

## **Nurses Work Experience among Government and Private Hospitals**

**\*Dr. M. Lavanya**

\*Senior Research Associate, National Foundation for Entrepreneurship  
Development, Coimbatore

### **Abstract**

Health care delivery demands both safety and efficiency. These conflicting demands are negotiated within the work of direct care nurses. A strong commitment to the service that nursing provides for the public is essential. Nursing is a helping, humanistic service dedicated to the health needs of individuals, families, and communities. This research aims to find out the comparison of Work Experience among Government and Private Hospital Nurses. Demographic variable that was analysed for the study was the Nurses Experience Group. The Primary Data was collected from 401 sample respondents from Coimbatore District. Random Sampling method was used to collect the Data. Questionnaire was the main tool used to collect the pertinent data from the selected sample respondents.

**Keywords:** Nurses, Work Experience, Hospital

### **Introduction**

Nurses, being responsible for assessing and promoting the health status of all humans, need to value their contribution to the health and well-being of people. Since “care and caring is the central core and essence of nursing”, nurses also need to value the caring aspect of nursing. The nurse’s role is therefore focused on health and care. The promotion of health and healing is the cure aspect of professional nursing. It is assisting clients to understand that health problems and helping them cope. It is the administration of medications and treatments. It is also the use of clinical judgment in determining, on the basis of patient’s outcome, changed. It is knowing when and how to use existing and potential resources to help patients towards recovery and adjustment by mobilizing their own resources.

### **Review of Literature**

Lisa Giallonardo.M, Carol Wong.A and Carroll Iwasiw.L (2010) Predictive non-experimental survey design was used to examine the relationship between study variables. The final sample consisted of 170 randomly selected Registered Nurses (RNs) with <3 years experience and who worked in an acute care setting. Work engagement was found to partially mediate the relationship between authentic leadership of preceptors and engagement of new graduate nurses. Jianwei Zhang and Yuxin Liu (2010) this study investigated the characteristics of organizational climate and its effects on organizational variables. Investigation of 419 participants including both managers and employees indicated as follows: educational level, position and length of time working for the current organization had significant main effects on organizational climate; specialty, enterprise character and enterprise size also had significant main effects on organizational climate; organizational climate had significant main effects on human resources management effectiveness such as turnover intention, job satisfaction and work efficacy; organizational climate also had significant main effects on organization effectiveness like staff members’ organization commitment and collective identity. Muhammad Masroor Alam and Jamilha Fakir Mohammad (2009) the data from 153 nurses in one of the public sector hospital in Perlis were used. Findings of this

study suggested that the nursing staffs were moderately satisfied with their job in all the six facets of job satisfaction i.e. satisfaction with supervisor, job variety, closure, compensation, co-workers and HRM/management polices and therefore exhibits a perceived lower level of their intention to leave the hospital and the job. Hall, Linda McGillis (LM); Doran, Diane (D); Pink, Leah (L) (2008), The impact of interventions designed to improve the nursing work environment on patient and nurse outcomes was examined. Nursing work environments have been characterized as contributing to patients outcomes as a result of organizational management practices, work deployment, work design, and organizational culture. The result shows that the study nurses reported higher perceptions of their work and work environment. Demographic, nurse, unit, and hospital characteristics also had an impact on the work environment and outcomes.

**Objectives**

1. To Compare the Work Experience Group among Government Hospital Nurses
2. To Compare the Work Experience Group among Private Hospital Nurses

**Hypothesis**

H<sub>0a</sub>: There is no significant relationship between Work Experience Group and Nurses

H<sub>1a</sub>: There is a significant relationship between Work Experience Group and Nurses

**Comparison of Government and Private Hospital Nurses With Respect To Their Work Experience Group**

The Table 1 describes the respondents based on the Work Experience. It is classified as 0-2, 3-6, 7-11, 12 and above

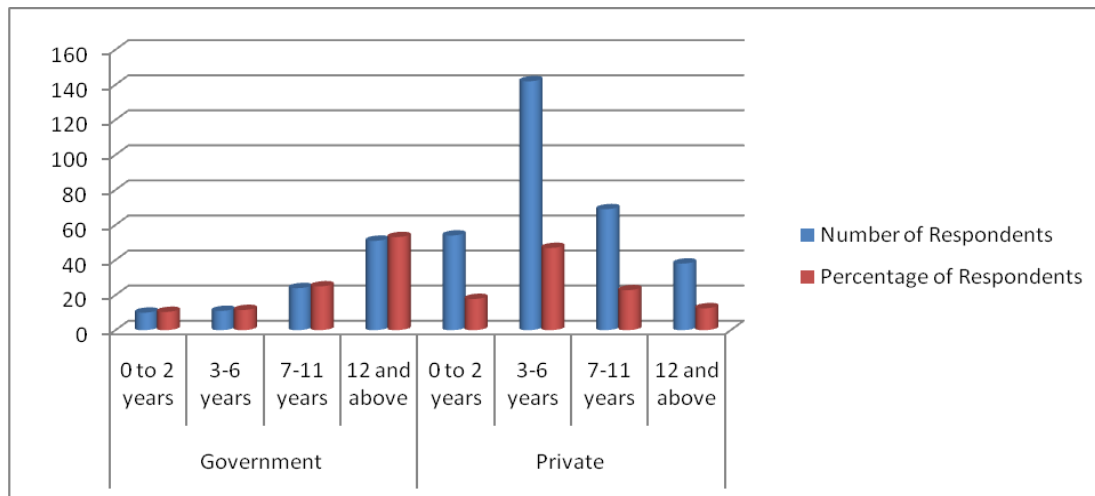
**Table 1 - Work Experience wise distribution of Respondents**

