STUDY THE FACTORS CONTRIBUTING TOWARDS NURSES ENGAGEMENT WITH REFERENCE TO DISTRICT HOSPITAL KARAD

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ABSTRACT:

This research article predominantly focused on engagement of nurses staff which is working in Venutai Chavan District Hospital Karad. Many Research has been done in employee engagement based on that various Research material, there are some identified factors which contributing towards employees engagement, those factors has been utilized for studying the nurses engagement in district Hospital Karad. Data analysis has been done by randomly collected 40 sample of nurses staff as well as mentorn. Nurse engagement with the organization and the profession reduces compassion fatigue, burnout, and turnover while improving teamwork.

KEYWORDS*: nurses engagement , burnout and turnover , improving teamwork.*

INTRODUCTION

The idea of medical attendant commitment is frequently used to depict medical attendants' promise to and fulfillment with their occupations. In all actuality, these are only two features of commitment. Extra contemplations incorporate medical attendants' dimension of pledge to the association that utilizes them, and their promise to the nursing calling itself. Since medical caretaker commitment connects legitimately with basic security, quality, and patient experience results, understanding the ebb and flow condition of attendant commitment and its drivers must be a vital objective.

This Project was talked about the present condition of attendant commitment in VenutaiChavan Government clinic Karad, including factors that effect commitment. We additionally quickly depict the potential effect of sympathy weariness and burnout, and approaches to offer empathetic associated care for the parental figure. Such knowledge is essential to the calling's manageability under the heaviness of statistic, monetary, and mechanical weights being felt over the business, and is likewise basic to the accomplishment of methodologies to improve human services conveyance results over the continuum of consideration.

The importance of nurse engagement

- Overall engagement of these qualified Nurse staff members also plays an important role in improving quality across a health system.
- A wide variety of peer-reviewed studies, patient surveys, and data-driven reports have documented the impact nurses have on both patient satisfaction and health outcomes.
- A recent study showed that nurse engagement is the number one predictor of mortality variation across hospitals.

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- This means that it's not enough for hospitals to simply add more staff; instead, they must look closely at the engagement levels of current staff in order to maintain optimal care practices.

Problem Statement: Study the factors contributing towards Nurses Engagement with reference to District Hospital Karad.

Identified Factors of Nurses Engagement:

1. Impact of Tenure and Level of Care Impact of Tenure of employee or it may be related to more significant issues of employee empowerment, work design, or leadership

2. Differences in Drivers of Nurse EngagementThe key drivers of medical caretaker commitment included:

- This association gives amazing consideration and administration.
- This association approaches representatives with deference.
- I like the work I do.
- The condition at this association makes representatives in my work unit need to go well beyond what's anticipated from them.
- My pay is reasonable contrasted with other human services bosses around there.
- My employment utilizes my aptitudes and capacities.
- I get the apparatuses and assets I have to give the best consideration/administration for our customers/patients.
- This association gives profession advancement openings.
- Patient security is a need in this association.
- These key drivers offer understanding into the most basic factors that impact commitment.

As a gathering, they speak to the kinds of things that have the best effect on by and large commitment of medical attendants. Separately, every thing tells a bit of the commitment story. Acknowledge that these drivers depend on a locale medical clinic.

2. Length of Shifts
3. Compassion Fatigue and Burnout
4. Compassionate Connected Care™ for the CareGiver
5. Acknowledge the Work
6. Support Teamwork
7. Encourage Work/Life Balance
8. Ensure Communication

OBJECTIVES:
1. To understand the concept of Nurses engagement
2. To identify the factors contributing towards Nurses engagement
3. To Know the opinion of Nurses staff on various factors of Nurses engagement
4. To invite valuable suggestion from Nurses staff towards their engagement.

Scope:
1. Conceptual Scope:
The term employee engagement was firstly used by the human resource practitioners and business firm, but in academic community the concept was rarely discussed. Kahn (1990) was the first academic researcher to define the concept of employee engagement. According to Kahn (1990) employee engagement is the level of commitment and involvement of the employees towards their organization and its values. While Perrin (2003) defined engagement "as willingness or enthusiasm that the employee holds to spend optional effort towards the job." In a study about antecedent and consequences of employee engagement, Saks (2006) defines employee engagement as the extent to

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which an individual is attentive and absorbed in the performance of his/her roles. It is the positive feeling that employees have towards their jobs and also the motivation and effort they put into it.
2. Geographical Scope:This project study is limited to Cottage Hospital, Karad

RESEARCH METHODOLOGY:
Descriptive research involves gathering data that describe events and then organizes, tabulates, depicts, and describes the data collection (Glass & Hopkins, 1984).Simple random sampling technique was used to select sample size. In this Research study total 40 sample size has been used for this study.

