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Outcomes Associated With Good Hospital Work Environments for Nurses

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Outcomes Associated With Good Hospital Work Environments for Nurses

Abstract

Hospital work environments that promote nurse leadership, encourage nurse participation in hospital governance and decision-making, assure adequate resources and staffing, and foster collaboration between doctors and nurses are consistently associated with better patient, quality, safety, and job outcomes. The work environment offers a powerful target for improvement efforts and warrants the resources and attention of health care administrators.

Keywords

Nurse work environment, patient safety, nurses

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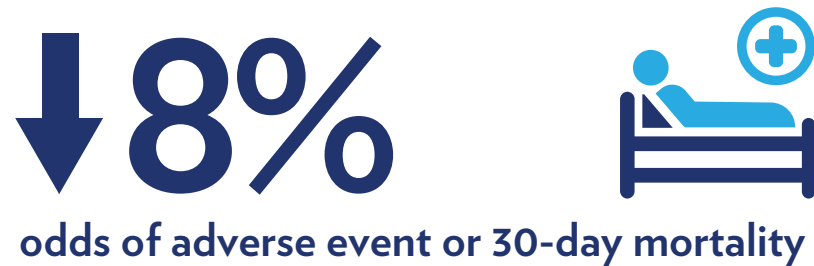
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OUTCOMES ASSOCIATED WITH GOOD HOSPITAL WORK ENVIRONMENTS FOR NURSES

A Meta-Analysis*

In good nurse work environments...

PATIENT OUTCOMES



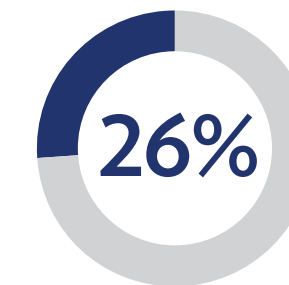
NURSE-REPORTED QUALITY AND SAFETY OUTCOMES

33% less likely to report fair/poor ward quality

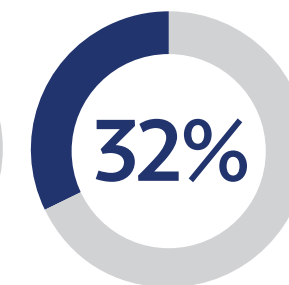
22% less likely to report no confidence in patient's ability to manage care after discharge

51% less likely to report poor/failing safety grade

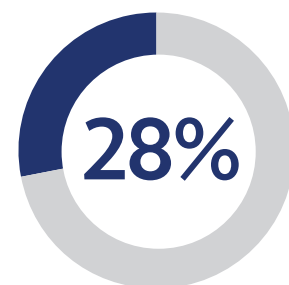
NURSE-REPORTED JOB OUTCOMES



less likely to report **burn out**



less likely to report **job dissatisfaction**



less likely to report **intention to leave**

Hospital work environments that promote nurse leadership, encourage nurse participation in hospital governance and decision-making, assure adequate resources and staffing, and foster collaboration between doctors and nurses are consistently associated with better patient, quality, safety, and job outcomes. The work environment offers a powerful target for improvement efforts and warrants the resources and attention of health care administrators.