

Summary

Work environment initiative is a multi-pronged, multi-year effort to engage nurses, in recognizing the urgency and importance of working collaboratively to improve the environments in which nurse's work. This initiative is focusing, not on the physical environment, but on creating environments where the more difficult, the less tangible barriers to nurses and patient safety are addressed. Work Attractors are those features of nurses relationships and work arrangements that engage interest and job commitment.(*Dennis, et al, 2006*).

The aim of this study is to assess the effect of organizational features of work environment on staff nurses performance at Benha University Hospitals. Study was conducted at critical care units, general medical & surgical units at Benha University Hospitals; all staff nurses who worked in the mentioned units at the time of study were included, the total sample consist of, (120) staff nurse , the participants number in the selected units were, The staff nurses were distributed as follows: (45) nurse in the general medicine units, (25) nurse in the general surgical units (15) nurse in the dialysis unit,(20) nurse in the intensive care unit, (15) nurse in the coronary care unit.

The tools were used for data collection in the study. *First*, The Ward Organizational Features Scales (WOFS):-It was developed by *Adams Bond and Arbes (1995)* This tool was designed to measure the nurses perception about their organizational features of work environment , This questionnaire contains (97) items subdivided under six main categories to measure physical

environment of unit , Professional working relationship , Nurses influence over aspect of the unit life , Unit leadership , Professional nursing practice ,and Job satisfaction, *Second* ,tool Staff nurses Performance Evaluation Checklist, the observation checklist it was developed by the researcher in the light of (*Safford ,1980, Jernigan .1983*), (*www.Google.com & American Nurses' Association 2007*) it aimed to measure the staff nurses performance It contained(34)items categorized under 4 main headings there are (A)assessment (B) planning, (C) implementation, (D) evaluation.

The Study Has Generated the Following Findings

- There was a positive significant correlation between the nurses perception about organizational features of work environment and total nurses performance level.
 - There was a significant difference between organizational feature of work environment levels and the nursing care performance levels whice provided by staff nurses.s
 - There was a significant difference among all the staff nurses in studied units in regarding to nurses' perception toward their organizational features of work environment.
 - There was highly statistical significant difference among the studied units regarding the nursing care performance provided by staff nurses in these units.
 - There was a significant difference in the percentage of agreement of staff nurses on the ward organizational features of work environment in studied units.
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- There was statistical significant in relationship between ward organizational features of work environment and nurses age,years of experience.
- There was highly statistical significant difference in staff nurses performance levels of the critical care units followed by general surgical units and general medical units.
- There was statistical significant between nurse's performance and their age,marital status , years of experience.
- The areas of the nursing process have major deficiency was planning it's not applicable.

In the light of the findings obtained from the present study, the following points are recommended:

1. Using kardex as a model to encourage nurses for developing and implementing nursing care plan according to patient's needs.
 2. – In-service training should be done periodically, with emphasis on identified areas of deficiency, and especial training about how the nurses apply nursing process well especially planning.
 3. Periodic meetings for critical care, general medical and general surgical team to discuss the work problems and suggest solutions to improve performance.
 4. Enough supplies and equipments should be available in the units to improve staff nurses performance.
 5. Geographically designated area should be considered to facilitate the care of critical ill patient.
 6. implementing the present study not only in the critical care units,grneral medical units and general surgical units of the hospital but also in another important areas such as faculty of nursing.
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