

**Table 2: Frequency distribution of level of motivating work factors among studied nurses (n= 275).**

Item \ Level	High		Moderate		Low	
	No	%	No	%	No	%
Job security	1	0.4	65	23.6	209	76.0
Organization policy	83	30.2	154	56.0	38	13.8
Work nature	208	75.6	35	12.7	32	11.6
Interaction	241	87.6	13	4.7	21	7.6
Supervision	157	57.1	47	17.1	71	25.8
Responsibility	225	81.8	17	6.2	33	12.0
Achievement	0	0.0	0	0.0	100	100.0

The results illustrate that 90.2% from nurses reported moderately motivated in relation to total motivation. Nurses reported highly motivated in relation to items of interaction, responsibility, work nature and supervision (87.6%, 81.8%, 75.6%, 57.1%) respectively. While nurses reported low motivated in relation to items of achievement and job security (100%, 76%) respectively.

**Table 3: Mean and standard deviation of components of motivating work factors according to age group of studied nurses (n= 275).**

Age Components	Maximum score	< 26 years (n=53) Mean ± SD	26-30 year (n=56) Mean ± SD	31-35 year (n=37) Mean ± SD	>35 year (n=129) Mean ± SD	F Value	P value
Job security	50	16.60 ±4.961	17.60±5.97	18.05±5.82	19.06±5.78	2.66	.048*
Organization policy	70	42.73±10.85	42.07±10.36	41.40±12.49	47.53±9.36	6.34	.000**
Work nature	15	13.03±3.37	12.57±3.92	11.78±4.03	13.89±2.67	4.93	.002*
Interaction	20	18.18±3.84	17.92±4.05	17.86±3.89	19.15±3.05	2.44	.064
Supervision	25	17.96±6.77	16.51±7.18	16.70±7.42	19.13±7.18	2.28	.079
Responsibility	20	16.22±4.96	15.85±4.85	14.70±5.28	17.61±3.62	5.20	.002*
Achievement	20	4.35±0.90	4.25±0.76	4.94±2.30	4.32±0.90	3.18	.024*
Total	220	129.11±27.98	126.80±28.08	125.45±31.31	140.72±24.62	5.80	.000**

\*\* Statistically high significant. ( $p < 0.001$ )

\* Statistically significant. ( $p < 0.05$ )

The result shows that there was statistically significant relation among age group of nurses in total and all items of motivating work factors except for items of interaction ( $F=2.44$ ,  $P=.064$ ), and items of supervision ( $F=2.28$ ,  $P=.079$ ). Nurses more than 35 years old, reported the highest mean score, while nurses have 31-35 years old, reported the lowest mean score among the studied sample.

**Table 4: Mean and standard deviation of components motivating work factors according to**

**studied nurses' educational qualification (n= 275).**

Qualification Components	Maximum score	Diploma (n=253) Mean ± SD	Diploma with specially (n=6) Mean ± SD	Technical institute of nursing (n=16) Mean ± SD	F Value	P value
Job security	50	18.09 ± 5.71	22.33 ± 4.45	17.56 ± 4.97	1.73	.178
Organization policy	70	44.85± 10.84	46.16± 8.47	41.18± 6.92	0.95	.385
Work nature	15	13.26±3.29	14.33±1.63	11.43±4.44	2.60	.076
Interaction	20	18.61±3.55	19.33±1.63	17.12±4.42	1.45	.236
Supervision	25	18.18±7.19	20.00±4.69	15.06±7.44	1.65	.193
Responsibility	20	16.60±4.55	16.83±4.30	16.37±4.09	0.028	.973
Achievement	20	4.39±1.20	4.83±1.32	4.25±0.68	0.529	.590
Total	220	134.02±27.94	143.83±24.57	123.00±22.30	1.623	.199

The result revealed that there was no statistically significant relation among studied nurses in relation to educational qualification in total and all items of motivating work factors. Nurses, who have diploma with specially, reported the highest mean score, while nurses with technical institute of nursing reported the lowest mean score among the studied sample.

