Relation between Job Crafting and Job Satisfaction among Staff Nurses

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Abstract

Background: Job crafting is a proactive behavior the changes that nurses make in the levels of job demands and job resources of constructive behavior in which workers aggregate resources to meet their needs which increases their job satisfaction. **Aim:** This study aimed to assess the relation between job crafting and job satisfaction among staff nurses. **Research design:** A descriptive, correlational design was used. **Setting:** The study was conducted at Benha University Hospital at Al-Kalubia Government. **Subjects:** A simple random sampling technique was used to select 169 staff nurses **Tools of data collection:** Data were collected by using two tools namely, the job crafting scale and the nurses' job satisfaction scale. **Results:** More than half of studied staff nurses had a low job crafting level and half of them had a high job satisfaction level. **Conclusion:** There was a positive correlation between job crafting and job satisfaction. **Recommendations:** Nurse managers stimulate nurses' job crafting process through the acceptance of job crafting as a positive and desirable practice. And providing a spiritual and trustful work environment for creating emotional relationships with nurses to enhance job satisfaction.

Keywords: Job crafting, Job satisfaction, Staff nurses.

Introduction

Job crafting is influenced by the level of job demand and job resources in the Job-demand-resources (JD-R) model, with the standard characteristics of optimal job demands and providing the funds necessary for nurses' work that can satisfy nurses in completing their work **(Hopp, et al 2018).**

Job crafting is an employee-driven technique for work restructuring that helps attain these goals better while using fewer resources. This well-designed environment is significant for nurses and influences patients **(Elsayed, 2019).**

Job crafting is a kind of self-oriented behavior that individuals use to improve their fit with jobs, revise the meaning of their work, and change their work identity. Job crafting is a self-initiated form of work behavior in which nurses actively change the perceived characteristics of their jobs regarding tasks,

relationships, and cognitive appraisal to better align with their goals and needs **(Kim, & Beehr, 2019).**

Job crafting is categorized into three categories: relational, task, and cognitive crafting. Job crafting enhances the alignment among the cognitive, relational, and task limits, leading to improved quality of care for nurses' patients **(Zhang, Parker,2019).**

Job satisfaction is a positive or negative evaluative judgment about the work and the situation. If nurse engagement and job satisfaction are not optimal, it may cause a variety of adverse outcomes for organizations such as reduced commitment, lower productivity, and increased nurse turnover **(Petrou , et al .2018).**

Job satisfaction is positively interrelated to nurses' retention and intent to stay furthermore, job Satisfaction has a positive association with job performance. Over the past few decades,

the global shortage of nurses has been steadily growing. Studies have shown that job dissatisfaction is positively linked with employees' intention to quit and worsens the overall nursing staff supply for healthcare organizations. Some sources of job satisfaction include consistency among the nursing staff, management's engagement and support, autonomy, ability to decide, and patient relations **(Arroyo, 2020).**

Hence, the ability to change one's tasks or aspects of one's work environment is the primary trait of job crafting behaviors. This, in turn, leads to a transformation of one's work meaning or identity, which typically results in an improvement in job performance, career competencies, productivity, and job satisfaction **(Abdullah & Shoaib, 2021).**

Significance of the study

Nurses experience high levels of stress while providing daily care to patients. To overcome this issue, it is important to proactively implement administrative regulations that facilitate a healthy and comfortable working environment and stimulate job crafting. Job crafting enables nurses to create occupation models by altering the physical, cognitive, and relational components of the working activity that lead to job satisfaction **(Cheng et al., 2020).**

Job satisfaction boosts nurse's satisfaction, so the dissatisfaction may lead to a lack of innovation and decisions will be taken slower. So, organizations are now motivating their employees to generate and implement new ideas that may improve overall service quality and performance **(Niskala et al., 2020)**. It is significant for the hospital to understand the individual-level characteristics of the individual such as job crafting affecting the performance and job satisfaction of nurses. So, the current study was conducted to assess the

relation between job crafting and job satisfaction among staff nurses.

