

# Job Involvement of Nurses in a Selected Hospital – A Case Study

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**Area/Section:** Health Management.

**Type of the Paper:** Case Study.

**Type of Review:** Peer Reviewed as per [C|O|P|E|](#) guidance.

**Indexed in:** OpenAIRE.

**DOI:** <https://doi.org/10.5281/zenodo.10575032>

**Google Scholar Citation:** [IJHSP](#)

## How to Cite this Paper:

Raghu, S. & D Souza, L. B. (2024). Job Involvement of Nurses in a Selected Hospital – A Case Study. *International Journal of Health Sciences and Pharmacy (IJHSP)*, 8(1), 1-16. DOI: <https://doi.org/10.5281/zenodo.10575032>

**International Journal of Health Sciences and Pharmacy (IJHSP)**

A Refereed International Journal of Srinivas University, India.

Crossref DOI: <https://doi.org/10.47992/IJHSP.2581.6411.0117>

Received on: 01/11/2023

Published on: 28/01/2024

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## Job Involvement of Nurses in a Selected Hospital – A Case Study

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### ABSTRACT

**Purpose:** *Nurses play a significant role in health-care environments by direct patient's care, collaborating with other health-care workers, and ensuring that the facility runs efficiently. A study on Assessing the Nurses Job Involvement at a Specific Hospital may have a variety of goals, including addressing issues with nursing practice, patient care, health-care administration, and overall hospital performance. This study information can be used to identify possible inefficiencies and regions of high demand, improving patient care and workforce management.*

**Design/Methodology/Approach:** *The research analysis was done by using descriptive statistics analysis and there are 40 nurses responded in the chosen hospital. Simple random sampling technique was adopted. All Nurses employed by hospital was included among the respondents. Internally validated and data was gathered by utilizing 5- point Likert scale. Frequency and Percentage was calculated to analyse the Nurses Job involvement.*

**Inclusion Criteria:** *The nurses who agreed to take part in this study are included.*

**Exclusion Criteria:** *A nurse who refuses to participate, absent, or takes a prolonged leave of absence during the data collection will be excluded.*

**Finding/Result: Originality/Value:** *Nurse's involvement with their job were identified in a positive manner such as comfortable in performing, job satisfaction, pre occupied and prioritize of their job, utilization of leaves, completing the responsibilities at their working place. From the study nurses' involvement in their job was analysed by using both the frequencies and percentages. The majority of the nurses have positive opinions about their job.*

**Paper Type:** *Case Study*

**Keywords:** Nurses Job Involvement, Employees Commitment, Healthcare.

### 1. INTRODUCTION :

Employees' commitment to their jobs is crucial to the successful operation of any organization. Workers with complex jobs are the largest asset. The connection between an employer and employee is similar to that of a union, and the success of any union largely rests on the cooperative, contributing, and complementary efforts of both sides. The value of job involvement for individuals, the organisations where they work, and society at large cannot be overstated. In organisational research, employee job involvement is an important variable. Management scientists and organisational psychologists have taken notice of it. In the organisation, this variable is being investigated from many angles. It has been identified as a significant element influencing organisational commitment, absenteeism, turnover, accidents, and productivity. As a result, employee involvement in their job is very important for every organisation to regularly monitor the employee engagement status in their jobs in order to prevent a detrimental impact on the organisation and its effectiveness. Employee involvement is a term that refers to the most favourable characteristics of employees health and a positive resource spiral and beneficial health impacts. The concept of commitment is consistent with positive psychology and the promoting approach to health, which emphasises strength and optimal function as well as the good life processes inherent in a sustainable professional life where high involvement can be seen (Bjarnadottir, A. (2011) [1].

The job of nurses stands as a vital pillar in guaranteeing the well-being and recovery of patients in the complex and demanding environment of modern healthcare. Nurses play a variety of roles in the patient's journey to health, including companion, advocate, and carer. Their level of "job involvement," which is the term used to describe their level of commitment to their profession, is crucial in determining the standard of treatment given to patients (Jenaro, C., et al. (2011) [2]. This study begins a thorough investigation of nurses' job involvement in a well-chosen hospital setting. Job involvement includes nurses' emotional, cognitive, and motivational interest in their work in addition to the standard tasks and obligations allotted to them. It is crucial that nurses understand and assess the variables that affect nurses' job involvement for their own well-being and the efficiency of health-care delivery in a holistic. to thoroughly investigate nurses' involvement with their jobs (Hallin, K., et al. (2007) [3]. We investigated, using rating scales, the elements that affect nurses' organisational commitment, absenteeism, turnover, accidents, and productivity in their jobs. In the health-care industry, the hospital administrators, policymakers, and educators may receive the use full information from this study. It is possible to improve the working environment, encourage professional growth, and ultimately increase patient care by identifying the factors that motivate and hinder nurses' job involvement. By doing so, we seek to raise consciousness and knowledge of the various difficulties, that nurses face on a daily basis, as well as create an environment in which their dedication and commitment may thrive for the benefit of both health-care workers and the patients they serve.

