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Workplace factors in association with nurses' well-being and psychological health

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Introduction: Hospitals have an essential role in the health care system for delivering nursing and other related services 24 hours per day. Leadership in nursing is crucial because nurses represent the biggest discipline in healthcare and play an essential role in carrying in the [healthcare system](#). The aim was to identify workplace factors associated with nurses' well-being and psychological health.

Methods: A cross-sectional study was conducted in 75% of Slovenian hospitals. Descriptive statistics and multivariate regression analysis were used in quantitative research. According to a qualitative study, semi-structured interviews were used. In the quantitative and qualitative study participated hospital nurses from the same hospitals.

Results: 89% of nurses' well-being and 51% of nurses' psychological health could be predicted with leadership style, leaders' knowledge and skills, leaders' characteristics, workplace stress, and [managing stress](#). Only half of the hospital nurses have positive well-being, but 85% of hospital nurses have good psychological health. The content analysis gave six main categories: Leadership style; Leaders' characteristics; Leaders' knowledge and skills; Stress; Patients and Organization; which is vital for nurses' wellbeing and psychological health.

Discussion and Conclusions: The study confirmed the importance of leaders' skills and knowledge, leaders' characteristics, and leadership styles for nurses' well-being and [psychological health](#). For hospital management it's crucial to take care about nurses' wellbeing and health. Hospitals can be success if their employees have a high level of well-being and psychological health. It is essential that leaders monitor nurses' well-being and take care of nurses' health. That is the only way that hospitals adapt to each individual nurse and reach better success and quality. Nurses in hospitals will have better well-being and health if nurse leaders lead nurses by example and offer appropriate support to nurses.

Biography

Mateja Lorber is an Associate Professor at the University of Maribor, Faculty of Health Sciences. Before, she worked at the University Medical Centre Maribor as a registered nurse. Her main research interest and lecturing are gerontology nursing, managing chronic disease, leadership, and research in nursing. She presented her work at international scientific conferences and published original scientific papers in domestic and foreign scientific journals. She received the highest award of the Association of Nursing Care and Midwifery of Slovenia for successful work and contribution to the implementation of programs in the field of nursing, bronze and gold recognition for achievements and merits in pedagogical and scientific research work from Faculty of Health Sciences and award for scientific research, art, and educational work for exceptional successes, achievement, and merit from the rector of the University of Maribor. She is an editor in chief and managing editor for Slovenian Nursing Review.

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