Aim of the study:

This study aimed to assess the relation between job crafting and job satisfaction among staff nurses.

Research Question:

Is there a relation between job crafting and job satisfaction among staff nurses?

Subjects and methods:
Research design:

A descriptive correlational design was used to conduct this study. This design was used to determine the association between job crafting and job satisfaction of staff nurses.

Research setting:

The study was conducted in Benha University Hospitals at Al-Kalubia Government. It provides care for patients in different medical and surgical specialties with a wide range. The total bed capacity of the hospital was 380 beds. The current study was conducted in inpatient medical and surgical departments which included 27 departments.

Subject:

The study subject of 169 staff nurses out of the total population of staff nurses was (300) who worked in the aforementioned setting.

Sample size:

The sample size was calculated according to the following formula **Thompson, (2012).**

$$ n = \frac{Np(1-p)}{(N-1)(d^2/z^2) + p(1-p)} $$

N= Population (300)
Z= confidence level 95% (1.96)
P= probability (50%)
d= margin of error (0.05)
So, sample size (n) = 169

Sampling technique:

Staff nurses were selected by a simple random sampling technique.

Data collection tools:

Two tools were used to collect data for the current study namely, the job crafting scale and the nurses' job satisfaction scale.

Tool I: Job Crafting Scale:

This tool is composed of two parts:

Part 1: This part was used for the collection of data related to the personal and job characteristics of staff nurses including age, gender, marital status, nursing qualification, and experience years in nursing.

Part 2: This part consisted of a job crafting scale adopted by **Tims et al., (2012)** to assess job crafting levels among staff nurses.

It included 21 items divided into 4 dimensions; increasing structural job resources (5 items) e.g. " decide on my own how do things.", and decreasing hindering job demands (6 items) e.g. " try to ensure that do not have to make many difficult decisions at work.", increasing social job resources (5items) e.g. " ask my supervisor to coach me.", and increasing challenging job demands (5 items) e.g. " When an interesting project comes along, offer myself proactively as project".

Scoring system:

Staff nurses' responses were measured on a 3-point Likert scale (1= never 2=sometimes and 3= always). The total score was calculated by cut-off points and summing scores of all categories. The total scores represent varying levels as a high level of nurses' job crafting >75%, a moderate level of nurses' job crafting 60-75%, and a low level of nurses' job crafting < 60%.

Tool II: Nurses' Job Satisfaction Scale:

This tool aimed to assess staff nurses' job satisfaction was adopted from **João et al.,**

(2017). It consisted of 37 items divided into six dimensions as follows: satisfaction with the leadership (12 items) e.g. " satisfied with my superiors' respect for my work", satisfaction with the organization and resources (8 items) e.g. " satisfied with the organization of my workplace.", satisfaction with professional recognition; (5 items) e.g. " satisfied with the patients' respect for my work", satisfaction with co-workers (5 items) e.g. " satisfied with the level of trust that has in coworkers", satisfaction with the recognition and remuneration (5 items) e.g. " satisfied with my salary taking into account skills/knowledge" and satisfactions with staffing (2 items) e.g. " satisfied with the nurse to patient ratio in a shift".

Scoring system:

Staff nurses' responses were measured on a three-point Likert scale (1= dissatisfied, 2= neutral satisfied, and 3= satisfied). The total score was calculated by cutoff point and summing scores of all categories. The total score represents varying levels of job satisfaction: High level of nurses' satisfaction >75%, moderate level of job satisfaction 60-75%, and low level of nurse satisfaction <60%.

Validity and reliability:

The tools were assessed for validity by the original authors. These tools were translated back-to-back into the Arabic language by the researchers to achieve the criteria of trustworthiness; these tools were assessed and evaluated for face and content validity by a jury group. The five experts from Faculty members in the Nursing field in Nursing Administration, to ascertain the relevance, clarity, and completeness of the tools. Experts elicited responses that either agreed or disagreed with the face and content validity.

