 61% of nurse were married, in family types 74% of nurses from nuclear families, according to marital status 100% students are unmarried.

Table-2a Table-2 Frequency & percentage distribution of Mean score and SD of Practice environment

Variable		Frequency (f)	Percentage
PES-NWI	Poor (< 2.5)	41	32%
	Favorable (2.5-3)	82	64%
	Good (>3)	5	4%

The table-2a shows that, 64% of nurses feels favorable environment and 4% of nurses feels good practice environment.

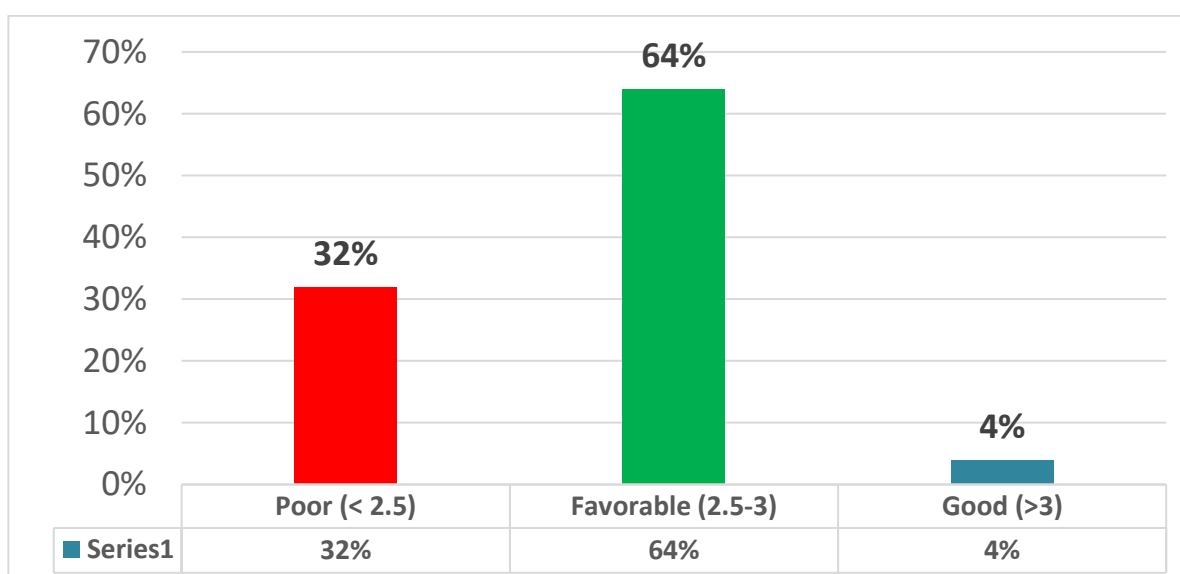


Fig-1: Bar diagram of level of practice environment among nurses

Table-2b: Mean score and SD of Practice Environmental Scale-Nurses work Index subscales

PES-NWI Subscales	Mean value	SD	n=128
Nurse Participation in Hospital Affairs	2.67	0.497	
Staffing and Resource Adequacy	2.79	0.495	
Nurse Manager Ability, Leadership, and Support	3.10	0.556	
Staffing and Resource Adequacy	2.89	0.602	
Collegial Nurse-Physician Relations	3.01	0.696	

The table-2b shows that, 2.67 mean score is very low subscale is Nurse Participation in Hospital Affairs

Table-3: Mean value, SD and single mean t-test value of practice environment among nurses

Variables	Mean value	SD	t-test value	df	p value
PES-NWI	2.55	0.382	75.57	127	0.00

The table-3 shows burn out mean value is 2.55 and SD is 0.382 and t-test value is 75.57 and *p value* is 0.000 Therefore, the research hypothesis (H_1) is accepted (*p* values <0.05%) and null hypothesis (H_0) rejected. There is a significant practice environment among nurses at selected hospitals.

Table-4 Chi-square value of level of practice environment with selected background variables among nurses

Background variables	Df	χ^2	p-value
Age	6	6.952	0.325
Gender	2	6.069	0.048*
Qualification	4	3.177	0.529
Experience in yrs	6	8.42	0.209
Income per Month (Rs)	6	10.299	0.113
Marital Status	6	8.201	0.224
Type of Family	4	13.826	0.008*

Therefore, the research hypothesis (H_2) is accepted (*p* values <0.05%) in gender and types of family variables and null hypothesis (H_0) is accepted (*p* values >0.05%) in remaining variables.

RESULT:

The study included a sample of 128 registered nurses. It revealed that 64% of nurses were feeling favorable practice environment & 4% with good practice environment but 32% of nurses feeling poor environment at selected health care settings. In subscales the Nurse Participation in Hospital Affairs contributing major part in poor practice environment. There is significant ($p < 0.05\%$) level of practice environment among nurses. There is significant association between level of practice environment with gender and types of family variables.

CONCLUSION:

The study concludes that favorable practice environment among nurses, but with notable (32%) levels of poor practice environment felt by nurse working at selected settings. These findings remind the measures need to healthier working environment in a line of delivering quality health care services.

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