

THE LEVEL OF WORK PERFORMANCE ON MEANINGFULNESS, RESPONSIBILITY AND KNOWLEDGE OF RESULTS IN AN ORTHOPEDIC HOSPITAL

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Abstract

Background: The demanding nature of work, including long hours, high patient volumes, and challenging cases, puts district hospital staff at a high risk of burnout. Possible interventions include counseling, mindfulness techniques, and dedicated time for self-care and relaxation. Additionally, fostering a culture of compassion, empathy, open dialogue, and teamwork can prove beneficial

Methods: The research employed a descriptive-correlational design to explore patterns within a specific setting: a premier tertiary orthopedic government hospital. It encompassed a significant sample of 184 orthopedic nurses, whose insights and experiences were integral to the study's comprehensive analysis. This approach not only facilitated a detailed understanding of the level of work performance but also allowed for the examination of correlations of its meaningfulness, responsibility and knowledge of result in an orthopedic hospital.

Result: The survey results indicate a positive outlook on work performance, with respondents finding their work to be meaningful and fulfilling. However, the findings also highlight the necessity for ongoing support and constructive feedback to further improve job quality. This approach can lead to enhanced performance, fostering a stronger sense of personal responsibility and accountability among employees. It's a reminder that while self-motivation is crucial, external factors such as recognition and guidance play a significant role in achieving workplace excellence.

Conclusion: The section presents the results of a survey designed to evaluate the work performance of participants. It focuses on three key factors: the importance of the tasks they perform, their level of personal responsibility, and their understanding of how their work impacts broader outcomes. This analysis helps in understanding how these elements contribute to overall job performance and satisfaction.

Keywords: Level of Work Performance, Mindfulness, Responsibility, Knowledge of Result, Orthopedic.

Introduction

Numerous studies have demonstrated the positive effects of activity-based working on workers' health and productivity. The results of a study assessing the relationship between physical and mental health were inconclusive. There are many factors that must align for its implementation and promotion to go smoothly (Engelen et al., 2019). According to the American Nurses Association's Health Risk Appraisal survey, 82% of nurses think that their high levels of stress at work put them at risk for illness (ANA, 2016; Penque, 2019).

When evaluating a project's success, consider how satisfied you are with its conclusion. Indeed, studies have found that both intrinsic and extrinsic incentives are effective in increasing productivity on the job (Kuranchie-Mensah & Amponsah-Tawiah, 2020). Thus, regular mindfulness practice is necessary, and taking a course together as a group

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among nurses who work together fosters support and camaraderie at trying times (Penque, 2019).

Methods

Research Design

This research employed a descriptive-correlational design to assess the profiles of respondents and examine the relationship between work performance levels and factors such as meaningfulness, responsibility, and knowledge of results within an Orthopedic Hospital setting. The descriptive aspect focused on characterizing respondent demographics, while the correlational analysis aimed to elucidate how these demographics influence key performance outcomes.

Respondents of the Study

The research was conducted at a prominent government orthopedic hospital, engaging 184 orthopedic nurses currently on staff. These professionals generously offered their time to participate as respondents in the study, providing

valuable insights into the research topic. Their voluntary involvement underscores the commitment of the hospital's nursing staff to advancing orthopedic care and knowledge.

Instrument of the Study

The survey questionnaire for this study was meticulously crafted by the research team and underwent a rigorous review process involving three experts prior to the initial pilot testing phase. In the first segment of the data collection instruments, orthopedic nurses provided personal information, including age, years of experience, educational background, area of specialization, and current employment status. The study utilized two key tools for data gathering: the Job Diagnostic Survey (JDS) and the Professional Quality of Life (ProQOL) questionnaire.

Result

Respondents' Level of Work Performance in Terms of Meaningfulness of Work

WORK PERFORMANCE		Responses (N = 202)					Mean Score
<i>Meaningfulness of Work</i>		1	2	3	4	5	
1. The work I do on this job is very meaningful to me.	N	1	1	27	61	112	4.40
	%	0.5	0.5	13.4	30.2	55.4	
2. Most of the things I have to do on this job seem useless or trivial.*	N	117	53	26	5	1	4.39
	%	57.9	26.2	12.9	2.5	0.5	
3. Most people on this job find the work very meaningful.	N	3	3	52	73	71	4.02
	%	1.5	1.5	25.7	36.1	35.1	
4. Most people on this job feel that the work is useless or trivial.*	N	92	66	34	6	4	4.17
	%	45.5	32.7	16.8	3.0	2.0	
Computed Mean							4.24
Verbal Interpretation							Exceptional

*Inverse scoring

The data indicated that respondents agreed mostly on having their jobs be meaningful to them, as it received the highest mean score of 4.40. Moreover, the mean scores were higher than 4, resulting in a computed overall score of 4.24. This suggests that the respondents have exceptional work performance due to their perception of meaningfulness towards their work as nurses. According to Zhou (2022), work meaningfulness is positively impacted by

professional respect. The relationship between performance achievements and professional esteem is mediated by the meaningfulness of one's work. Moreover, it was discovered that meaningful work and enjoyment at work are positively correlated, particularly when deep acting was involved. Nurses can be shielded from the detrimental effects of emotional regulation by meaningful work (Pace, 2022).