The reliability of the tools was assessed by measuring their internal consistency by

determining the Cronbach alpha coefficient, which proved to be high as indicated in the following table:

Table (I): Description of tools reliability:

Tools	Cronbach Alpha Coefficient	
	No of items	Cronbach alpha
Job crafting scale	21	0.93
Nurses' Job Satisfaction Scale	37	0.95

Operational Design:

The operational design of this study included three phases namely: the preparatory phase, pilot study, and field work.

Preparatory phase:

This phase started at the beginning of April 2021 and was completed at the end of June 2021. In this phase, the researchers reviewed the national, international, current, and past related literature, and used textbooks, articles, journals, and the internet to be acquainted with the topic of the study, subjects of the study, and tools.

Pilot study:

The pilot study was conducted on 17 staff nurses who were selected randomly and represented about 10% of 169 staff nurses in the main study sample. The pilot study aimed to examine the applicability of the tool, and clarity of language, and assess the feasibility and suitability of the designated tools. It also served to estimate the time needed to fill in the forms by each study subject and identify potential obstacles and problems that may be encountered during data collection. The pilot study took two weeks in July 2021. It showed that the staff nurses took 35-45 minutes to fill in the questionnaire sheets. Data obtained from the pilot study was analyzed, and no modifications were made. So, the study subjects who participated in the pilot were included in the main study sample.

Ethical consideration:

Before the actual work of the research study, ethical approval was obtained from the scientific research ethical committee of the Faculty of Nursing at Benha University. In addition, a written agreement was obtained from each participant in the study. The aim and purpose of the study were explained to staff nurses who were included in the study. Also, it assured maintaining anonymity and confidentiality of the subject data. The subjects were informed that they were allowed to choose to participate or not in the study and that they had the right to withdraw from the study at any time without giving any reason and the collected data was kept confidential and used for research only.

Administrative Design:

Before any attempt to collect data, official approval to conduct the study was obtained from the medical and nursing directors of the Benha University Hospital. This was done by issuing letters from the Faculty of Nursing clarifying the aim of the study. The letter stained the aim of the study and forms of data collection tools. Meetings were held between the researchers, the nurse manager, and the staff nurses of each unit. The aim of the study was discussed with them, and the time of data collection to gain their approval, and cooperation and seek support.

Fieldwork:

The fieldwork started after getting official permission to conduct the study. It took three months starting at the beginning of August 2021 and completed at the end of October 2021. The researchers visited the study setting, met with the hospital's nursing directors to explain the study's aim, and got their approval and cooperation. The researchers introduced herself to staff nurses in the workplace to explain the aim and components of the tools, invited staff nurses to

participate in data collection, and instructed them on how to fill them in.

Data was collected two days per week on the morning and afternoon shifts. The researchers collected about 13 to 15 questionnaires every week. The filled tools were handed back to the researchers to check each one to ensure its completion.

Statistical analysis:

Data entry was done using the SPSS version 25 computer software package. Data were presented using descriptive statistics in the form of frequencies and percentages for qualitative variables and means and ± standard deviations for quantitative variables. Qualitative variables were compared using a chi-square test.

Cronbach's Alpha coefficient was calculated to assess the reliability of the tools through internal consistency. Pearson correlation coefficient (r) was used for assessment of the inter-relationship among quantitative variables. The confidence level chosen for the study was 95%. Statistical significance was considered at p-value <0.05.

Results:

Table (1): The study sample consists of 169 staff nurses. According to their demographic characteristics, slightly less than two-thirds (62.8%) of them were female. So, 62% of them had experienced years less than 10 years with mean ±SD (12.38 ±9.61), also, (56%) of them were married, and slightly more than half of them (53.8%) their age less than 30 years old with Mean± SD (37.45±9.93), and. Only (6.6%) were aged more than 40 years and 10% of them had more than 20 experience years.

Table (2): Represents staff nurses' mean scores according to dimensions of job crafting. nurses' total mean score for job crafting was 36.54 ± 0.43. The highest staff nurses' mean scores 9.51 ± 0.27 and 9.33±0.44 were related to dimensions of decreasing hindering job demands and increasing social job resources respectively. The lowest staff nurses' mean

scores 8.55±0.52 and 9.16±0.66 were related to dimensions of Increasing challenging job demands and increasing structural job resources respectively.

