

27th World Nursing Education Conference

November 12-14, 2018 | Berlin, Germany

A study on the work motivation of Japanese nurses

Yasue Yamazumi

Kyoritsu Women's University, Japan

Purpose: The turnover rate of nurses in 2016 was 10.9%. The reason for this decrease was that they thought there was no work motivation. This research clarifies factors that affect Japanese nurses' work motivation.

Methods: We conducted an interview with 16 nurses. During the interview, the nurses were asked questions regarding factors that made them feel work motivation. The interview was recorded to create a verbatim report of each session. The resulting verbatim data were qualitatively analyzed.

Result: Factors that made nurses feel work motivation were feedback from patients, time at which they are involved with patients, patient recovery, communication, good relationships in the workplace, and relationships with supervisors.

Discussion: In Japan, nurses are currently staffed at a nurse: Patient ratio of 1:7 in hospitals, and nurses cannot be sufficiently involved with patients because of the insufficiency of the number of nurses. This result suggests that the work motivation of nurses will increase if they can be involved with patients for a longer period of time.

Conclusion: Work motivation has been shown to enhance employees' intention to continue working and also to be closely related to job retention and company performance improvement. Because motivation for a job increases work motivation, it is desirable to improve the workplace environment so that nurses can spend more time to involve themselves with patients.

Biography

Yasue Yamazumi has expertise in Fundamental Nursing. She is a Senior Lecturer at Kyoritsu Women's University. She has completed her MS in Nursing Education at Fukuoka Prefectural University in 2009. She is a PhD student. She has worked as Clinical training staff from 1997-2009, Assistant Professor in Adult Nursing at Fukuoka Prefectural University from 2009-2013, Senior Lecturer in Fundamentals Nursing, Division of Nursing, School of Medicine at National Defense Medical College from 2013-2016.