Respondents' Level of Work Performance in Terms of Responsibility for Work

WORK PERFORMANCE		Responses (N = 202)					Mean Score
<i>Responsibility for Work</i>		1	2	3	4	5	
1. I feel a very high degree of personal responsibility for the work I do on this job.	N	1	5	80	71	45	3.76
	%	0.5	2.5	39.6	35.1	22.3	
2. I feel I should personally take the credit or blame for the results of my work on this job.	N	11	33	89	55	14	3.14
	%	5.4	16.3	44.1	27.2	6.9	
3. Whether or not this job gets done right is clearly my responsibility.	N	4	7	73	77	41	3.71
	%	2.0	3.5	36.1	38.1	20.3	
4. It's hard, on this job, for me to care very much about whether or not the work gets done right.	N	21	92	49	28	12	2.60
	%	10.4	45.5	24.3	13.9	5.9	
5. Most people on this job feel a great deal of personal responsibility for the work they do.	N	1	11	73	90	27	3.65
	%	0.5	5.4	36.1	44.6	13.4	
6. Most people on this job feel that whether or not the job gets done right is clearly their own responsibility.	N	4	37	82	54	25	3.29
	%	2.0	18.3	40.6	26.7	12.4	
Computed Mean							3.36
Verbal Interpretation							Superior

Among the parameters used, being caring in getting work done rightfully received the lowest mean score of 2.60, indicating that nurses may face challenges in balancing care with other tasks. Despite this, the overall mean score of 3.36 suggests that nurses demonstrate superior work performance, emphasizing their strong sense of responsibility in their caregiving roles.

The findings align with prior research that highlights the significance of responsibility for work in influencing nurses' job performance and

commitment to patient care (Wagner et al., 2015; Cheung & Wong, 2018). Nurses who perceive their duty as a responsibility in caring for patients are more likely to approach their work with dedication and professionalism. Moreover, the result provides valuable insights into the relationship between responsibility for work and nurses' job performance. The high mean scores for the parameter of having a high responsibility in the job they are in reflect nurses' strong sense of responsibility towards their caregiving roles, leading to superior work performance.

Respondents' Level of Work Performance in Terms of Knowledge of Results of Work

WORK PERFORMANCE		Responses (N = 202)					Mean Score
<i>Knowledge of Results of Work</i>		1	2	3	4	5	
1. I usually know whether or not my work is satisfactory on this job.	N	1	5	47	122	27	3.84
	%	0.5	2.5	23.3	60.4	13.4	
	N	29	108	40	19	6	3.67

2. I often have trouble figuring out whether I'm doing well or poorly on this job.*	%	14.4	53.5	19.8	9.4	3.0	
3. Most people on this job have a pretty good idea of how well they are performing their work.	N	2	7	70	102	21	3.66
	%	1.0	3.5	34.7	50.5	10.4	
4. Most people on this job have trouble figuring out whether they are doing a good job or a bad job.*	N	17	68	89	22	6	3.34
	%	8.4	33.7	44.1	10.9	3.0	
Computed Mean							3.63
Verbal Interpretation							Superior

**Inverse scoring*

The table above provides a comprehensive assessment of the respondents' level of work performance in terms of knowledge of results. The lowest mean score of 3.34 indicates that nurses may face challenges in figuring out how their job is going, either good or bad. This finding suggests that some nurses may lack clear feedback or performance evaluation, leading to uncertainty about their job outcomes. This can be linked and shown factors to the study of Najafi and Nasiri (2023) explaining the weak professional confidence, where novice nurses' self-confidence is lowered by poor quality practical courses throughout schooling, a lack of experience, and inadequate information in university courses. Thus, management of nursing education should make plans to help graduates feel more confident in themselves, and in order for new nurses to gain professional confidence, they require assistance from colleagues and management.

On the other hand, the highest mean score of 3.84 indicates that respondents are mostly satisfied with their work. This finding suggests that despite the challenges in understanding work outcomes, nurses generally experience job satisfaction and contentment in their roles. This enhanced autonomy shows that employees gained more control over their timetables (Birkenshaw et al., 2020). Additionally, when perceived organizational support is present, it plays a crucial role in helping nurses understand how their burden relates to their ultimate goals, which makes their work more psychologically meaningful (Al-Hakim et al., 2022).

Conclusion

The passage describes the results of the survey conducted to determine the work performance of the respondents in terms of three parameters: meaningfulness of work, responsibility for work, and knowledge of results of work. The study reveals that employees find a strong sense of meaning in

their work, as evidenced by the high score of 4.24, suggesting they view their roles as significant and fulfilling. While they demonstrate a commendable level of responsibility towards their duties, reflected by a score of 3.36, there is a noted discrepancy in their concern for the overall quality of their job. Additionally, the score of 3.63 for knowledge of work results indicates that employees place importance on understanding how their work is evaluated, valuing

Recommendation

The study emphasizes how urgently systemic changes are needed to address the caliber of work performance. Providing opportunities for continuous professional development, such as workshops, conferences, and advanced training programs, can empower orthopedic nurses to enhance their skills and knowledge. Continuous learning and career advancement opportunities can contribute to a sense of purpose and job satisfaction, leading to improved work performance.

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Conflicts of Interest

The authors certify that no significant competing personal, professional, or financial interests could have affected the execution or presentation of the work contained in this manuscript.

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