



Summary

Work Environment is a term used to describe the surrounding conditions under which the nurses operate. Work Environment is asset of concrete abstract and psychological features, such as job characteristics, autonomy, and promotion opportunities perceived by job incumbents who compare these perceptions asset of standards, values or needs. Organization's environment includes all the internal and external factors and conditions that can affect how well you achieve your objectives and how you treat interested parties (*Tillman,2009*) .

The aim of the present study was to assess the effect of an educational program about organizational features of work environment on staff nurses performance at Benha University Hospitals. To fulfill the aim of the present study, the following research hypotheses were formulated:

- ☒ There will be unsatisfactory organizational features of work environment at Benha University Hospitals according to pre educational program assessment for staff nurses.
- ☒ There will be low of staff nurses' performance according to pre educational program assessment.
- ☒ There will be improvement of staff nurses knowledge about organizational features of work environment after implementing program.



- ☒ There will be positive effect of organizational feature of work environment on staff nurses performance at Benha University Hospital.

The current study was conducted at the general medical department (six units) at Benha University Hospital .Subjects of the study included all the staff nurses working in the foregoing setting and they had more than one-year experience in their work setting the final sample size was 70 staff nurse.

Two tools were used for data collection in the study. *First*, the ward organizational_features scale (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 95 items subdivided under six main categories to measure: (1)Physical environment of unit, (2)Professional working relationship, (3)Nurses influence over aspect of the unit life, (4) Unit leadership, (5)Professional nursing practice and (6) Job satisfaction., *Second*, the__Staff nurses Performance Evaluation Checklist, The observation checklist was developed by the present study researcher in the light of (**Safford ,1980**), (**Jernigan .1983**), (**American Nurses' Association 2007**). It aimed to measure the staff nurses performance it contained 34 items categorized under four main headings there are (a) assessment, (b) planning, (c) implementation, and (d) evaluation.



The study has generated the following findings:

- ☒ The majority of staff nurses perceived organizational features of work environment as unsatisfactory features and they had low-level staff nurses' performance according to pre educational program assessment.
- ☒ There was a significant improvement in the staff nurses' knowledge after implementation of educational program and follow-up period. Additionally, there was a significant improvement in the staff nurses' performance mean scores of after implementation of educational program and follow up periods compared to before program implementation.
- ☒ There was a positive statistically significant correlation between total knowledge, total performance scores and marital states, at different times of assessment. On the other hand, there was a negative statistically significant correlation between total knowledge, total performance scores, and age at different times of assessment. Additionally, there was a positive statistically significant correlation between total knowledge and performance scores at different times of assessment.

In the light of the findings obtained from the present study, these points were recommended:

- Workshops and seminars should be held to raise staff nurses' awareness about organizational feature of work environment that help to improve their performance level.
- Provision of instructional booklets for staff nurse's about organizational feature of work environment to improve their level of knowledge, which should be updated continuously.



- Training sessions for all staff nurses about how the nurses apply nursing process should be done periodically, with emphasis on identified areas of deficiency, especially point of planning of nursing care.
- Geographically designated area should be considered to facilitate the communication between nurses and patients.
- Enough supplies and equipments should be available in the unit to improve staff nurses performance.
- Conduct studies on other new methods which help nurse to enhance there cognitive and practical levels.