Figure (1): It shows that slightly more than half (58%) of studied staff nurses had a high job crafting level, (20%) of them had a moderate job crafting level, and (22%) of them had a low job crafting level**.**

Table (3): Represents Staff nurses' mean scores according to dimensions of job satisfaction. As noticed, nurses' total mean score of job satisfaction was 58.6 ± 0.38. The highest staff nurses' mean scores 17.43±0.45, and 12.75±0.35were related to dimensions of satisfaction with the leadership, and satisfaction with organization and resources, respectively. The lowest staff nurses' mean scores 2.40±0.52 and 7.66±0.57 were related to Satisfaction with staffing and satisfaction with recognition, and remuneration, respectively.

Figure (2): It shows that half (50%) of them had a high job satisfaction level and (15%) of them had a moderate job satisfaction level, while (35%) of them had a low job satisfaction level.

Table (4): describes the relations between the job crafting of staff nurses and their personal and job characteristics. It shows that, higher mean scores regarding job crafting of staff nurses who were female with Mean ±SD (92.6±11.6) and aged less than 30 years with Mean ±SD (90.8±6.1). Moreover, there is are statistically significant relation between the job crafting of staff nurses and their gender and Experience years in nursing.

Table (5): Describes the relations between the job satisfaction levels of studied staff nurses and their personal and job characteristics. It shows higher level percent regarding job satisfaction levels of 42%studied staff nurses who had nursing experience less than 10 years, and 41% of them were married. Meanwhile,

half of them had low levels of job satisfaction and were aged more than 40 years, and technical health institute nurses Moreover, there are statistically significant relation between job satisfaction levels of studied staff nurses and their age and marital status. There is a high statistical significance relation between the job satisfaction levels of studied staff nurses and their experience years.

Table (6): It notices that there is a positive statistical correlation between job satisfaction and job crafting (r= 0.537 and p <0.001*).

Table (1): Personal and job characteristics of studied staff nurses (N=169)

Characteristics	No.	Percent
Age:		
<30	91	**53.8**
30≥40	67	39.6
≤40	11	6.6
Mean ± SD 37.45±9.93		
Gender:		
Female	106	**62.8**
Male	63	37.2
Marital Status:		
Married	95	**56**
Unmarried	74	44
Nursing qualification:		
Nursing Diploma	56	33
Technical Institute of Nursing	51	30
Bachelor of Nursing	62	**37**
Experience years in nursing:		
<10	104	**62**
10≥20	47	28
≤20	18	10
Mean ± SD 12.38 ±9.61		

Table 2: Staff nurses' mean scores according to dimensions of job crafting (N=169).

