عنوان مقاله:

Studying Job Motivation versus Job Stress among ICU Nurses in Afzali Pour Hospital, Kerman

محل انتشار:

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خلاصه مقاله:

As a specialized organization with its special structure and complexities, hospital considered as the main pillar of the community health care system in a society in which human resource is its main tool. Regarding the critical role of the above-mentioned nurses in providing public health, identifying and analyzing the factors motivating them is of great concern. The purpose of the present research is to study job motivation versus job stress among ICU nurses in Afzali Pour hospital of Kerman. The universe includes 123 ICU nurses of Afzali Pour hospital from which 95 of them selected through simple random sampling as the research sample. The job motivation (Hackman and Oldham, 1980) and job stress (French et al, 2000) questionnaires used to collect data. The research method was of correlation type. The obtained data described and analyzed by descriptive and inferential (Pearson s correlation coefficient, scatter diagram and multiple/simple linear regression).Findings showed: job motivation and its components were decreased facing with job stress and while the job importance is not influenced. Skill diversity influenced by job stress more than other components of job motivation. Job feedback, autonomy and identity ranked in next levels. It seems if the ICU nurses' stress is not controlled, unpleasant consequences such as inadequate skills, lack of attention to the therapeutic outcomes, low level of nurses intellectual independence and therefore making inaccurate or with-delay decisions will be inevitable which cause problems for sensitive healthcare system in ICUs

کلمات کلیدی:

job motivation, nurses job stress, skill diversity, job identity, job autonomy

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