

Summary

One of the most beneficial skills for effective leadership and management, in nursing field, is the ability to motivate and empower others. Consequently nurse managers need to be concerned about empowerment and two corresponding aspects of motivation, motivating nurses to stay on the job and motivating them to perform at their best.

The present study aimed at assessing the motivating work factors, assessing empowerment work factors among staff nurses at Benha University Hospital, and examining the relationship between motivating work factors and empowerment.

The present study was conducted at inpatient units of medical and surgical departments at Benha University Hospital.

The subjects of this study were all staff nurses at inpatient units of medical and surgical departments at the time of the study and had more than one years of experience in their work setting, their number were 275 nurses.

Data for this study were collected by using two types of questionnaire were employed:

1) Motivating Work Factors Questionnaire Sheet (Appendix I)

It was developed and applied by *El-Sayed, (2008)*, and modified by the researcher, based on *Herzberg's motivator and hygiene theory, (1977)& Ellis, (2000)*. It consists of two parts:-

The first part: Personal characteristics, it includes: age, department, educational qualifications and years of experience.

The second part: Motivating work factors, it aims at assessing the motivating work factors among the studied nurses.

(2) Empowerment Questionnaire Sheet (Appendix II)

It consists of two parts:

The first part: Condition for Work Effectiveness Questionnaire

It was developed and applied by *El-sayed, (2008)* and modified by the researcher based on *Chandler, (1994)*.

The second part: Organizational Description Opinionnaire Sheet

It was developed and applied by *El-Sayed (2008)*, and modified by the researcher based on *Laschinger, (1996)*. It consists of two parts:

The first part, aimed at measuring nurse's perception of existence of structural power characteristics in work environment.

The second part, aimed at measuring nurse's of their manager's power.

The study has generated the following findings:

1) Nurses at Benha University Hospital were moderately motivated and moderately empowered.

2) There was a significantly positive correlation between component of motivating work factors (Job security, organization policy, working condition, interaction, responsibility and achievement) and components of empowerment (Information, opportunity, resources and support).

3) Diploma nurses with specialty were more motivated and more empowered. Staff nurses working in the surgical department tend to be

more motivated and empowered than those who working in the medical department.

4) There was a significantly association between personal characteristics of nurses (age, educational qualification and years of experience) with motivating work factors and empowerment factors.

Based on the results of the study, the following was recommended:

- 1- The nurse managers need to assess the structures in their organizations to identify barriers to staff nurses to feel job security.
 - 2- Update the organization policies to put into consideration the organization manpower as an important source of the organization and its existence.
 - 3- Staff nurses should be included on hospital committees to facilitate professional development through the expansion of personal knowledge and job advancement and sharing in decision making..
 - 4- The nurse managers should emphasize the staff development educational sessions on problem solving, decentralized decision making and effective communication to assist staff nurses with personal empowerment to improve their work environment.
 - 5- Planning for work shops about the strategies to motivate and empower the staff nurses and how nurse manager can use these strategies to motivate their staff.
 - 6- The hospital administration should provide newly employed nurses by sources of work empowerment through orientation to hospital policies and goals.
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