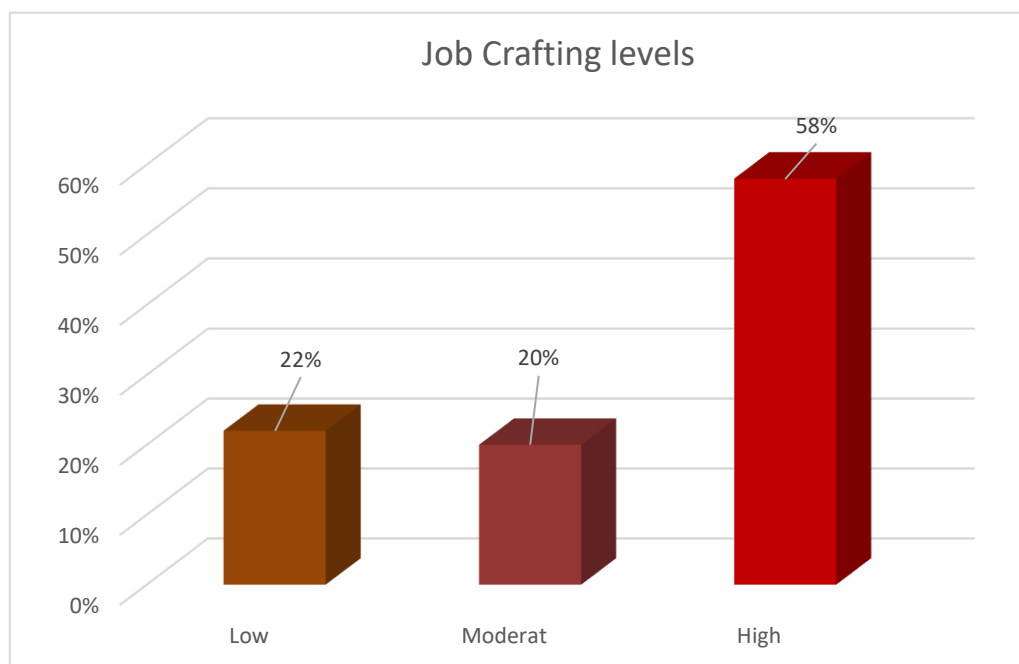| dimensions	Max. score	Mean	SD
Increasing structural job resources	15	9.16	0.66
Decreasing hindering job demands	18	9.51	0.27
Increasing social job resources	15	9.33	0.44
Increasing challenging job demands	15	8.55	0.52
Total job crafting	63	36.54	0.43

Figure (1): Total job crafting levels of studied staff nurses (N=169).

Table 3: Staff nurses' mean scores according to dimensions of job satisfaction (N=169).

dimensions	Max. score	Mean	SD
Satisfaction with the leadership	36	17.43	0.45
Satisfaction with the organization and resources	24	12.75	0.35
Satisfaction with professional recognition	15	9.91	0.49
Satisfaction with the coworkers	15	8.45	0.55
Satisfaction with recognition and remuneration	15	7.66	0.57
Satisfaction with staffing	6	2.40	0.52
Total job satisfaction	111	58.6	0.38

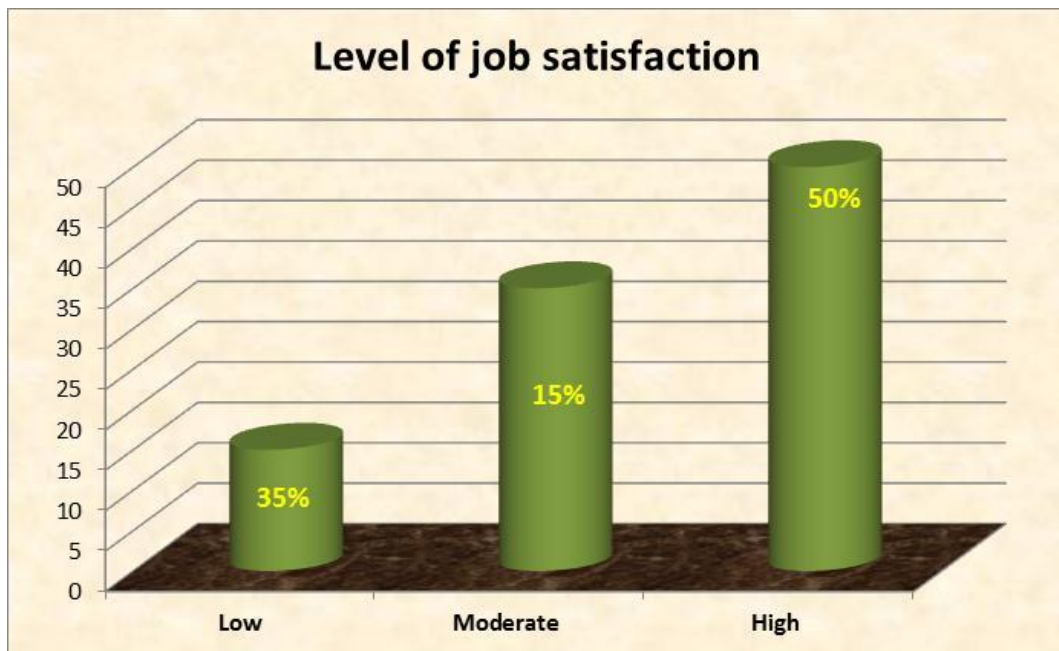**Figure (2): Total job satisfaction levels of studied staff nurses (N=169).**

Table 4: Relation between job crafting of staff nurses and their personal and job characteristics (n=169).

