

## How nursing shortage affects the work satisfaction of nurses

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**Background:** Growing concern about the adequacy of nursing staffing has led to an increased emphasis on the relationships between nursing staffing and work satisfaction in Hong Kong. With limited resources and inadequate staff, many nurses can only manage to finish routines and have lack of work satisfaction in their practices. Despite health-care reforms aiming to provide patient-centered care, staff shortages and increasing workload have affected the work satisfaction among nurses.

**Purpose:** The purpose of this study is to understand how nursing shortage affects the work satisfaction of nurses and provide suggestions to improve the current situation.

**Methods:** Ten registered nurses working in an acute hospital in Hong Kong were invited to write a personal reflective journal focusing on the personal experience on nursing shortage and work satisfaction. The results were then analyzed using thematic analysis.

**Results:** Results showed that all of the nurses were not satisfied with their working environment in terms of workload, salary, work-efficiency and management support.

**Conclusion:** Suggestions were made to improve the work satisfaction and contribute to a more efficient working environment among nurses: (1) Informing the hospital administrators of the demanding tasks nurses facing in clinical settings; (2) Eliminating unnecessary procedures or duplication of works; (3) Changing contract nursing staff to permanent terms with increase in salary; (4) Providing continuous education support to nursing staff.

### Biography

Sui Yu Yau is the Assistant Professor of the Open University of Hong Kong. Her research interests include clinical nursing, cardiovascular nursing, and nurse education. She has published more than 20 papers in journals and serving as reviewer and editorial board member for various journals.

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