Sl.No	Work Experience	Government Hospital		Private Hospital	
		Number of Respondents	Percentage of Respondents	Number of Respondents	Percentage of Respondents
1	0 to 2 years	10	10.4%	54	17.8%
2	3-6 years	11	11.5%	142	46.9%
3	7-11 years	24	25.0%	69	22.8%
4	12 and above	51	53.1%	38	12.5%
	<b>Total</b>	<b>96</b>	<b>100</b>	<b>305</b>	<b>100</b>

It is inferred that in government hospital majority of the respondents are above 12 years of experience. Even though there is shortage of staff nurses in the government hospital there is no appointment of nurses from the government side. So there is fewer younger nurses with less experience are available. Postings are based according to seniority only. Similarly in private hospital about 46.9 percent

of the respondents are having the work experience of about 3 to 6 years. Only few highly experienced staff nurses are working in the private hospitals.

**Exhibit 1 Work Experience wise distribution of Respondents**



**Table 2 – Kruskal -Wallis Test for Work Experience group of both Government and Private Hospital nurses**

Dimensions	Experience group	N	Mean Rank	Chi-Square	df	Asymp. Sig
Cultural Dimensions	0 to 2 yrs	64	120.17	38.791	3	.000*
	3-6	153	216.88			
	7-11	93	221.77			
	12 and Above	89	205.63			
Leadership	0 to 2 yrs	64	228.94	9.793	3	.020*
	3-6	153	180.81			
	7-11	93	197.57			
	12 and Above	89	214.72			
Organizational climate	0 to 2 yrs	64	185.34	11.173	3	.011*
	3-6	153	221.53			
	7-11	93	200.14			
	12 and Above	89	173.39			
Organizational commitment	0 to 2 yrs	64	109.16	52.673	3	.000*
	3-6	153	228.61			
	7-11	93	219.13			
	12 and Above	89	196.15			
Job satisfaction	0 to 2 yrs	64	147.73	25.911	3	.000*
	3-6	153	226.31			
	7-11	93	214.16			
	12 and Above	89	177.56			
Safety Climate	0 to 2 yrs	64	145.16	40.709	3	.000*
	3-6	153	235.52			
	7-11	93	214.32			
	12 and Above	89	163.41			

\*- significance 5

From the Table 2 it is inferred that there is a significant difference between the experience group for the Cultural Dimensions, Organizational Climate, Organizational Commitment, Job Satisfaction, superior nurse leadership and Safety Climate. The Cultural dimensions are high among 7-11 years of experience group. 0-2 years of experience group maintain low cultural dimensions. 0-2 years of experience group experience more superior nurse leadership. It is because, 0-2 years experience group are staff nurses and they will be in low hierarchical level so they need guidance, training, motivation from their superiors to learn the work. They have to do the work under the guidance of their superior nurses only. So they get inspired by the superior nurse leadership qualities. The Mean Rank score of organizational climate is 185.34 which are very less compared to the other groups. The 3-6 years and 7-11 years of experience group do not have much difference in their Mean score. The organizational commitment, job satisfaction and safety climate Mean Rank score is high for 3-6 years experience group. The other groups are less compared to the 3-6 years experience group.

**Table 3 - Kruskal-Wallis Test for Work Experience group of the Government hospital nurses**

Government or private	Dimensions	Experience group	N	Mean Rank	Chi-Square	df	Asymp. Sig.
Government	Cultural Dimensions	0 to 2 yrs	10	32.15	4.339	3	.227 NS
		3-6	11	54.59			
		7-11	24	47.96			
		12 and Above	51	50.65			
	Leadership	0 to 2 yrs	10	54.85	2.332	3	.506 NS
		3-6	11	56.82			
		7-11	24	49.46			
		12 and Above	51	45.01			
	Organizational climate	0 to 2 yrs	10	47.80	1.914	3	.590 NS
		3-6	11	59.18			
		7-11	24	45.73			
		12 and Above	51	47.64			
	Organizational commitment	0 to 2 yrs	10	26.45	8.380	3	.039*
		3-6	11	60.05			
		7-11	24	50.35			
		12 and Above	51	49.46			
	Job satisfaction	0 to 2 yrs	10	51.35	1.111	3	.774 NS
		3-6	11	44.55			
		7-11	24	44.56			
		12 and Above	51	50.65			
Safety Climate	0 to 2 yrs	10	50.00	4.221	3	.239 NS	
	3-6	11	64.27				
	7-11	24	45.19				
	12 and Above	51	46.36				