Personal and job characteristics	Mean percent (Max=100) Mean ±SD	Test of significance	p-value
Age:		f-test	
<30	90.8±6.1		0.41
30≥40	83.8±3.1	0.03	
40<	88.5±2.1		
Gender:	82.6±3.1	t-test	
Male			
Female	92.6±11.6	0.34	0.05*
Nursing qualification:		f-test	
Diploma	80.0±16.6		0.24
Technical Institute	83.7±2.5	1.32	
Bachelor	81.2±1.8		
Marital status:		t-test	
Married	80.8±6.1	0.03	0.41
unmarried	88.6±11.3		
Experience years in nursing:		f-test	
<10	81.1±5.7		
10≥20	78.8±5.12	0.28	0.05*
< 20	88.6±11.3		

(*) statistically significant at p<0.05

Table 5: Relation between job satisfaction levels of studied staff nurses and their personal and job characteristics (n=169)

Characteristics	High No	High %	Moderate No.	Moderate %	Low No.	Low %	X^2	P value
Age								
<30	35	38	31	34.3	25	27.7	0.632	0.052*
30≥40	27	40	17	13	23	35		
40+	5	33.3	1	16.7	6	50		
Gender								
Female	22	20.6	45	42.8	39	36.6	2.212	0.432
Male	21	32.4	15	24.3	28	43.3		
Marital status								
Married	23	41	20	35.7	13	23.3	0.179	0.057*
Unmarried	15	31.8	21	47.7	9	20.5		
Nursing qualification:								
Diploma	5	38.5	6	46	2	15.5	0.368	0.824
Technical Health Institute	15	30	10	20	26	50		
Bachelor	26	37.3	12	25.4	25	37.3		
Experience years:								
<10	44	42	35	33.8	25	24.2	0.665	0.01**
10≥20	13	28.6	17	35.7	17	35.7		
<20	5	20	9	50	5	30		

(*) statistically significant at p<0.05   (**) high statistically significant at p<0.01

Table (6): Correlations matrix between Job Crafting and Staff Nurses' Job Satisfaction (n=169).

Variables	Job Satisfaction	
	r	P
Job Crafting	0.537	0.001**

(*) Statistically significant at   p<0.01

Discussion:

Job crafting captures what staff do to voluntarily redesign their jobs in ways that can foster job satisfaction, as well as engagement, resilience, and the ability to thrive at work. Organizations generally design work as embodied in job descriptions; however, it is challenging for organizations to design jobs that fit the specific needs of all individual employees **(McKevitt et al., 2021)**.

This study aimed to assess the relation between job crafting and job satisfaction among staff nurses.

Regarding total job crafting levels of studied staff nurses. Present findings showed that slightly more than half of them had high job crafting levels, some of them had moderate job crafting levels, and some of them had low job crafting levels. From the researcher's point of view, this may have come back to staff nurses not thinking about in what way their job gives their life purpose, thinking about the methods in which their work positively impacts their life, and revealing the role their job had for overall well-being as well as they give favorite work activities that suit their abilities or interests.

In the same line as the study findings, a study conducted in Egypt by **Saad & Ahmed, (2020)** who study "Emotional Stability of Nurses and its Relation to Their Job Crafting", revealed that near to half of the studied nursing staff had low job crafting levels. Another study in disagreement with these present findings was a study conducted in Saudi Arabia by **Baghdadi et al., (2021)** who studied "The relationship between nurses' job crafting behaviors and their work engagement ", which revealed that the majority of the studied sample had low job crafting level.