**Table 5: Mean and standard deviation of components of motivating work factors according to**

**studied nurses' years of experience (n=275).**

Experience Components	Maximum score	<11 year (N=69)	11-15 year (N=47)	16-20 year (N=35)	>20 year (N=124)	F value	P value
		Mean ±SD	Mean ±SD	Mean ±SD	Mean ±SD		
- Job security	50	16.86±4.70	17.40±6.04	17.57±5.98	19.33±5.77	3.44	0.017*
- Organization Policy	70	41.65±10.69	42.59±10.49	41.88±12.79	47.92±9.05	7.66	0.000**
- Work nature	15	12.36±3.85	13.14±3.32	11.97±4.28	13.98±2.52	5.48	0.001*
- Interaction	20	17.55±4.11	18.80±3.30	17.65±4.71	19.25±2.79	4.300	.005*
- Supervision	25	16.72±7.00	18.04±6.95	16.42±7.58	19.24±7.13	2.55	0.056
- Responsibility	20	15.79±5.26	16.51±3.92	14.00±5.60	17.80±3.43	8.15	0.000**
- Achievement	20	4.33±0.85	4.23±.75	5.08±2.35	4.30±.90	4.74	0.003*
Total	220	125.28±28.66	130.74±25.64	124.60±33.82	141.84±23.55	7.672	0.000**

\*\* Statistically high significant. ( $p < 0.001$ )

\* Statistically significant. ( $p < 0.05$ )

The result shows that there was statistically significant relation among the studied nurses in relation to their years of experience in total and all items of motivating work factors except for items of supervision ( $F=2.55$ ,  $P=0.056$ ). Nurses more than 20 years of experience in work, reported the highest mean score, while nurses who have 16-20 years of experience reported the lowest mean score among the studied sample.

**Table 6: Mean and standard deviation of components of motivating work factors according to**

**studied nurses' departments (n= 275).**

Department Components	Maximum score	Medical department N= 156 Mean ± SD	Surgical department N= 119 Mean ±SD	t Value	P value
Job security	50	17.42±6.04	19.11±5.00	2.46	0.14*
Organization policy	70	43.47±10.88	46.24±10.10	2.15	0.032*
Work nature	15	12.75±3.69	13.73±2.80	2.40	0.017*
Interaction	20	17.94±4.26	19.32±2.23	3.20	0.001*
Supervision	25	16.84±7.63	19.62±6.25	3.22	0.001*
Responsibility	20	15.87±4.80	17.54±3.91	3.09	0.002*
Achievement	20	4.49±1.41	4.27±0.76	1.50	0.134**
Total	220	128.82±30.12	139.86±22.70	3.34	0.001*

\*\* Statistically insignificant. ( $P > 0.05$ )

\* Statistically significant. ( $p < 0.05$ )

The result shows that there was statistically significant relation among studied nurses in relation to department in total and all items of motivation except for item of achievement ( $T=1.50$ ,  $P=0.134$ ). Nurses' working in surgical department reported the highest mean score, while nurses' work in medical department reported the lowest mean score among the studied sample.

**Table 7: Frequency distribution of level of empowerment factors among studied nurses**

(n= 275).

Item \ Level	High		Moderate		Low	
	No	%	No	%	No	%
Information	81	29.5	172	62.5	22	8.0
Support	139	50.5	105	38.2	31	11.3
Opportunity	59	21.5	192	69.8	24	8.7
Resources	3	1.1	152	55.3	120	43.6
work environment	219	79.6	37	13.5	19	6.9
Power of manager	14	5.1	194	70.5	67	24.4
Total	5	1.8	257	93.5	13	4.7

The result illustrate that 93.5% of studied nurses were moderately empowered. Nurses reported highly empowered in relation to items of wok environment and support (79.6%, 50.5%) respectively, while nurses reported moderately empowered in relation to items of power of manager, opportunity, information, and resources (70.5%, 69.8%, 62.5%, 55.3%) respectively.

**Table 8: Mean and standard deviation of components of empowerment according to age group**

## of studied nurses (n= 275).

Age Components	Maximum score	< 26 years (n=53) Mean ± SD	26-30 year (n=56) Mean ± SD	31-35 year (n=37) Mean ± SD	>35 year (n=129) Mean ± SD	F Value	P value
Information	55	37.32±7.00	35.73±7.67	34.48±9.47	38.65±6.27	4.29	.006*
Support	60	41.01±10.86	40.42±11.38	37.81±12.50	44.95±9.24	5.86	.001*
Opportunity	40	25.60±5.51	24.14±5.36	23.35±5.73	26.83±4.76	6.26	.000**
Resources	35	16.50±2.85	15.5179±3.16	16.27±3.59	17.01±2.97	3.17	.025*
work environment	45	33.00±6.81	32.82±7.37	30.16±8.78	33.73±5.16	2.86	.037*
Power of manager	55	30.69±8.14	29.80±9.79	28.56±10.11	33.14±7.35	4.01	.008*
Total	290	184.15±34.19	178.44±38.82	170.64±44.42	194.34±27.49	6.116	.000**

\*\* Statistically high significant. ( $p < 0.001$ )

\* Statistically significant. ( $p < 0.05$ )

The result shows that there was statistically significant relation among age group of nurses in total and all items of empowerment. Nurses more than 36 years, reported the highest mean score, while nurses aged 31-35 years reported the lowest mean score among the studied sample.

