Investigating the relationship between Quality of Working Life and Work Ability of Nurses at Selected Educational Medical Centers of Tehran University of Medical Sciences in 2011-2012

Thesis To Obtain The Degree Of Nursing M.S

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Abstract
Background and Objective: Quality of working life has recently received attentions from organizations. Creating optimum quality of working life at hospitals will lead to many positive outcomes for nurses, patients, and the whole healthcare system. Studies suggest that a strong link and relationship between individuals’ work abilities and the atmosphere of the workplace environment. Therefore, the present study attempts to investigate the relationship between quality of working life and work abilities for nurses in selected Educational Medical Centers of Tehran University of Medical Sciences in 2011-2012.

Methods: In this cross-sectional study, 150 nurses working at the educational medical centers were randomly selected. Data collection instruments included personal information, quality of working life questionnaire designed by Brooks and Anderson, and work ability index (WAI). Descriptive and inferential statistics (Spearman’s correlation coefficient) were used to analyze the data through SPSS 16.

Findings Quality of working life for 42.7% of the nurses was at moderate level. Work ability of 44.7% of the participants as nurses was “good”. The findings indicated that there is a positive and weak relationship between quality of working life and work ability among the nurses (r = 0.264) (p = 0.01).

Discussion and Conclusion The findings suggest that those nurses with higher level of quality of working life had better work ability. Therefore, educational interventions are required for training nurse managers and supervisors in order to hire and maintain more capable nurses at workplace environments with improved quality of working life and to promote quality of healthcare services for patients.

Keywords: Quality of Working Life, Work Ability, Nurse