However, in disagreement with these present findings, the study conducted in Egypt by **Fekry & Moustafa, (2021)** who study "Job Demands, Job Resources and its Relationship with Job Crafting among Head Nurses ", indicated that more than half of the studied sample a high-level regarding job crafting. Also, the findings of the study were consistent with another study in Egypt by **Attia & Elsayed-ElAraby, (2021)** who studied "Relationships among Organizational Identification, Cynicism, Job Demands-Resources and Nurses' Job Crafting" and revealed more than half of the studied sample had a high-level regarding job crafting.

Concerning the present study finding, that job crafting levels of studied staff nurses, the highest staff nurses' mean scores were related to dimension of decreasing hindering job demands From the researchers' point of view, these findings resulted from staff nurses who simultaneously increase challenges and decrease hindering demands by optimizing their resource use, leading to creativity so staff nurses with high job crafting levels don't have to make tough decisions while doing nursing activities.

This study findings were in agreement with the study was conducted in China by **Sun et al., (2020)** whose study "Crafting job

demands and employee creativity: A diary study", revealed that the most of studied sample have high levels regarding decreasing hindering job demands dimension items'. Also, another study was consistent with these findings, a study was conducted in South Africa by **De Beer et al., (2016)** who study "Job crafting and its impact on work engagement and job satisfaction in mining and manufacturing", and revealed that most of the studied participants have high level regarding decreasing hindering job demands dimension items.

The present study findings regarding the job crafting level of studied staff nurses the highest staff nurses' mean scores were related to increasing social job resources, From the researchers' point of view, these findings are coming from continuous feedback that helps staff nurses to improve their practice skills and weaknesses points. Feedback from supervisor colleagues gives staff nurses the likelihood of being successful in achieving work goals and information about their performance at work. While low inspiration from supervisors relates to low leadership skills and social intelligence. Another reason for social job resources is that staff nurses worked in direct contact with patients and not in direct contact with colleagues. The studied staff nurses may experience that they have few opportunities to increase their social job resources at work.

This finding was in the same line with the first study was conducted in European by **Wingerden et al., (2017)** who study "The longitudinal impact of a job crafting intervention ", and reported that increases in levels of feedback, and opportunities for professional development between employees who actively crafted their jobs and those who did not. Thus, through job crafting employees can optimize their work environment, which may increase their job resources. Also, this study in the same line conducted by **Fisher & Costa, (2022)** who study "Job crafting after

making mistakes: can leadership be an obstacle?", revealed that most of the studied sample high level regarding "I ask others for feedback on my job performance".

Concerning the total job satisfaction levels of studied staff nurses, the results of the current study showed that half of them had a high job satisfaction level, and more than one-third of them had a low job satisfaction level. From the researcher's point of view, this finding was a result of the staff nurses feeling valued and supported by the organization and supervisors, so they had high satisfaction regarding their job.

These results are supported by a study conducted in Canada by **Teruya et al., (2019)** entitled" Job Satisfaction of the nursing team in intensive care units", which indicated that most staff nurses had a high satisfaction level. A similar study finding was conducted in Nigeria by **Akinwale & George, (2020)** entitled" Work environment and job satisfaction among nurses in government tertiary hospitals in Nigeria", which presented high satisfaction among nurses.

On the other hand, a disagreement study conducted in Saudi Arabia by **Al-Ahmadi & Mahran, (2021)** who studied "Organizational Citizenship Behavior and Job Satisfaction from The Nurses' Perspective", reported that less than half had moderate job satisfaction levels. Also, the present findings disagreement with the study conducted in Egypt by **Said & El-Shafei, (2021)** entitled "Occupational Stress, Job Satisfaction, and Intent to Leave: Nurses Working on the Front Lines During COVID-19 Pandemic in Zagazig City, Egypt", presented that most staff nurses had low satisfaction regarding their job and attention to leave.

