

FACTORS INFLUENCING ON QUALITY OF WORK-LIFE OF THE NURSES WORKING IN TEACHING HOSPITAL JAFFNA SRI LANKA

WGRMS Nandakumara ^{1#}, D Thabotharan ¹,
L Kamalarupan ¹, PAD Coonghe ²

¹Unit of Allied Health Sciences, Faculty of Medicine, University of Jaffna, Sri Lanka

²Department of Community & Family Medicine, Faculty of Medicine, University of Jaffna, Sri Lanka

*sripali.nandakumara@yahoo.com

Quality of work life is an important fact in every occupation or organization. As nurses are the largest workforce in hospitals, quality of work life of nurses is more crucial for improving the quality of personal life of nurses and quality of patient care in hospital. Purpose of the study was to assess the quality of work life and to find the influence of socio-demographic and work related factors on quality of work life among the nurses working in Teaching Hospital, Jaffna. Hospital based descriptive cross sectional study was carried out among 222 nurses. Self-administered questionnaire was used to collect data and analyzed by using SPSS 22. Nearly half of them (54.5%) were not satisfied with quality of work life. Among them majority of married nurses (51.2%) and the nurses who working in high dependency units (58.6%) were also dissatisfied with their quality of work life. Gender ($p=0.008$) and average over time hours ($p=0.002$) show the significant relationship with quality of work life. Other factors such as age, ethnicity, type of the family,

marital status, period of marriage life, presence of children, working place, current position, working experience, average working hours, night shifts did not show any significant relationship with quality of work life. Majority of the nurses (92.9%) suggested that the training programs for nurses should be conducted frequently to improve the quality of patient care. More than half of the nurses were not satisfied with their welfare facilities (55.5%) and transport facilities (58.3%). Nearly more than half of the population showing their dissatisfaction on their quality of work life, even though in this study only two factors were showing the relationship with the quality of the work life. Thus, there is need of conducting a qualitative in-depth interview research approach to identify the more factors, and this may help to take necessary action to improve the quality work of life of nurses in Teaching Hospital, Jaffna.

Keywords: Nurses, Quality, Work, Life