A STUDY ON FACILITATORS OF WORK ENGAGEMENT AND THE BARRIERS HINDERING IT IN NURSING

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ABSTRACT

An "engaged employee" is one who is fully involved in, and enthusiastic about, his or her work, and thus will act in a way that furthers their organization's interests. The purpose of this study was to know the work engagement of nurses in their respective work. A survey design tested the model in a random sample of 100 staff nurses in acute care hospitals across Jalandhar. The data, after collection was processed and analysis was made. Relation of work engagement with job embeddedness, work holism and burnout was found out in the study. After the test was applied eight factors were found out among which six were the factors which were the facilitators of work engagement i.e. flow of information", job engagement factors", "empowerment", "parity", "egalitarian culture", "learning culture and two were the hindering factors "dissatisfaction “and "exploitation”. Further hindering factors were divided in to external & internal factors. External factors were, burdened; less pay, trouble sleep and internal factors were emotional factor, work life imbalance. Various factors which facilitates and inhibits the nurses in order to get engaged in their and helps in understanding the various measure that can be taken to reduce the hindrances at workplace of nurses.

KEY WORDS: Egalitarian Culture, Empowerment, Parity, Dissatisfaction, Exploitation