

FACTORS RELATED TO THE HAPPINESS OF REGISTERED NURSES IN AN AUTONOMOUS UNIVERSITY HOSPITAL

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ABSTRACT

This research is explanatory research with a cross-sectional survey to explain the association between personal factors, job characteristics, working conditions, and working happiness of registered nurses at an autonomous university hospital. The data collection tool was a questionnaire. The sample group was composed of 394 registered nurses who implemented the tasks at an autonomous university hospital. 345, or 87.34%, of the completed questionnaires were analyzed. Data were analyzed by using chi-square test, Pearson's product moment correlation co-efficient, and multiple regression analysis.

The results revealed that registered nurses at an autonomous university hospital were quite happy. Job characteristics perception was at low level. Working conditions were not at a good level. Personal factors, such as only an average income per month, was associated with the working happiness of registered nurses. Job characteristics did not have any association with the working happiness of registered nurses. Working conditions had a moderate positive level association with the working happiness of registered nurses ($r=.405$ $p\text{-value} \leq 0.05$). Psychological and social working conditions, job autonomy, feedback from agents, working conditions, and task significance can explain 32% of the variance of the working happiness of registered nurses ($p\text{-value} \leq 0.05$).

According to the results, nursing departments should increase monetary rewards to promote job characteristics' perception in the organization by increasing job availability, promoting job enrichment, and promoting happiness in work, especially by creating a good atmosphere in the workplace so that the human resources will be physically and mentally relaxed.

KEY WORDS: HAPPINESS / JOB CHARACTERISTICS /
WORKING CONDITION / REGISTERED NURSES

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