

INTRODUCTION

Today's health care environment is of paramount concern to nursing and health administrators. Of importance is the question of what can be done to enhance ability to provide care in a potentially stressful environment to mediate the effects of a stressful environment on the performance of nurses in the practice environment. Technical support systems include those factors that are related to the design of work and how the work is performed. In the theory of support systems and nursing performance, proposed that structural and technical support systems can improve the efficiency and effectiveness of nurse performance. Conceptual model, structural support systems include the patient care assignment system, such as team or primary nursing. (*American Nurses' Association, 2007*).

Organizational Features This dimension addresses organizational interface with external influences and the ability to assess changes in the environment and make needed adjustments. (*Anthony et al., 2005*).

Work Environment is a term used to describe the surrounding conditions under which an employee operates. The work environment can be composed of physical conditions such as office temperature or equipment such as personal computers. It may also be related to things such as work processes or procedures. the work environment may also involve the social interactions at the workplace including interactions with peers, subordinates and managers. Generally, and within limits, (*Benette, 2004*).

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*).

Performance assessment means measurement of an individual's ability to carry out a specified task. It refers to the whole range of knowledge, skills and attitude required through training, as well as their organization and integration in practice. The term assessment denotes generalization made on the basis of an observation of events. (*Katz & Greef, 2004*).

Performance appraisal or evaluation is a process of interaction, written documentation, formal interview and follow. Up that occur between managers and their employees in order to give feed back, decision. Making, and cover fair employment practice laws has pointed out that evaluation is the process of providing an indispensable practical tool for advancing professional nursing standards. The main purpose of this appraisal, as illustrated by. Is to promote the performance. Assessed through continuous guidance, promotion, counseling, training, termination, retention and selection of education. These same authors have added that nurse managers can also use appraisal to govern corporate direction. In career planning and in rewarding personnel (*Gillis, 2004*).

Because ultimate cure and welfare of patients depend on nursing function the assessment of nurses performance is always needed. The frequent and continuous evaluation of nursing practice according to criteria established in the goals of the organization can motivate nurses for better work performance evaluation forces the manager to observe and scrutinize the work of subordinates not only from the point of view of how well the employees are performing their job, but also from the stand point of what can be done to improve performance (*Mitchell, 2003*).

Significance of the study.

Work environment is the totality of all factors that influence satisfaction and performance of the job. The least common denominator of the environment for staff nurses in hospitals is the clinical units.