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Aspirations of nurses to improve working conditions in rural public hospitals of South Africa

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Statement of the Problem: Poor working conditions in developing countries, particularly in sub-Saharan are increasing. There is a continuing scarcity of knowledgeable specialised trained nurses. This crisis is felt especially in rural countries. A work environment is a place where nurses provide care to prevent and cure ill health. Nurses feel accomplished when the environment is positive to provide quality patient care. Nurses spend a majority of the hours in their day on duty. It is pivotal that nurses enjoy activities in the work environment. As a result, they will be more likely to feel good at work and be productive.

Purpose: The purpose of this study is to describe aspirations of nurses to improve positive work environment in public district hospitals of South Africa.

Methodology & Theoretical Orientation: An Appreciative Inquiry approach with a qualitative, exploratory, descriptive research design was used. Non-probability purposive sampling was used. Data was collected through focus group discussions. Herzberg's framework was chosen since it involves both the external and internal factors that affect nurses' performance.

Findings: According to the findings professional nurses need to uphold the standard of professionalism in terms of how they are doing their job. Furthermore, ensure that they are fulfilled as far as their job is concerned. They should develop in their careers and be responsible in accomplishing added activities that are related to quality patient care. In addition, they should be involved in decision making.

Conclusions & Significance: Nurses were given an opportunity to identify their strengths, opportunities and aspirations in their own environment and learn to appreciate what they have. In addition, the findings may assist other developing countries. Recommendations are made for the improvement of positive work environment that would benefit both the patients and nurses.

Biography

Takalani R Luhailima obtained her PhD in Nursing Science in 2014. She is a Lecturer at University of Venda, teaching General Nursing Science, Health System Management and Theory Development and supervising Post-graduate students. Her area of research is General Nursing Science, Health Service Nursing Management and Nursing Education. Her passion is to ensure that there is a positive work environment in rural hospitals using an Appreciative Inquiry approach to bring innovation in poor rural hospitals. She has an experience in management, worked as Assistant Manager for a period of 12 years' in one of the rural hospitals.

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