

Perceived Effects of Nurses' Work Environment on Quality of Nursing Outcomes in a Tertiary Hospital, Nigeria

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Abstract : Background/Objectives: A healthy work environment increases the well-being of nurses, quality of patient care, and that of the institution. This study assessed the perceived effects of the work environment on the quality of nursing outcomes. Methods: This descriptive cross-sectional study utilized consecutive sampling techniques to recruit 192 nurses. An online questionnaire was used with the aid of QuestionPro software. This software allows only one response per participant. The link to the survey was sent to them via WhatsApp, and Facebook respectively. The data were analyzed with SPSS 23. Descriptive and inferential analyses were done. Results: From the study, only about 58% of them were satisfied with the work environment, and 10% perceived nursing care to be of high quality. Workload (93%), communication practices, and culture (90%) constitute the leading factors that affect nurses' work environment. Nurses' work environment affects the perception of care quality ($p < 0.05$). Participants' perceived quality of nursing care was found to be influenced by their age, rank, and years spent in the hospital ($p < 0.05$) respectively. Conclusion: Nurses' participation in decision-making, appropriate recognition, staffing, and equipment adequacy will enhance satisfaction and retention.

Keywords : work environment, quality of care, nursing outcomes, satisfaction

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