## **2. LITERATURE REVIEW :**

The employee Since job involvement indicates the level of dedication nurses have to their profession, it is a critical concern for organizations and employees equally. It results in increased staff efficiency, decreased absenteeism, increased organizational commitment, and increased patient and employee satisfaction. Hospital administrators and nursing leaders need to concentrate on methods that will raise the standard of patient care, boost output, and encourage employees to be engaged with their work. Involvement of employees in their work will be positive result on both career goals and effectiveness.

**Table 1:** Review of Employees Job involvement.

<b>S. No.</b>	<b>Research topic</b>	<b>Findings</b>	<b>Authors</b>
<b>1</b>	Job Involvement and Organizational Commitment of Employees of Prehospital Emergency Medical System	In the cross-sectional study, the organisational commitment and job involvement showed that there are no significant differences among respondents with diverse components of study, various levels of interest in the professional field, and different backgrounds of education. According to the study's findings, employee commitment to the organisation is correlated with high involvement in job participation. As a result, a greater level of emergency medical systems and specific techniques were applied by the administrators to encourage and empower the employees' job involvement and commitment towards the organisational goal.	Rahati, A., et al. (2015). [4]
<b>2</b>	Employee involvement and employee performance: the case of part time lecturers in public universities in kenya	The significant impact on employees' performance was discovered in these research findings. The report also suggests implementing the various employee involvement programmes in public institutions to boost job performance and development and create competitiveness in regional and worldwide markets.	Odero, J. A., et al. (2021). [5]
<b>3</b>	Impact of Work Engagement at Bank Jatim on Employee	In this study, a descriptive analysis employing a quantitative method demonstrated that the involvement of the job has a very important impact on engagement in the work; however, employee performance has no significant	Kusmaningtyas, A., et al. (2018). [6]

	Performance through Job Involvement	effect, whereas work engagement has a big influence on employee performance. Engagement in the work has a strong and favourable impact on the performance of employees, as per the study results.	
4	Employee involvement in organizations: Benefits, challenges and implications	The study was theoretically analysed and found that effective employee involvement is based on a transparent system of effective communication skills in an organisation where participation by both management and employees Employee involvement is therefore critical for management in order to establish a good working environment that creates high trust and greater customer satisfaction through effective service, constructive cooperation, problem-solving techniques, and innovations, all of which can help an organisation gain a competitive advantage. According to the survey, an open communication channel should be established for employees to convey their opinions or ideas to senior management. Employee ideas may be what an organisation requires to develop high-quality, low-cost, or better customer service, which is what any organisation requires to compete effectively in today's business market.	Obiekwe, O., et al. (2019). [7]
5	Evaluation of the correlation between sleep quality and work engagement among nurses in Shanghai during the post epidemic era	According to a cross-sectional survey, frontline nurses' work engagement was moderate. The frequency of nurse night shifts, family support, and nurse's health were all factors affecting nurses' sleep quality. Monthly salary, job title, family support, and self-health status were all factors influencing nurse work engagement. Nurses' quality of sleep and engagement in the work was correlated.	Hui-ren, Z., et al. (2023). [8]
6	Study focusing on medical doctors employed at Pakistan's Riphah International University Teaching Hospitals on the impact of job involvement on employee satisfaction	Job participation and satisfaction of job have a positive association with the sample of doctors studied. Another interesting result from the study is that a greater level of involvement in the job is really helpful to eradicating, or reducing, the bad consequences generally linked with job discontent, such as absenteeism, turnover, and physical and mental health problems. This discovery could be useful for a professional manager who is faced with such undesirable outcomes.	Khan, K., et al. (2011). [9]
7	Importance of work engagement in primary health-care	This study, which used a descriptive, cross-sectional, and correctional approach. According to the findings, job resources play a significant role in employee job involvement. high level of work involvement among home care nursing personnel, along with considerable proportions of unengaged in the management of the organisation, attracted the study. This distinction emphasises the significance of an institution's leadership style, career options, and hiring procedure.	Szilvassy, P., et al. (2022). [10]
8	The role of attitude as a moderator in the relationship between job involvement and employee performance	The key theoretical contribution purpose of this investigation was to try to express the inconsistencies between the result of several research studies and propose the development of an increased number of constructive, reliable measures for job involvement. Furthermore, they forecast the relationship within the attitude of the employees in this context, there was a positive link between the notion of involvement in the job, the happiness of the	Rizwan, M., et al. (2011). [11]

