عنوان مقاله:

Predictors of Quality of Work Life and Job Performance in Clinical Staff in Qazvin, Iran

محل انتشار:

مجله بین المللی تحقیقات اپیدمیولوژیک, دوره 5, شماره 3 (سال: 1397)

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نویسندگان:

Mehri Kakhor - *MSc in Midwifery, Kosar Hospital, Qazvin University of Medical Sciences, Iran*

Fatemeh Samieerad - *Associate Professor of Pathology, Medical Faculty, Qazvin University of Medical Sciences, Iran*

Mahboobeh Garshasbi - *Bachelor of Nursing, Kosar Hospital, Qazvin University of Medical Sciences, Iran*

Maryam Mafi - *MSc in Biostatistics, School of Nursing and Midwifery, Qazvin University of Medical Sciences, Qazvin, Iran*

Fatemeh Ranjkesh - *MSc in Midwifery, School of Nursing and Midwifery, Midwifery Faculty, Qazvin University of Medical Sciences, Qazvin, Iran*

خلاصه مقاله:

Background and aims: Hospital staff are the main personnel of healthcare who play an important rolein improving the health of the society. Quality of working life can affect job performance in clinicalstaff. This study aimed to examine the relationship between quality of work life and job performancein clinical staff working at Kosar hospital, Qazvin.Methods: This cross-sectional study was conducted (during July to October ۲۰۱۶) on ۱۶۳ clinicalstaff working at Kosar hospital of Qazvin, after obtaining the consent from the authorities. Data werecollected using three questionnaires: demographic characteristics, Walton quality of work life, andPaterson's job performance questionnaires. Subjects were selected using census methods. The obtaineddata were analyzed using SPSS software, version ۲۳ and Stata software, version ۱۱. Statistical testeswhich were applied for the analysis include Pearson correlation and multiple linear regression (MLR).Level of significant was considered at P < ۰.۰۵.Results: No significant correlation was found between the quality of work life and job performance inclinical staff (P = ۰.۷۱۵, r = ۰.۰۲۹). The results of linear regression model showed that work experience(β = ۳.۶۷, P = ۰.۰۴), type of employment (β = ۱۱.۳, P < ۰.۰۰۱), and shift work (β = ۶۰.۴۹, P < ۰.۰۰۱)can significantly predict occupational performance in clinical staff. In addition, shift work (β = ۳۲.۲۷,P < ۰.۰۰۱) can be regarded as a significant predictor of work life quality in clinical staff.Conclusion: The present study could not support the relationship between quality of work life and jobperformance; however, the results revealed that some demographic and organizational factors wererelated to quality of work life and job performance.

کلمات کلیدی:

Quality of working life, Job performance, Clinical staff

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