Abstract

A study of "Relationship between Perceptions of Job Characteristics, Adversity Quotient, And Joy at Work of Nurses at Operative Nursing Division: The Case Study in Governmental Hospital" is a survey research. The purposes were to study perceptions of job characteristics, adversity quotient, and joy at work of nurses at operative nursing division in a governmental hospital, to study relationships between perceptions of job characteristics, adversity quotient, and joy at work and to formulate a regression equation predicting joy at work by perceptions of job characteristics and adversity quotient factors.

The sample, selected by using the stratified random sampling method, included 162 nurses at operative nursing division in a governmental hospital. The data collecting tool was a 99-item questionnaire divided into four detailed portions: personal data, perception of job characteristics, adversity quotient, and joy at work. The data was analyzed by SPSS program for frequency, percentage, Mean, standard deviation and the hypothesis testing such t-test, One-way ANOVA, Pearson's product moment correlation coefficient and Stepwise multiple regression analysis.

The results of the study were as follow:

1. Perception of job characteristics and joy at work of nurses at operative nursing division in a governmental hospital were at the high level. Adversity quotient of nurses at operative nursing division in a governmental hospital was at the moderate level.

2. Personal factors i.e. age, work experience, job level and marital status had impact on perceptions of job characteristics.

3. Personal factors i.e. age, work experience, job level and marital status had no impact on adversity quotient.

4. Personal factors i.e. marital status had impact on joy at work but personal factors i.e. age, work experience and job level had no impact on joy at work.

5. Overall perceptions of job characteristics, task Significance and feedback had significant positive correlation with adversity quotient.

6. Overall perceptions of job characteristics and perceptions of all job characteristics had significant positive correlation with joy at work.

7. Overall adversity quotient, control, origin and ownership and endurance had significant positive Perceptions of job characteristics and correlation with joy at work.

8. Perceptions of job characteristics and adversity quotient were the predictive variables of joy at work by 31.5%.

From these results, the organization could promote to increase perceptions of job characteristics and joy at work of nurses at operative nursing division and could improve and develop to effective adversity quotient. This study could lead to promote level of joy at work which influent effective work of person to make quality of nursing services and to be participating to developed organization to success of organizational goal.