DATA COLLECTION METHODS
A) Primary Sources: The data collected through the primary source from the Nurses staff with the help of Questionnaire. This is the first hand information. The subject was thoroughly discussed with the staff concerned.
B) Secondary Sources: The secondary data is published material such as, text book, register of nurses staff, duty allotment sheet , book, and research paper.
The Tabulation, Bar Chart, Percentage, and Pie Chart was used for data analysis and interpretation

Data Analysis:
Demographic Characteristics

1.   Gender
Table no. 1 Gender

Gender	No. of Respondents	Percentage
Male	4	10
ale	36	90
Total	40	100

Interpretation:
The above table and graph shows that 90 Percent respondents are Female candidates and only 10 percent are male candidates.

2. Education
Table No.2 Education

Education	No. of Respondents	Percentage
GNM	32	80
B.Sc. Nursing	8	20
M.Sc. Nursing	0	0
Ph.D.	0	0
Total	40	100

Interpretation: The above table and graph shows that 80 % of respondents are taken education as GNM and 20 % of them have done B.Sc. Nursing.

3. Position
Table No. 3 Position

Particulars	No. of Respondent	Position
staff nurses	32	80
Mentron	8	20
Total	40	100

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Interpretation: The above table and graph shows that 80 % of respondents are working as staff nurses and 20 percent of respondents are working as Mentron

4. Experience

Table no. 4 Tenure

Particulars	No. of Respondent	Tenure
0 to 2	11	27.5
3 to 5	21	52.5
6 to 8	4	10
9 to 11	4	10
Total	40	100

Interpretation: The above table and graph shows that, 10 % of respondents are having 9 to 11 years of experience, 10% of respondents are having 6 to 8 years of experience, 27.5% of respondents are having 0 to 2 years of experience and 52.5% of respondents are having 3 to 5 Years of experience.

5. Differences in Drivers of Nurse Engagement
Table No. 5

Particulars of Differences in Drivers of Nurse Engagement	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. This organization provides high-quality care and service.	5	30	5	0	0
2. This organization treats employees with respect.	10	30	0	0	0
3. I like the work I do.	10	30	0	0	0
4. The environment at this organization makes employees in my work unit want to go above and beyond what's expected of them.	0	0	25	10	5
5. My pay is fair compared to other healthcare employers in this area.	0	0	10	18	12
6. My job makes good use of my skills and abilities.	11	19	7	3	0
7. I get the tools and resources I need to provide the best care/service for our clients/patients.	0	0	10	18	12
8. This organization provides career development opportunities.	0	0	10	18	12
9. Patient safety is a priority in this organization.	0	0	10	18	12
10. These key drivers offer insight into the most critical factors that influence engagement.	15	15	10	0	0
Mean	5.1	12.4	8.7	8.5	5.3
SD	5.87745	13.938	7.008725	8.7082	5.96378

Interpretation :

From above table it reveals that this organization provides high-quality care and service, organization treats employees with respect. Respondents are like their job, Respondents are not satisfy the work environment. Respondents opinioned that they are not having fair pay compared to other healthcare employers in this area. This job makes good use of their skills and abilities. Respondents are not satisfy with the tools and resources which they get. Respondents ate also dissatisfy regarding career development opportunities. Repondents are partially agree with Patient safety is a priority in

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this organization. Respondents are opinioned that these key drivers offer insight into the most critical factors that influence engagement.

6.   Compassion Fatigue and Burnout
Table no.6

Compassion Fatigue and Burnout	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. Working during hurricane caused me to question spiritual/religious beliefs	10	30	0	0	0
2. Working during hurricane disrupted my family/ personal life	10	30	0	0	0
3. I would have preferred to work less time than I did	0	0	35	5	0
Mean	6.66667	20	11.66667	1.6667	0
SD	5.7735	17.321	20.20726	2.8868	0

Interpretation:
The above table shows that working during hurricane caused respondents to question spiritual/religious beliefs. Working during hurricane disrupted respondent's family/personal life. Respondents are having neutral opinion on they would have preferred to work less time than theycan.

7.   Compassionate Connected Care for the Care Giver
Table no. 7

Compassionate Connected Care for the Care Giver	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Stongly Disagree
1. My job makes a good use of my skills and abilities	9	31	0	0	0
2. My job Responsibilities are clear	10	30	0	0	0
3. I get the training I need to do a good job	8	32	0	0	0
4. This organization provides career development opportunities	9	31	0	0	0
5. I get the tools and resources	0	0	10	18	12
6. My work unit is adequately staffed	10	30	0	0	0
7. I have sufficient time to provide best care of patients	10	30	0	0	0
8. The person I Report gives me useful feedback	8	32	0	0	0
9. When appropriate , I can act on my own without asking an approval	0	0	10	18	12
10. Patient Safety is priority for the organization	10	30	0	0	0
Mean	7.4	24.6	2	3.6	2.4
SD	3.97772	12.989	4.21637	7.5895	5.05964

Interpretation:
From Above table it reveals that, this job makes a good use of respondents skills and abilities, job Responsibilities are clear. Respondents get the training and this job provides career development opportunities as well as gives the tools and resources. Their work unit is adequately staffed and they have sufficient time to provide best care of patients. The person they Report gives them useful feedback When appropriate, Patient Safety is priority for the organization but they cannotact on my own without asking an approval Patient Safety is priority for the organization.