**Table 9: Mean and standard deviation of components of empowerment according to studied**

**nurses' educational qualifications (n=275)**

Qualifications Component	Maximum score	Diploma (n=253)	Diploma with specially (n=6)	Technical institute of nursing (n=16)	F value	P value
		Mean ± SD	Mean ± SD	Mean ± SD		
Information	55	37.39±7.16	39.33±5.98	34.06±9.71	1.81	.165
Support	60	42.57±10.67	43.16±8.20	37.87±12.59	1.45	.235
Opportunity	40	25.76±5.26	26.16±4.21	22.50±5.86	2.90	.056
Resources	35	16.56±3.10	17.00±2.09	15.43±3.52	1.06	.345
work environment	45	33.01±6.66	29.66±5.75	32.81±5.96	0.75	.473
Power of manager	55	31.43±8.49	34.33±4.67	29.43±10.93	0.76	.465
Total	290	186.74±34.30	189.66±26.24	172.1± 44.12	1.363	0.258

The result shows that there was no statistically significant relation among studied nurses in relation to educational qualification in all items of empowerment. Nurses' who have diploma with specially reported the highest mean score, while nurses with technical institute of nursing reported the lowest mean score among the studied nurses.

**Table 10: Mean and standard deviation of components of empowerment according to studied**



**nurses' years of experience (n= 275).**

Experience Components	Maximum Score	<11 year (n=69)	11-15 year (n=47)	16-20 year (n=35)	>20 year (n=124)	F value	P value
		Mean ± SD	Mean ± SD	Mean ± SD	Mean ± SD		
Information	55	36.10±8.06	37.31±6.21	33.97±10.00	38.77±5.96	4.88	.003**
Support	60	40.50±11.37	40.68±10.80	37.77±12.17	45.21±9.21	6.45	.000**
Opportunity	40	24.79±6.00	24.95±4.31	22.91±6.40	27.00±4.50	7.05	.000**
Resources	35	16.07±3.20	16.04±2.78	15.54±3.68	17.20±2.88	4.15	.007*
Work environment	45	32.47±7.49	33.31±6.53	29.88±9.14	33.88±4.84	3.60	.014*
Power of manager	55	29.63±9.28	30.34±8.98	29.42±10.00	33.29±7.19	3.95	.009*
Total	290	179.59±39.08	182.65±32.42	169.51±46.76	195.38±25.84	6.961	.000**

\*\* Statistically high significant. ( $p < 0.001$ )

\* Statistically significant. ( $p < 0.05$ )

The result shows that there was statistically significant relation among the studied nurse in relation to years of experience in total and all items of empowerment. Nurses more than 20 years of experience in work, reported the highest mean score, while nurses who have 16-20 years of experience reported the lowest mean score among the studied sample.

**Table 11: Mean and standard deviation of components of empowerment according to studied nurses' departments (n= 275).**

Departments Components	Maximum score	Medical department N= 156 Mean $\pm$ SD	Surgical department N= 119 Mean $\pm$ SD	t Value	P value
Information	55	36.07 $\pm$ 8.20	38.78 $\pm$ 5.66	3.08	0.002*
Support	60	41.24 $\pm$ 11.61	43.71 $\pm$ 9.40	1.89	0.05**
Opportunity	40	25.01 $\pm$ 5.89	26.31 $\pm$ 4.37	2.01	0.045*
Resources	35	16.15 $\pm$ 3.79	16.98 $\pm$ 1.78	2.20	0.029*
work environment	45	32.35 $\pm$ 7.06	33.68 $\pm$ 5.90	1.65	0.099**
Power of manager	55	30.01 $\pm$ 9.54	33.16 $\pm$ 6.76	3.06	0.002*
Total	290	180.85 $\pm$ 38.90	192.64 $\pm$ 27.38	2.81	0.005*

\*\* Statistically insignificant. ( $P > 0.05$ )

\* Statistically significant. ( $p < 0.05$ )

The result shows that there was statistically significant relation among studied nurses in relation to department in total and all items of empowerment except for item of support ( $t=1.89$ ,  $P=0.05$ ) and item of work environment ( $t=1.65$ ,  $P=0.099$ ). Nurses' work in surgical department reported the highest mean score, while nurses' working in medical department reported the lowest mean score among the studied sample.

