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Evaluation of working conditions in a public institution

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Introduction: Within the scope of occupational health and safety services, first of all it is important to identify and control the elements that may affect health negatively. Two key elements determining the health of employees are the personal features of employees and the workplace conditions. Since the personal features are controlled more difficultly, workplace conditions need to be tackled first in the studies regarding occupational health and safety. Workplace conditions are evaluated within the context of health and safety risks. In this way, strategies can be developed that aim to protect the health of employees and to improve the working conditions. This study has been conducted with the purpose of evaluating the working conditions of a public institution.

Method: A descriptive study was conducted between 20th and 30th of June, 2016 at the residential area of Turkish State Railways. 560 employees were recorded to work actively in the date in which the data of the study were collected. It was aimed to reach all the population before selecting the sample of the study, and 322 employees were included in the study who voluntarily accepted to participate in the study. The data of the study has been collected within the listening hours with "Question Form" that has been prepared by the researchers. Question form was composed of the questions involving personal descriptive features and working conditions. The data has been evaluated in electronic environment with descriptive statistics and Chi-square (x²) test. Ethic approval and institution consents have been received.

Findings: 86.3% of the employees were over 40 and 61.5% of them were high school graduates. 7.1% of the employees were contracted and 77.6% of them work on shift basis. 58.4% of the employees stated that the workplace environment they work is not appropriate ergonomically. 67.1% of the employees stated that they are disturbed of noise, 59.6% of them stated that they are disturbed of dust or fume, 48.4% of them stated that they are disturbed of insufficient ventilation and 36% of them stated that the working conditions are too heavy. 30.4% of the employees had an accident, 50.9% of the employees found the measures of workplace regarding occupational health and safety as insufficient. It has been identified that the educational status, unit of work, having an occupational health, the way of perceiving the working conditions, pleasure of work, existence of the idea of changing the job and the perception concerning how employees feel themselves in workplace, affect the views of employees about ergonomic in work place ($p < 0.05$). It has been determined that there is a statistical and meaningful difference between unit of work, working hours, working conditions, pleasure of work and having an occupational accident ($p < 0.05$). It has been revealed that there is a statistical and meaningful difference between age, unit of work, working year, idea of changing the job and the way of perceiving the working conditions ($p < 0.05$).

Conclusion: Personal features of the employees and the features concerning work and workplace, and ergonomic is an important component in evaluating the workplace conditions affect the status of having an occupational accident and the working conditions.

Biography

Ayfer Tezel is the Head of Nursing department of Ankara University. She has published more than 50 papers in reputed journals and has been serving as an Editorial Board Member of repute. She was an Assistant Professor and Associate professor at the Atatürk University. In 2013, she was an Associate Prof. at the Keele University, School of Nursing and Midwifery.

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