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Management of conditions labor and Motivation of the Nurses at a hospital at the beginning of 2020

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Summary: The management of the conditions labor impacts in the quality of life and It is crucial for the motivation and job performance . Satisfaction with achievements, even if minimal, can maximize motivation, suggesting possible progress. This research adopted a quantitative approach with a descriptive correlational scope, examining working conditions and motivation of nurses in a public hospital during the first quarter of 2020. Mostly intermediate and weak correlations were found, with an inverse correlation of r=-0.24, indicating that workload does not align favorably with working conditions. Most correlations were less than 0.05, suggesting that, although both situations They should be propitious for he performance, No it were, it that indicates the influence of others factors and variables involved in the relationship between working conditions and motivation.
Words clue: Management, conditions labor , Motivation, Nurses

Management of working conditions and Motivation of nurses in to Hospital at the beginning of the year 2020

Abastract: The management of working conditions impacts quality of life and is crucial to motivation and job performance. Satisfaction with even minimal achievements dog maximize motivation, suggesting possible progress. This research adopted a quantitative approach with descriptive correlational scope, examining the working conditions and motivation of nurses in a public hospital during the first quarter of 2020. Mostly intermediate and weak correlations were found, with an inverse correlation of r=-0.24, indicating that work overload does not align favorably with working conditions. Most correlations were less than 0.05, suggesting that although both situations should be conductive to performance, they were not, indicating the influence of other factors and intervening variables in the relationship between working conditions and motivation. **Key words:** Management, working conditions, Motivation, nurses.

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 Summary: EITHER management the conditions of work theme impact na quality of life and and fundamental for to motivation and performance in work. Satisfaction, even with minimal achievements, can maximize motivation, suggesting possible progress. This research adopted a quantitative approach with a descriptive correlational scope, examining the working conditions and motivation of two nurses in a public hospital during the first quarter of 2020. Foram found, in its majority, intermedial correlations and failures, with an inverse correlation of r=-0.24, indicating that work overload is not favorably aligned with working conditions. Most of the correlations were less than 0.05, either that suggests that, embora both ace situations devessem be favorably year performance, no either foram, indicating The influence of other factors and variables intervening in the relationship between working conditions and motivation . **Keywords:** Management, working conditions, Motivation, nurses.

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I. Introduction

Condition management labor It impacts on the quality of life; and is decisive in motivation for a appropriate performance labor; due to that when HE have the satisfaction for some percentage achieved, motivation is maximizes; even in the case that the achievement is minimal, there being the latent possibility that said achievements are progressive; managing to reduce Stress and Anxiety of health personnel, such as nurses, who experienced high levels of stress and anxiety in the face of There are some rumors that it is causing the beginning of a possible contamination by COVID-19, which affects mental health and their ability to perform their duties effectively. According to the article by Castro Sánchez and to the. (2019), a climate motivational positive can be clue for mitigate these negative effects .

Another aspect that affected these professionals was the lack of professional recognition: Professional development expectations are not always met in the field of nursing. The study by López et al. (2016) indicates that an environment that does not support professional aspirations can result in demotivation and job dissatisfaction; furthermore, emotional disconnection in intrinsic motivation was essential for work engagement. As mentioned in the study by Pérez García and Guzmán Luján (2019), the lack of passion and commitment can decrease the motivation, especially in situations challenging.

To complement the concepts mentioned above we have the international antecedents, as in the study of Suleiman, Hijazi, Kalaldeh and Sharour (2019) about factors related to the quality of work life of 186 nurses from the emergency service of Jordan, which were surveyed, it was concluded that there is a significant unfavorable impact on the quality of life of the nurses and that should be realized studies of intervention for the improvement of the nursing professional and thus improve their care.

He study of Mogharab, Sharifi, Bigizadeh, Honarmand, Jamali (2019) about the Association between quality of life and job performance among staff at Jahrom Farideh University of Medical Sciences, surveyed 171 employees and found that both variables are strongly related.

We have Milad, Somayeh, and Rohollah (2019) in their study on the interaction of job characteristics, demographics, and the excess of activities in the quality of working life in services with high ability decisive, in a study cross, surveyed to 840 nurses and concluded that there is a strong relationship between age, and the number of patients per shift, overtime and workload with the study variable.

