Health and Productivity Management in Hospital Organizations and Work Engagement of Nurses

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（病院組織における健康経営と看護師のワーク・エンゲイジメントに関する研究）

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Abstract

In Japan, there is an urgent need to strengthen efforts to retain nurses and prevent turnover. The Japan Nurses Association has set the goal of creating a supportive work environment that enables nurses to work with confidence and improve outcomes throughout their lives. Against this background, we examined the relationship between nurses' health and productivity management and work engagement (WE) in Japanese hospital organizations: a web-based survey was conducted among full-time nurses (public health nurses, midwives, and nurse practitioners) working in Japanese hospitals with 100 or more beds. Results For all indicator items related to healthy work climate, WE crude odds ratios (ORs) were significantly higher in the high group than in the low group. For the adjusted ORs, propensity scores were calculated from gender, age, years of service, years of experience, job title, marital status, work shift, frequency of exercise per week, and hours worked per week and used as adjustment variables. The results showed that the adjusted ORs for the high group were significantly higher than the adjusted ORs for the low group for all items except "participation of the person in charge from the planning stage of the initiative" and "reflection of the person in charge's opinion in the planning of the initiative." This study suggests that health and productivity management initiatives in hospital organizations may positively impact nurses' WE. Furthermore, the results suggest that these initiatives may contribute to improving nurse retention and preventing nurse turnover.