\*- significance 5% , NS- Not significant

From the Table 3 it is inferred that there is a significant difference between the experience groups for the Organizational Commitment. There is no significant difference between the experience group for the Cultural Dimensions, superior nurse Leadership, Organizational Climate, Job Satisfaction and Safety Climate. 3-

6 years of experience group have got high Mean Rank score for cultural dimension which mean that the power distance and uncertainty avoidance are high among this group. The superior nurse leadership is also high among 3-6 years of experience group and it is low among the 12 and above experience group. The Mean Rank score of job satisfaction is high among 0-2 years experience group. The mean Rank score of safety climate is 64.27 which are high for 3-6 years experience group compared to the other groups.

**Table 4 Kruskal-Wallis Test for Work Experience group of the Private hospital nurses**

Government or private	Dimensions	Experience group	N	Mean Rank	Chi-Square	df	Asymp. Sig.
Private	Cultural Dimensions	0 to 2 yrs	54	90.19	36.280	3	.000*
		3-6	142	159.28			
		7-11	69	174.71			
		12 and Above	38	171.38			
	Leadership	0 to 2 yrs	54	183.39	8.614	3	.035*
		3-6	142	146.86			
		7-11	69	143.24			
		12 and Above	38	142.50			
	Organizational climate	0 to 2 yrs	54	129.63	9.249	3	.026*
		3-6	142	149.22			
		7-11	69	157.34			
		12 and Above	38	184.47			
	Organizational commitment	0 to 2 yrs	54	81.23	45.052	3	.000*
		3-6	142	162.49			
		7-11	69	171.99			
		12 and Above	38	177.09			
	Job satisfaction	0 to 2 yrs	54	99.70	24.252	3	.000*
		3-6	142	161.85			
		7-11	69	170.55			
		12 and Above	38	155.82			
Safety Climate	0 to 2 yrs	54	97.15	29.036	3	.000*	
	3-6	142	158.52				
	7-11	69	170.78				
	12 and Above	38	171.49				

\*- significance 5%

From the Table 4 in the private hospital it is inferred that there is a

significant difference between the experience groups for all the parameters. Mean Rank score of cultural dimensions is high for 7-11 years of experience group. The superior nurse leadership Mean Rank score (183.39) which is high for 0-2 years experience group. The Mean Rank score of organizational climate and organizational commitment is high among the 12 and above years of experience group. The Mean Rank score for job satisfaction is 170.55 among the 7-11 years of experience group which is high compared to the other experience group. The Mean Rank score (171.49) for the safety climate is high for the 12 and above years of experience group. In the private hospital more experienced staff nurses have good organizational climate and organizational commitment. The safety climate, leadership, cultural dimensions and job satisfaction is high among the less experienced group.

### **Conclusion**

Work experience is a fantastic way to gain an insight into a career in nursing. It can also be a valuable way of getting some confidence and experience of caring for people. The Cultural dimensions are high among 7-11 years of experience group. 0-2 years of experience group maintain low Cultural dimensions and high superior nurse Leadership. 3-6 years of experience group feel that they have a strongly favorable Organizational Climate. The Organizational Commitment, Job Satisfaction and Safety Climate are high for 3-6 years of experience group only. In another study by Peter Lok (1997) found that years of clinical experience failed to show any impact on commitment.

### **References**

1. Hall, Linda McGillis (LM); Doran, Diane (D); Pink, Leah (L) (2008), "Outcomes of interventions to improve hospital nursing work environments", *The Journal of Nursing Administration*, January 2008; Vol. 38, (issue 1), pp. 40-46.
2. Jianwei Zhang and Yuxin Liu (2010), "Organizational Climate and its Effects on Organizational Variables: An Empirical Study", *International Journal of Psychological Studies*, December 2010, Vol. 2, No. 2, pp.189-201
3. Lisa Giallonardo.M, Carol Wong.A and Carroll Iwasiw.L(2010), "Authentic leadership of preceptors: predictor of new graduate nurses' work engagement and job satisfaction", *Journal of Nursing Management*, 2010, Vol.18,pp.993-1003
4. Muhammad Masroor Alam and Jamilha Fakir Mohammad (2009), "Level of Job Satisfaction and intent to leave among Malaysian nurses", *Business Intelligence Journal*, January 2009, pp. 123-137
5. Peter Lok(1997), "The Influence of Organizational Culture, Subculture, Leadership Style and Job Satisfaction on Organizational Commitment", Graduate School of Business, University of Technology, , 1997; Unpublished PhD dissertation, Sydney