

Assessment of Predictable Productivity of Nurses Working in Kerman University of Medical Sciences' Teaching Hospitals via the Dimensions of Quality of Work Life

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Abstract

Introduction: Despite the existence of a large community of nurses, specific mechanisms have not been developed yet to consider their needs and the quality of their work life. Moreover, few studies have been conducted to analyze the nature of nursing, nursing places or nurses' quality of work life. In this regard, the present study aimed to assess predictable productivity of nurses working in Kerman University of Medical Sciences' teaching hospitals via the dimensions of Quality of Work Life.

Methodology: The present descriptive-correlational study was conducted to assess predictable productivity of nurses via the dimensions of Quality of Work Life. The study's population consisted of all nurses working in different wards of teaching hospitals associated with Kerman University of Medical Sciences. Out of the whole population, 266 nurses were selected based on the simple random sampling method. To collect data, the questionnaires of 'Quality of Nursing Work Life' and 'Productivity' were used after confirming their reliability (test-retest) and content validity. Finally, the collected data were analyzed through the SPSS software (version 16).

Results: Although the quality of work life for nurses was average and their productivity was low but the results showed that quality of life is directly related to nurses' productivity. Quality of life and its dimensions are predictive factors in the nurses' productivity.

Conclusions: It can conclude that by recognizing the nurses' quality of work life situation, it can realize this group productivity and their values to the efficiency of the health systems. For the quality of working life improvement and increasing nurses' productivity more efforts are needed by authorities. The findings can be applied by managers of hospitals and nursing services along with head nurses to enhance the quality of health services and nursing profession in general.

Keywords: quality of work life, productivity, nurse

1. Introduction

As a complex concept, quality is influenced by the time, location and individual/social values. The Quality of Work Life (QWL hereafter) is an essential factor to attract and retain employees in any organization (Pratomo, 2016). In modern management, the concept of QWL has become a global social issue (Lu, Huang, & Bond, 2016). Planning for QWL includes any attempt to advance organizational culture and employees' growth (Fagin, 2001). As a result, investing in employees has been considered as the most important variable in all equations related to strategic management (Holden et al., 2011). The findings of previous studies have shown that such investments decrease staff's complaints, the rate of absenteeism from work and the need for disciplinary regulations and increases staff's positive attitude and participation in other suggested programs (Guler & Kuru, 2009). Moreover, considering the staff's needs improves organizational long-term productivity (Adams, Bessant,

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Table of Contents Productivity And The Quality Of Work Life In Hospitals

1. Understanding the eBook Productivity And The Quality Of Work Life In Hospitals
 - The Rise of Digital Reading Productivity And The Quality Of Work Life In Hospitals
 - Advantages of eBooks Over Traditional Books
2. Identifying Productivity And The Quality Of Work Life In Hospitals
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Productivity And The Quality Of Work Life In Hospitals
 - User-Friendly Interface
4. Exploring eBook Recommendations from Productivity And The Quality Of Work Life In Hospitals
 - Personalized Recommendations
 - Productivity And The Quality Of Work Life In Hospitals User Reviews and Ratings
 - Productivity And The Quality Of Work Life In Hospitals and Bestseller Lists

5. Accessing Productivity And The Quality Of Work Life In Hospitals Free and Paid eBooks
 - Productivity And The Quality Of Work Life In Hospitals Public Domain eBooks
 - Productivity And The Quality Of Work Life In Hospitals eBook Subscription Services
 - Productivity And The Quality Of Work Life In Hospitals Budget-Friendly Options
6. Navigating Productivity And The Quality Of Work Life In Hospitals eBook Formats
 - ePub, PDF, MOBI, and More
 - Productivity And The Quality Of Work Life In Hospitals Compatibility with Devices
 - Productivity And The Quality Of Work Life In Hospitals Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Productivity And The Quality Of Work Life In Hospitals
 - Highlighting and Note-Taking Productivity And The Quality Of Work Life In Hospitals
 - Interactive Elements Productivity And The Quality Of Work Life In Hospitals
8. Staying Engaged with Productivity And The Quality Of Work Life In Hospitals
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Productivity And The Quality Of Work Life In Hospitals
9. Balancing eBooks and Physical Books Productivity And The Quality Of Work Life In Hospitals
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Productivity And The Quality Of Work Life In Hospitals
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Productivity And The Quality Of Work Life In Hospitals
 - Setting Reading Goals Productivity And The Quality Of Work Life In Hospitals
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Productivity And The Quality Of Work Life In Hospitals
 - Fact-Checking eBook Content of Productivity And The Quality Of Work Life In Hospitals
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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