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The Association between Work Engagement, Nurse Work Outcomes, and Patient Outcomes: A Survey Study in the Philippines

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With relatively stressful work environment, nurses must acquire a state of positive work engagement. Thus, determining the association between nurse work engagement, work outcomes, and patient outcomes is essential. This study aimed to evaluate the association between work engagement among hospital nurses, their work outcomes (i.e., job satisfaction, stress, burnout, and turnover intention), and patient outcomes (i.e., missed nursing care, adverse events, and quality of care). A cross-sectional study involving 549 registered nurses working in different hospitals in the Philippines was conducted. This is a secondary data analysis from responses generated through adopted eight self-report questionnaires. Results showed that nurses with lower levels of work engagement reported increased levels of job burnout and turnover intention. Higher scores in the quality of care measure were attributed to better responses on the dedication sub-scale. Thus, work engagement is associated to nurse work and patient outcomes. High work engagement as explained by job resources is essential among nurses. Higher levels of work engagement prevent nursing staff from leaving their workplaces and may find their job fulfilling. Management strategies and procedures that increase staff nurse work engagement must be enhanced. They must embrace the significance of having highly engaged nursing workforce, considering its inherent benefits for the organization; the professional nurses, especially as means in counteracting their migration abroad; and, most importantly, the patients who are the primary beneficiaries of health care.

Biography

Charlie C. Falguera is both a registered nurse and registered midwife in the Philippines. He completed his Master of Arts in Nursing in the University of San Carlos, Cebu City, Philippines in the year 2010. He is currently working in the University of the Philippines Manila, School of Health Sciences, Philippines with an academic rank of Assistant Professor 7 and administrative position as Chair, Midwifery Department. He has six publications in peer-reviewed and Web of Science journals.

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