

Study on the Relationship between Positive Emotions and Work Engagement of Nursing Staff in Taiwan.



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Relevance to HPH

I have been a Director of the Human Resources department of the Kaohsiung Medical University Hospital for seven years. I have participated in the human resources management, health promotion and education and training policies of nursing staff and put forward relevant research. The research target hospital recently implemented education and training on positive emotion lectures and seminars for nursing staff. Therefore, in the future, we can further study the related research on the positive emotions of the nursing staff and the happiness of the employees, and provide a reference for establishing a model of the employee's happy workplace hospital.

Introduction/Background

Nurses account for approximately 50% of the total number of personnel in medical organizations in Taiwan and are irreplaceable and significant front-line healthcare providers. In the face of the "shortage of nurses" and at the request of "patient safety" and "medical quality", it is necessary to explore the work engagement issues of nurses from different dimensions.

Methods

The research questionnaire was distributed and recycled 510 questionnaires via Google. This study employed a structured questionnaire measured by a 5-point Likert scale with five options. And the study used Structural Equation Modeling as the main data analysis method. In this way, the verification factors and reliability analysis of each facet are performed. This research plan was approved by the Human Body Trial Review Committee, Kaohsiung Medical University Hospital.

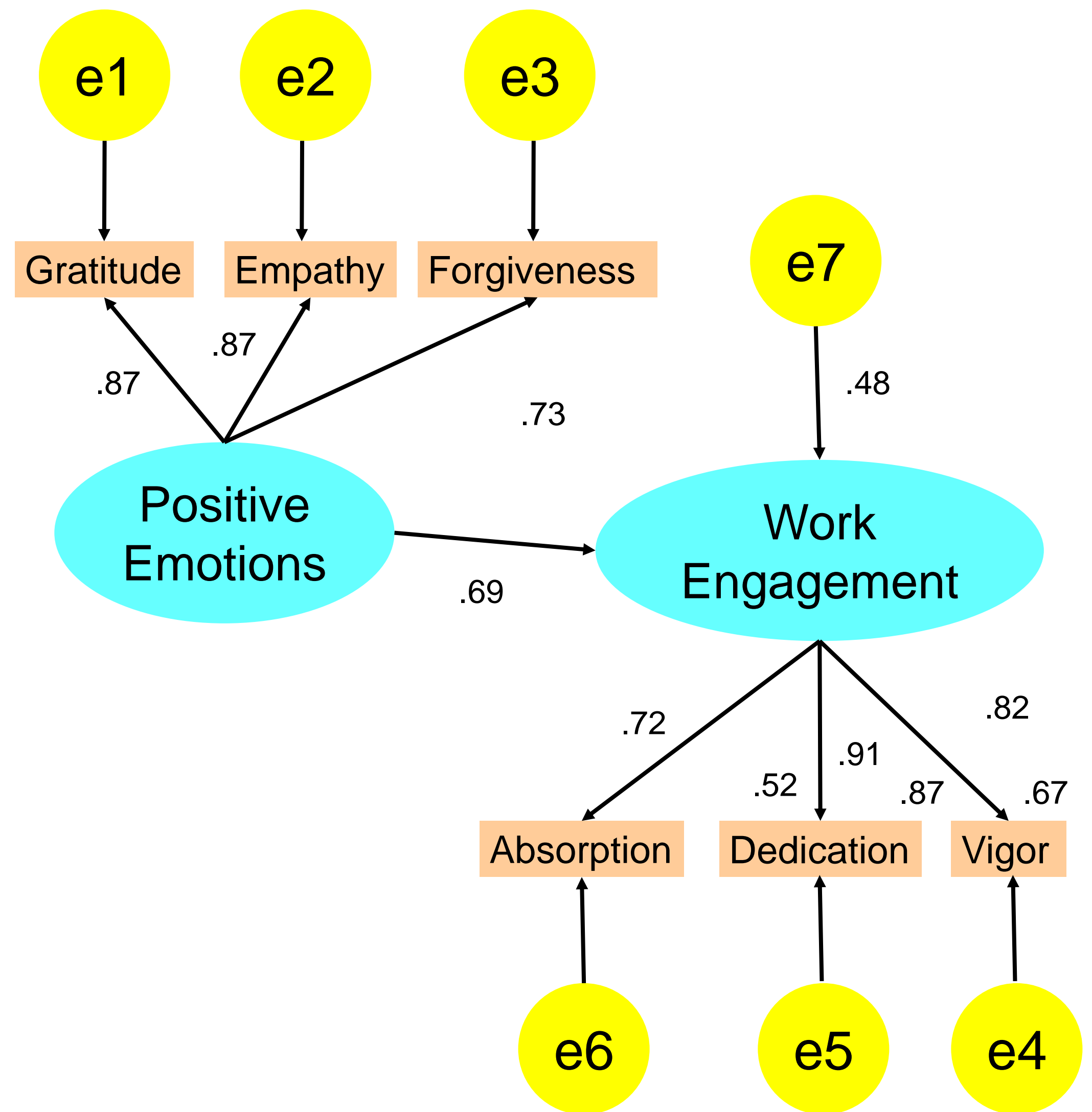
Results

This study uses Structural Equation Modeling as the main data analysis method. In this way, the verification factors and reliability analysis of each facet are performed.

1. Analysis results, the load measured by each facet reached a significant level and the load value was greater than 0.6, the average variation extraction was above 0.5, and the combination reliability was also above 0.75. The measurement of each facet has been effective and internal consistency
2. The overall model matching test results show; CMIN/DF=3.344; RMSEA=.068; GFI=.983; AGFI=.954; NFI=.985; CFI=.989, all of the above indicators meet the theoretical requirements standard.
3. Positive emotions have a significant positive impact on job inputs (Estimate=.751, S.E.=.052, CR=14.526, p-value=.0000)

Conclusions

Positive emotion is conducive to enhance job engagement (vigor, absorption, and dedication). The results of this study show that, positive emotion has significant effect on work engagement. Positive emotion gains the highest recognition from nurses. If one has more positive emotions and less negative emotions, his/her work engagement will be higher. Therefore, in regard to nursing management policies, it is suggested to promote positive emotion.



CMI=26.750 (P=.001) DF=8 CMI/DF=3.344
 GFI=.983 AGFI=.954 NFI=.985 CFI=.989
 RMR=.009 RMSEA=.068

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	13	26.750	8	.001	3.344
Saturated model	21	.000	0		
Independence model	6	1737.004	15	.000	115.800

Implied (for all variables) Correlations (Group number 1 - Default model)

	Positive Emotions	Work Engagement	Absorption	Dedication	Vigor	Forgiveness	Empathy	gratitude
Positive Emotions	1.000							
Work Engagement	.694	1.000						
Absorption	.502	.723	1.000					
Dedication	.631	.909	.658	1.000				
Vigor	.568	.818	.592	.744	1.000			
Forgiveness	.729	.506	.366	.460	.414	1.000		
Empathy	.871	.604	.437	.550	.495	.635	1.000	
gratitude	.871	.605	.437	.550	.495	.635	.759	1.000