Likewise, Fathi and Siamora (2019) conducted a study on coping strategies as a measure to support the quality of life of 134 nurses working in hospitals. public and private, using a study descriptive cross with questionnaire which concluded that religion, positive reframing, instrumental support and planning are the most commonly used coping measures to improve their quality of life.

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According to Bazazan, Dianat, Mombeini, Aynehchi (2019), in their study on the relationship between quality of life, the fatigue and the issues of health mental in 990 nurses that They work in Iranian hospitals, with data collected with questionnaires, they concluded on the importance of physical aspects, psychological and environmental of the quality of life and They suggested the need for possible interventions to improve physical fatigue along with mental fatigue; that is, the state of balance between the person and his or her environment.

Shu-Fen (2019) in his research showed what were the triggering causes linked to the quality of life of the worker, identifying psychological, physiological, environmental and social factors, through applied research, with a non-experimental design of court cross, concluding in the implementation of a model innovator of strategies to alleviate triggers that diminish quality of life emotional and therapeutic support.

With respect to the variable of study quality of life labor the World Organization of Health (2020) defines it as the appreciation that the individual has about his life, his environment and his virtues in which he develops and in correspondence with his objectives, goals, desires, standards, the quality of life is influenced by physical and psychological health, the degree of autonomy, coexistence with others, as well as his relationship with his environment.

2. Methodology

2.1. Guy and research design

The approach used for this research was quantitative, with a descriptive correlational scope, that is, the results obtained were quantified, which were described and correlated both between variables and in the dimension of one variable with the other. The research had a descriptive and correlational scope, because the reality was objectively described as it occurred and then the correlation between the variables was determined.

2.2. Variables

Variable 1: Conditions work, will be measured with 3 dimensions. Taken from the Cabezas Model (2000). The survey technique was used and as an instrument a questionnaire of nine items with a Likert-type measurement scale.

Variable 2: Motivation, will be measured with 3 dimensions, taken from the Borman Model (2001): Contextual Performance Taxonomy; it was measured with an ordinal measurement scale. The questionnaire made up of nine items was used as an instrument.

2.3. Population, sample and sampling

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Workers who have nursing activities as a common specification were considered. in a Hospital public during he first quarter of the year 2020. The sample was non-probabilistic, determined by convenience of manner census, by have considered to the entire population of 50 nurses in a public hospital

Selection criteria: Nursing staff from the emergency service, in office during the time in which the The survey was carried out and they voluntarily agreed to participate by answering the survey. Nursing staff who were absent due to vacation and/or leave were excluded, which was only 2 nurses.

2.4.   Procedure

For collect the data, firstly HE did the validation of experts by three specialists who had experience in nursing functions; who in turn mentioned having experience in scientific research methodology, arguing that research was being developed, after having acceptance, they proceeded to talk by telephone with the coordinators of each area, for it which HE them advance that Initially, it was desired to select five reference workers, so 10 printed questionnaires were physically provided to their offices (2 for each worker). With this information, reliability was obtained through Cronbach's Alpha coefficient; being reliable, being a value of 0.82 and 0.85 for each variable.

The coordinators were contacted again by telephone to apply the questionnaires to all the workers, so the questionnaire was physically provided to those who were on duty and the questionnaires were sent to the others' email addresses, who agreed to answer, after being informed of the importance of the participation of each of the nurses.

3. Results.

3.1. Inferential results: The statistician of Rho Spearman (r); for significance: Sig=0.05 with 95% confidence, carried out during the first quarter of 2020

The following results were reached: There is a direct relationship and weak r = 0.34 between conditions labor and the motivation of the Nurses of a hospital public. There is inverse relationship between work overload and Nurses' motivation due to the value of r=-0.24; with a weak relationship because its value is close to zero

There is a direct relationship of moderate intermediate level of r = 0.63 between the initiative and motivation of nurses, indicating that the greater the initiative, the higher the motivation.

