

Relationship between meaningful work and job performance in nurses

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Abstract

Aims: The present study was designed to determine the relationship between meaningful work and job performance and the impact of meaningful work on nursing care quality.

Background: Meaningful work has been suggested as a significant factor affecting job performance, but the relationship has never been studied in nurses in China.

Design: A descriptive correlational study was designed to assess the level of meaningful work, tasks, and contextual performance as well as their relationships.

Methods: We used a stratified random-sampling approach to enroll nurses from hospitals. Multivariate regression analysis was applied to determine the relationship between meaningful work and their demographic data.

Results: There were significant, positive relationships between meaningful work and task performance and contextual performance. Education level, work unit, and employment type influenced meaningful work. The work motivation score of the nurses was lower than that of the other 2 dimensions, and a negative work motivation score negatively influenced job performance. **Conclusion:** Improving meaningful work and providing more support and assistance can improve nurse performance, thereby improving the quality of nursing care.

Biography:

Tong Ling is studying Ph.D. in the School of Nursing, Chiba University, she has her expertise in nursing administration in improving the quality of nursing care. She was the first researcher to research meaningful work in nurses in China. She is trying to create training courses for meaningful work in clinical nurses in China.

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