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## Promoting the reliability and validity of the translated and cultural adapted in greek work design questionnaire

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Work design describes how occupations, jobs and roles are structured, established and modified to influence individuals, teams, and their business results. Exploring work characteristics is considered important because occupations, jobs and roles are more socially integrated than ever before, as there is greater interdependence and interaction with partners and service recipients. In addition, it is very important that employees and leadership understand and change the way work is performed, as its dynamics and uncertainty increase. The school nurses' nature of work is complex with a significant impact both on those who perform it as well as on those who receive it. It consists of responsibility and contribution towards the fellow man, requires thorough scientific and educational training as well as immediate implementation of nursing actions. Research into the school nurses' work characteristics can provide a detailed overview of the conditions in which they work, the effects experienced, and the effectiveness demonstrated.

The purpose of this study was the translation and cultural adaptation in Greek of the Work Design Questionnaire (W.D.Q.) to record the school nurses' work characteristics.

The original W.D.Q. questionnaire was translated into Greek (forward translation) and backward translated. It was audited by the review committee and corrections were applied. A pilot study followed in a sample of 40 School Nurses. The results of the pilot study were examined, the necessary modifications were made, and the translation and cultural adaptation process was completed.

The translation and cultural adaptation of the Greek version of the W.D.Q. was performed as a tool capable of recording the characteristics of the school nurses' work characteristics.

The imminent contribution of the questionnaire in recording information will make it necessary for the school nurses' work design aiming to position them in a fitting place in education by highlighting their multidimensional role.

### Biography

Anna's Efthymiou expertise lies in school nursing. She has many years of educational experience (13 years) in the field of special and general education (primary and secondary), as well as in the academic field (higher institutions). Through her doctoral research she aims to record the difficulties of school nursing by highlighting the aspects of the school nurse role. Her research field focuses on organizational culture with applications in the organization - administration of education, nursing care in the school environment and the provision of first aid inside and outside the school environment.

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