PIII-19: Perceptions of work engagement and nurses in Taiwan: Preliminary findings

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Abstract:
Introduction: In the past 10 years, there has been an oversupply of nurses in Taiwan. In spite of the oversupply, the nurse shortage still exists in hospitals in Taiwan. The turnover rate for the first year employment was 57.7% (Taipei Nurse Association, 2005). Work engagement is defined as a positive state of mind when performing work role resulting in a sense of fulfillment. Lack of work engagement contributes to turnover or results in decreased effectiveness on the job. Little or no research has published on the concept of work engagement in the nursing profession in Taiwan. Purpose: this study has 3 specific aims: (1) Understand Taiwanese nurses’ perceptions of work engagement (2) Explore the factors influencing Taiwanese nurses’ engagement with their work (3) Examine how work engagement impacts nursing care for patients in Taiwan The research question is what factors contribute to Taiwanese nurses’ engagement or disengagement with nursing work in Taiwan?

Method(s): An ethnographic method with participant observation and interviews were used with nurses who work in units with the highest and lowest turnover rates at a regional teaching
hospital in Taiwan. This investigation spent 4 weeks during participant observation in each unit. Interviews with staff nurses were audio-taped and transcribed verbatim. Accuracy was verified by the researcher. Content analysis and constant comparison was used to identify and classify data.

**Results:** Twenty eight female nurses were interviewed with an average age of 26.7 years. The average length of nursing experience was 4.2 years of working experience. Participant observation was grouped in 36 day shifts 4 evening shifts and 4 nights including weekends and holidays. Preliminary analysis indicates that work engagement described by Taiwan nurses is different from work engagement described by scholars in Western countries.

**Discussion & Conclusions:** Findings from this research will provide the forming process of nurses’ perception of work engagement and the influence on the decision making related to retention or turnover of nurses in Taiwan. Additionally, knowledge of nurse perceptions regarding their work engagement will be generated.

**Abstract History:**
This abstract has been presented or accepted for presentation in whole or in part at the SNRS or other scientific meeting.
in 2007. the polit study of this study has been presented in at the 21st Annual Conference of the Southern Nursing Research Society. Houston, TX.

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No, I (or a member of my immediate family) have not received something of value* from or own stock (or stock options) in a commercial company or institution related directly or indirectly to the subject of my presentation.

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