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8. Acknowledge the Work
Table No.8

Acknowledge the Work	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Stongly Disagree
1. I get acknowledgement from patient	9	31	0	0	0
2. My leaders acknowledge my work	10	30	0	0	0
3. My colleagues are also recognize my efforts	8	32	0	0	0
Mean	**9**	**31**	**0**	**0**	**0**
SD	**1**	**1**	**0**	**0**	**0**

Interpretation: From above table it predicts that they get acknowledgement from patient even their leaders acknowledge the respondent's work , their colleagues are also recognize their efforts

9. Support Teamwork
Table No.9

Support Teamwork	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1. Our teams must be coordinated around the patients' needs	8	32	0	0	0
2. Our Teams that work together consistently	9	31	0	0	0

Interpretation: The above table and graph shows that ,32 number of respondent out of 40 are   agree strongly agree with statement that their teams must be coordinated around the patients' needs and 8 respondents are strongly agree.
The above table and graph shows that ,31 number of respondent out of 40 are   agree strongly agree with statement that their Teams that work together consistently.

10. Encourage Work/Life Balance
Table No. 10

Encourage Work/Life Balance	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Encourage Work/Life Balance	0	0	10	25	5

Interpretation: The above table and graph shows that , 25 number of respondent out of 40 are disagree with statement that nurses job engagement encourage their work life balance and 5 are strongly disagree.

FINDINGS:
1.   Majoritynurses staff are Female candidates and few are male candidates.
2.   Majority nurses staffare taken education as GNM and few of them have done B.Sc. Nursing.
3.   Majority nurses staff are working as staff nurses and few of employees are working as Mentron

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4.   10 % of nurses staff are having 9 to 11 years of experience, 10% of respondents are having 6 to 8 years of experience, 27.5% of respondents are having 0 to 2 years of experience and Majority of respondents are having 3 to 5 Years of experience.

5.   This organization provides high-quality care and service, organization treats employees with respect. Respondents are like their job, Respondents are not satisfy the work environment. Respondents opinioned that they are not having fair pay compared to other healthcare employers in this area. This job makes good use of their skills and abilities. Respondents are not satisfy with the tools and resources which they get.Employees are also dissatisfy regarding career development opportunities. Employees are partially agree with Patient safety is a priority in this organization. Respondents are opinioned that these key drivers offer insight into the most critical factors that influence engagement.

6.   Working during hurricane caused respondents to question spiritual/religious beliefs. Working during hurricane disrupted respondent's family/personal life. Respondents are having neutral opinion on they would have preferred to work less time than they can.

7.   This job makes a good use of respondents skills and abilities, job Responsibilities are clear. Respondents get the training and this job provides career development opportunities as well as gives the tools and resources. Their work unit is adequately staffed and they have sufficient time to provide best care of patients. The person they Report gives them useful feedback when appropriate, Patient Safety is priority for the organization but they cannot act on my own without asking an approval Patient Safety is priority for the organization.

8.   Nurses staffget acknowledgement from patient even their leaders acknowledge the respondent's work , their colleagues are also recognize their efforts

9.   Majority nurses staff were agree that their teams must be coordinated around the patients' needs. Majority employees are agree that their Teams that work together consistently.

10.   Majority nurses staff are disagree that nurses job engagement encourage their work life balance.

RECOMMENDATION:

          As the data and research have demonstrated, nurse engagement is critical to the patient experience, clinical quality, and patient outcomes. Nurse engagement with the organization and the profession reduces compassion fatigue, burnout, and turnover while improving teamwork,

1.   Majority nurses staff having good experience, ability and skill to tackle the job hence they should fair salary as per the workload and their engagement at workplace.

2.   They should get opportunity to develop their career in terms of study leave facility, concessional fees for various courses etc.

3.   There should be enhancing work life balance of nurses in that motive organization of a family orientation programme so organizational members can interact with staff's family members so they will get support from family members by understanding which kind difficulties facing at work place.

4.   There should be family friendly policies should be provided by organization to uplift the status of work life balance of nurses staff.

CONCLUSION:

          These key drivers offer insight into the most critical factors that influence engagement. Nurse engagement with the organization and the profession reduces compassion fatigue, burnout, and turnover while improving teamwork, the patient experience, and organizational outcomes across multiple measures.

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