



Introduction

Work environments are considered problematic and a factor in hospital nursing shortages. The problematic also considered in terms of patient safety. A number of regulatory, policy and professional organizations have called for significant improvements to be made in hospital nursing work environments (*Booth and Farquhar, 2007*). Work environment refers to working conditions. It refers to all of the conditions and factors that influence work. In general; these include physical, social, psychological, and administrative factors (*Rafferty et al. 2010*).

Work Environments have been categorized as external environments, task environment, and internal environments. The external environment refers to forces operating outside the organization, such as customers, competitors, suppliers, government and regulatory agencies, unions, and professional associations (*Potter et al. 2010*).

Task environment, a term initially used by denotes parts of the external environment considered relevant or potentially relevant to organizational goal setting and attainment. Specifically, the task environment is considered the external stimuli to which an organization is exposed and may respond thus, not every aspect of the external environment includes (a) customers; (b) suppliers of materials, capital, equipment, and workspace; (c) competition for both markets and resources; and (d) regulatory groups (*Tillman, 2009*).

The internal environment, bounded by the organization, refers to forces operating within the organization, such as goals and objectives, the nature of products and services, communication processes, and



intraorganizational networks, the internal environments of organizations are affected by conditions in the external environment. Proposed that organizations, as open systems, face turbulence and complexity in the internal environment in response to external environmental stimuli. Viewed organizations as being both open and closed to environmental stimuli. Necessarily, organizations must be open to environmental stimuli at the institutional level in order to acquire information from the external environment, but closed at the level of the technical core in order to buffer the effects of environmental turbulence and reduce uncertainty (*Rafferty et al. 2010*).

Performance refer to what actually carried out in practice, the measurement process of performance is further complicated by the fact that nurses in the practice setting do not perform in the creation of work environment that encourage professional nursing practice by empowering nurses to action their expert judgment is an essential strategy for fostering trust with in organizations, more over, both trust and empowerment will lead to increased effective commitment, ultimately ensuring high- quality of patient care. Work environment is reflected in members over all perceptions of policies, practices, goals and methods of goal attainment, climate represents how things are done and the way of doing things, work environment strive to convey the factors with in the organization that impact job performance or job satisfaction (*Mark et al, 2010*).

Improving hospital nursing work environments is considered a key factor in retaining a vital nursing workforce important because an increasing amount of evidence indicates that professional, high quality nursing care is an essential component in achieving desired patient outcomes (*Canadian Nurses Association, 2010*).



Healthy work environment is that which is conducive to healing as well as to the safety and well-being of the patients. However, a healthy work environment is necessary for nurses as well. In this environment, nurses are able to meet the needs of their patients and their families as well as the goals of the unit and the organization. Then somewhere along the way, nurses should gain personal satisfaction from their work. A healthy work environment leads to improved patient outcomes and increased nursing satisfaction. In a healthy work environment, the healthcare team works together to deliver quality patient care and create an atmosphere conducive to healing for patients and increased well-being for nurses (*Austin, 2009*).

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 work environment for staff nurses in hospital is the clinical units that considered the media to translate care for all patients. Also, work environments for nurses: "practice settings that maximize the health and well-being of the nurse, quality patient/client outcomes, organizational performance and societal outcomes.