

Abstract

Title: *Work environment and job satisfaction for nurses at Regions- and University Hospitals*

Introduction: Research indicates that the health care work environment is under pressure, which is affecting patients and nurses in a negative direction. Furthermore, it is well established that work environment factors are associated with job satisfaction. This study seeks to investigate, how nurses employed in Danish emergency departments and trauma centers perceive their work environment, and if there are any differences in job satisfaction between types of hospitals. Furthermore, this study seeks to investigate which factors may be associated with positive job satisfaction.

Aims: 1) to explore the work environment among nurses working in emergency departments and trauma centers in Denmark 2) to identify factors associated with and affecting positive job satisfaction.

Methods: Work environment factors and job satisfaction were measured using the validated questionnaire DPQ (Danish Psychosocial Questionnaire). 525 nurses from seven Danish Regions- and University Hospitals were included (n=304, response rate=58%).

Comparisons of work environment and job satisfaction between two different types of hospitals were performed.

The association between work environment factors and job satisfaction were analyzed using linear regression and Spearman's rank correlation coefficient.

Results: Nurses from Regions Hospitals rated the quality of their work environment higher than nurses from University Hospitals. Level of stress and satisfaction were higher at Regions Hospitals; however, only a few analyses were significant.

The rate of job satisfaction was high, and no significant differences between the two types of hospitals were found ($p=0,320$). Significant associations between work environment and job satisfaction were found ($p= < 0,001$). Reward and engagement were strongly predictors for job satisfaction, followed by management and teamwork. Organization of the work was less important, but still significant.

Conclusion and implications for practices: No significant difference in job satisfaction between the two types of hospitals was found. However, because of the response rate (58%), results must be interpreted with caution.

To affect job satisfaction positively: reward, engagement, management and teamwork are factors to focus on.

Magnet Recognition Program® is a well-documented way of improving quality of the health care work environment. Thus, such interventions should be considered in the Danish health care system.

Keywords: Emergency nurse, job satisfaction, questionnaire, hospitals, work environment

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