There is relationship direct and of a weak level, due to the worth of the correlation of r = 0.36 between managerial support and motivation, indicating that the greater the managerial support, the greater the motivation

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3.1.1. Interpretation of results: The correlations the conditions labor and the The motivation of nurses in a public hospital during the first quarter of 2020 was mostly intermediate and weak; there was even an inverse correlation of r=-0.24 because work overload is a dimension that is not favorably aligned with the conditions of job; is say that No exist conditions of job suitable for cause work overloads and correlate with the motivation of the nurses.

IV. Discussion

Is important know the diversity of motivations No recognized: The investigation of Pérez Muñoz et al. (2018) suggests that diversity in staff motivations is a critical factor that to slight HE happens by high. The lack of a around inclusive can limit the staff retention; in addition, according to De La Rosa, et al. (2018), the quality of life and its respective regulations that govern the performance of professionals

Difficulties in the Work Experience: According to Ureña Lopera et al. (2020), nurses may not experience a "flow" in their work, meaning they are not fully immersed in their tasks, affecting their job satisfaction and performance.

The management of working conditions and motivation of nursing staff is an issue of addition importance, especially in a context of crisis like the lived to early 2020. The implementation of strategies focused on improving the emotional and professional well-being of staff will not only benefit nurses, but will also have a direct impact on the quality of patient care and the effectiveness of the health system; thus Suleiman (2019) states that intervention studies should be carried out to improve nursing professionals and thus improve their care.

In observing the data obtained on the relationship between the first dimension of quality of life, determined as workloads and job performance, it has been found that there is no direct relationship (r = - 0.164: inverse relationship); similarly as we have mentioned above, López (2019) carried out studies on the variables and dimensions mentioned and also concluded that managerial support is significantly related to job performance.

4.1. Promotion of conditions labor

Being the promotion of conditions labor the cause of the motivation of the nurses, Considerations are mentioned to promote conditions

Fostering a Positive Work Environment: Implementing strategies to create a positive work environment motivator can be essential. This includes the training of teams of job, spaces for open communication and the establishment of norms that promote emotional well-being.

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Professional Development Programs: Offering training and development opportunities that align nurses' expectations with hospital goals can increase motivation. These opportunities should be communicated and accessible.

Recognition and Reward Initiatives: Creating a recognition system that values staff effort and dedication can help improve motivation. This can include awards, honorable mentions, and celebrations of achievements, similar to what Medina-Bueno does. et al (2021) in the results of his investigation contribute about he development of healthier lifestyles in university students based on the activities programmed within the teaching process. The proposed activities are a complement to the educational process with higher quality

Flexibility Labor: Provide options of schedules flexible and support psychological can help to mitigate stress and improve the quality of life of the staff of nursing. This No not only benefits nurses, but can also result in more effective patient care; such to the adaptation teachers in he area educational in he context COVID-19 For which Reynosa et al. (2020) mentioned that the teaching-learning processes, in which it was evident that online learning and mental health, have influenced the adaptation processes of teachers

Promoting Inclusion and Diversity: Developing policies that recognize and value the diversity of motivations among staff can improve the work environment. Fostering a space where HE listen and HE value the different voices can result in elderly commitment and satisfaction.

4.2. Contributions of the conditions labor

Improvement in the Retention of Staff: To the tackle are problematic and apply the suggested alternatives, HE wait a increase in the retention of the staff of nursing, it that is crucial during times of high demand. Increased Quality of Care: A motivated and satisfied nursing staff tends to provide better care, which positively impacts patient health outcomes.

Developing a Healthy Organizational Culture: Implementing practices that foster welfare and the motivation will contribute to create a culture organizational further strong, where staff feel valued and engaged.

Continuous Research and Adaptation: Establishing mechanisms for feedback and continuous evaluation on working conditions and motivation will allow for necessary adjustments, ensuring that the work environment evolves with the needs of the staff.

V. Conclusions

The correlations the conditions labor and the motivation of the Nurses of a public hospital during the first quarter of the year 2020 were in his majority less than 0.05; is say

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weak intermediate; interpreting that both situations being favorable for their performance, they should have been highly correlated, but this correlation is not such, understanding that there were other factors and intervening variables.

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