

Perception of the psychosocial working conditions in a group of nurses working in hospitals and primary health care

Kalandyk H.^{1 A-D*}, Penar-Zadarko B.^{2 A,C,E,F}, Krajewska-Kułak E.^{3 A,C,E,F}

1. Department of Social and Humanistic Studies, State Higher Vocational School in Tarnobrzeg, Poland
2. Institute of Nursing and Health Sciences, Medical Faculty, University of Rzeszow, Poland
3. Department of Integrated Medical Care, Medical University of Białystok, Poland

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ABSTRACT

Introduction: In the nurses group, it is required to have great psychosocial skills, guaranteeing the high quality of professional services.

Purpose: To assess the psychosocial working conditions of nurses, depending on their place of employment.

Material and methods: The study involved 570 randomly selected nurses. It was based on a diagnostic survey using a standardised questionnaire of Psychosocial Working Conditions (PWC).

Results: Correlation factors between the overall and average level of satisfaction with the work were quite high – exceed 0.30 and even 0.40. The greater was the need for change, the lower was the job satisfaction. High sense of self-control at work, social support, or wellbeing was linked with better ratings. Psychophysical requirements were assessed as the worst, and the least frequent were the additional requirements resulting from the conflict

nature of the job and overload. Nurses from voivodeship hospitals rated their work lower in the category of intellectual demands, and nurses from the Primary Health Care - in the category of requirements resulting from the conflict nature of the job and overload. Behavioural control and the need for change were different for PHC and the other two hospitals. Psychological wellbeing in district hospitals was worse than in the other two types of medical institutions.

Conclusions: The larger was the sense of work control, or sense of social support, the higher was the job satisfaction. The higher the level of requirements and the need for change, the lower was the satisfaction of the assessed aspects of work. There were clear differences in the assessment of the psychosocial working conditions of nurses from hospitals and nurses from PHC.

Key words: Nurse, place of work, psychosocial conditions

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