Regarding the correlation between the job crafting level of studied staff nurses and their personal and job characteristics. The present findings showed that there is a high statistical significance relation between the job crafting

levels of studied staff nurses and their gender and experience years in nursing. From the researchers' point of view, the present findings are due to recognizing the gender of nurses as an important force within an individual ability and motivations to proactively craft their job, also motivations to craft work and the role of an individual's social network within those behaviors differed based upon gender.so, these findings because of that by crafting their job demands and resources, individuals can proactively optimize their job fit and as a consequence experience their work as meaningful.

Regarding the correlation between the job satisfaction level of studied staff nurses and their personal and job characteristics. The present findings showed that there is a high statistical significance relation between the job satisfaction levels of studied staff nurses and their age. From the researchers' point of view, the present findings are because nurses' job satisfaction is correlated with the accumulated skills and experience with increased ages, as well as the quality of supervision, their relationships with their colleagues, and the nature of their work.

In the same line as this study's findings, a study conducted in Dammam KSA by **Al- Haroon& Al-Quhtani, (2019)** who study "The demographic predictors of job satisfaction among the nurses of a major public hospital in KSA' revealed that Most nurses reported moderate levels of overall job satisfaction. Greater job satisfaction was related to demographic factors such as sex (i.e. male), nationality (i.e. Saudi), and age (i.e. older).

Concerning the correlation matrix between job crafting and job satisfaction, these study findings show moderate positive statistical correlations between job satisfaction and job crafting. From the researchers' point of view, when the job crafting of the staff nurses increases, their job satisfaction will increase

too, and the work environment is more likely to be enthusiastic about their job and driven to behave in ways that serve the organization.

The study was consistent with a study conducted in, Turkey by **Polatci & sobaci, (2020)** who studied "The effect of job crafting on job satisfaction research on teachers", and revealed that job crafting has a favorable and significant impact on job satisfaction.

Conclusion:

Regarding the current study findings, it can be concluded that slightly more than half of staff nurses had high job crafting levels and half of them had high job satisfaction levels. There was a positive statistical correlation between job crafting. and job satisfaction.

Recommendations:

Based on the present study findings the following recommendations are suggested:

- Nurse Managers stimulate nurses' job crafting process through the acceptance of job crafting as a positive and desirable practice.
- Provide a spiritual and trustful work environment for creating emotional relationships with nurses to enhance job satisfaction.
- Giving an opportunity to nurses to participate in decision-making increases satisfaction and engagement.
- Conduct In-service training programs about enhancing managers' support to increase staffing job satisfaction.

Further studies:

- Assess the relationship between job crafting and organizational change among nurses.
- Assess the relation between job satisfaction and quality of work life among nurses.

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العلاقة بين صياغة الوظيفة والرضا الوظيفي بين الممرضين

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صياغة الوظيفة هي سلوك استباقي يعرف بأنه التغييرات التي تجريها الممرضات في مستويات متطلبات العمل والموارد الوظيفية ، وهو مثال على السلوك البناء الذي يقوم فيه العمال بتجميع الموارد لتلبية احتياجاتهم مما يزيد من رضاهم الوظيفي. لذا هدفت هذه الدراسة إلى تقييم العلاقة بين صياغة الوظيفة والرضا الوظيفي لدى ممرضي الموظفين. وتم استخدام تصميم وصفي ارتباطي. وقد أجريت هذه الدراسة في مستشفيات جامعة بنها. وتم تضمين العينة على ١٧٠ ممرضا وممرضة في الدراسة باستخدام تقنية أخذ العينات العشوائية البسيطة. وتم جمع البيانات باستخدام مقياس صياغة الوظائف ومقياس الرضا الوظيفي للممرضين. واظهرت النتائج بأن أكثر من نصف ٥٨٪ من الممرضات الذين شملتهم الدراسة لديهم مستوى منخفض في صياغة الوظائف والنصف (٥٠٪) لديهم مستوى عال من الرضا الوظيفي. كما كانت هناك علاقة إيجابية معتدلة بين صياغة الوظيفة والرضا الوظيفي. واوصت الدراسة بتقديم عدد لا بأس به من المكافآت والحوافز لزيادة الرضا الوظيفي وتقدير السلوكيات الإيجابية لممرضات الموظفين.