

Organizational health of nurses in some health facilities of Rome and its Province: Preparing Italian student nurses to the risks of working in complicated environments

Background

Of the healthcare resources, the human factor is a key factor in the provision of healthcare services, directly impacting on the health outcomes. Therefore, the way health professions are valued and staffed is strategic for the success of the healthcare organisations. In relation to this, a survey was conducted in Rome and its province from 2009 to 2011.

Aim

The purpose of this study was to measure the organisational health of nurses in terms of independent organisational variables, outcome variables (general satisfaction, lack of motivation, and indicators of psychophysical ailments) and of planning variables (the nurses' organisational/working area and their professional area).

Method

The survey was conducted using a validated instrument, the *Nursing Questionnaire on Organisational Health*,^{1,2} on a sample of 4751 nurses working in different healthcare organizations in the city of Rome and in its Province.

Results

From our survey emerged negative indicators, such as: no interest in work, desire to do another job, gossip, resentment against the organisation, aggressiveness and nervousness, sensation of doing useless things, the feeling of counting very little for the organisation, the feeling of not being appropriately valued, the feeling of working mechanically without involvement, slowness in doing things, little clarity about "what to do and who should do it", the lack of ideas and initiatives.

The indicators of psychophysical ailments were identified through the presence/absence of headache, difficulty concentrating, nervousness/restlessness/anxiousness, fatigue, asthma/difficulty breathing, muscle and joint pains, difficulty sleeping /insomnia, feeling depressed.

However, there were also some positive outcomes related to organisational health, based on important principles, such as interdisciplinary integration and teamwork.

Conclusions:

Nurses are increasingly responsible for improving the quality of the services and of the patient outcomes. Italian student nurses have to be aware of the difficult social and geographic environments that they could find in the area considered in order to have a better impact on the quality of care and provide personalised holistic care.

1. Sili A, Vellone E, De Marinis MG, Fida R, Venturini G, Alvaro R (2010a). Validity and reliability of the nursing organizational health questionnaire. *Professioni Infermieristiche*. 63, 27-37.
2. Sili A, Vellone E, Fida R, Alvaro R, Avallone F (2010b). La salute organizzativa degli infermieri. Guida pratica all'utilizzo del Questionario Infermieristico sulla Salute Organizzativa (QISO). Napoli: Edises.

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