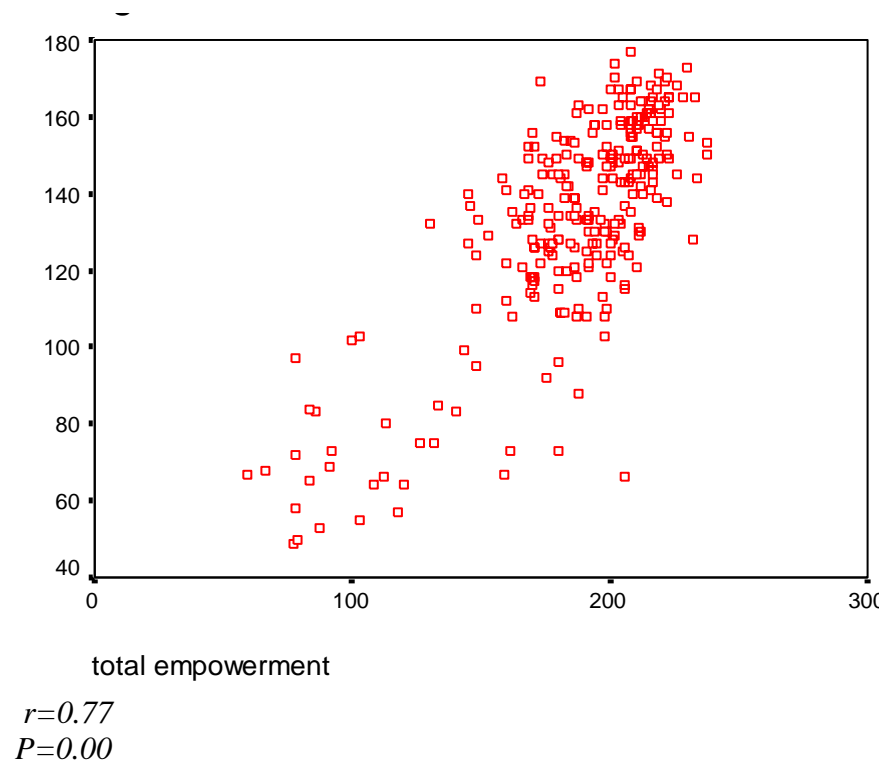
**Table 12: Correlation coefficients between scores of components of motivating work factors &**

**components of empowerment among studied nurses (n= 275).**

Empowerment factors Motivating factors		Information	Support	Opportunity	Resource	work environment	Power of manager
	Job security	r	0.321	0.347	0.384	0.264	0.277
	p	0.000**	0.000**	0.000**	0.000**	0.000**	0.000**
Organization	r	0.534	0.635	0.513	0.409	0.561	0.519
	p	0.000**	0.000**	0.000**	0.000**	0.000**	0.000**
Work nature	r	0.623	0.594	0.522	0.426	0.589	0.579
	p	0.000**	0.000**	0.000**	0.000**	0.000**	0.000**
Interaction	r	0.680	0.626	0.534	0.478	0.613	0.551
	p	0.000**	0.000**	0.000**	0.000**	0.000**	0.000**
Supervision	r	0.454	0.586	0.521	0.416	0.487	0.433
	p	0.000**	0.000**	0.000**	0.000**	0.000**	0.000**
Responsibility	r	0.623	0.665	0.576	0.448	0.614	0.551
	p	0.000	0.000	0.000	0.000	0.000	.000**
Achievement	r	-0.097	0.020	0.020	0.002	-0.095	-0.012
	p	0.108	0.742	0.745	0.979	0.117	0.842

\*\* Statistically high significant. ( $p < 0.001$ )

The result shows that there was highly statistically significant correlation between scores of components of motivating work factors and components of empowerment in total and all items except for item of achievement. There was insignificant negative correlation between achievement and information ( $r = -0.097$ ,  $P = 0.108$ ), work environment ( $r = -0.095$ ,  $P = 0.117$ ) and power of manager ( $r = -0.012$ ,  $P = 0.842$ ).



**Figure 1: correlation coefficients between total motivation and total empowerment**

This figure portrays correlation coefficients between total motivation and total empowerment; the result revealed that there was statistically significant correlation between total motivation and total empowerment among the studied nurses ( $r=0.77$ ,  $P=0.00$ ).