		employees, and commitment. The organisation could anticipate improved outcomes from more involved employees. The focused on how worker satisfaction boosts organisational advantages. The research further proposed that the job be reviewed and redesigned based on employee impressions.	
9	Work Engagement in Nurses during the Covid-19 Pandemic: A Cross-Sectional Study	The cross-sectional study used non-probabilistic snowball sampling and descriptive statistics analysis was done, and the sample had high levels of work engagement in all aspects. including vigour, perception of the job, devotion, and high job involvement, were slightly higher than in trials conducted prior to the COVID-19 epidemic. Furthermore, significant differences in work engagement variations between genders have been discovered, unit type, and education variables. In the fields of primary care centres and mental health centres, and with a nursing training degree and/or an institution, the women have higher levels of involvement in the job.	Allande-Cussó, R., et al. (2023). [12]
10	Nurses' involvement in their jobs relationally demanding jobs in hospital sector	Exploratory qualitative design research determined job involvement among nurses developed proportionally to their experience and professional development. The ability to adjust was an essential aspect of their continued engagement. It was most evident in their ability to adopt a change of focus based on necessity, as well as their involvement in patient care. co-workers and the head nurses as the most crucial resources for positive workplace adaptation. The work experience of the nurses also played a significant role in their engagement.	Bjarnadottir, A. (2011). [13]

### 3. NEED FOR THE STUDY :

It is vital to evaluate nurses' job involvement in a specific hospital in order to improve patient care quality, nurse retention, staff well-being, hospital performance, and overall health-care results. It is a proactive approach that helps both health-care practitioners and the people they serve, contributing to a more efficient, effective, and compassionate health-care system in the long run and very important in betterment of patient care, nurse well-being, and the overall performance of health-care organizations. It helps hospitals make informed decisions, cut expenses, and stay competitive in the health-care industry, ultimately benefiting both patients and health-care staff.

### 4. OBJECTIVE :

This research aims to assess the variables that have a favourable or negative impact on nurses' job involvement.

### 5. METHODOLOGY :

The focus of this study is to assess Nurses' Job involvement with their jobs in the organization and identifying the characteristics at a certain hospital that have the greatest influence on Nurses job involvement. Thus, the primary data collecting study technique is used, in which data is obtained from Nurses utilising a structured questionnaire survey research approach. Internal validation was performed on the questionnaire. A 5-point Likert scale was utilised, with the options being Never, Sometime, Often, Very Often, and Always.

The research analysis was done by using descriptive statistics analysis and there are 40 nurses responded in the chosen hospital. Simple random sampling technique was adopted. All Nurses employed by hospital was included among the respondents. Internally validated and data was gathered by utilizing 5- point Likert scale. Frequency and Percentage was calculated to analyse the Nurses Job involvement  
**Inclusion Criteria:** The nurses who agree to take part in this study are included.

**Exclusion Criteria:** A nurse who refuses to participate, absent, or takes a prolonged leave of absence during the data collection will be excluded.

## 6. ANALYSIS AND FINDINGS :

Microsoft Excel is used to analyse the data that was gathered via the survey method. The demographics among those who responded and the descriptive statistical results of the variables (measured in percentage terms for the job involvement of particular hospital nurses) are presented in the descriptive analysis.

**Table 2:** Demographic details

Details	Variables	No. of respondents	Percentage of respondent
Gender	MALE	2	5%
	EMALE	38	95%
Age in Years	21-25	2	5%
	26-30	9	22.5%
	31-35	21	52.5%
	36-40	6	15%
	41-45	2	5%
Marital status	Married	37	92.5%
	Unmarried	3	7.5%
Nursing Qualification	BSc. Nursing	15	37.5%
	GNM (DIPLOMA)	23	57.5%
	MSc Nursing	2	5%
Experience in years	1-5 YEARS	13	32.5%
	6 -10 YEARS	14	35%
	11-15 YEARS	12	30%
	16-20 YEARS	1	2.5%

Table 2 Explains the number and percentage of respondents to the demographic variables collected from the study samples. Among the gender group, 2 (5%) were males and 38 (95%) were females. Out of 40 samples, two (5%) were between the ages of 21 and 25, nine (22.5%) were between the ages of 26 and 30, twenty-one (52.5%) were between the ages of 31 and 35, six (15%) were between the ages of 35 and 36, and two (5%) were between the ages of 41 and 45. There were 3 (7.5%) nurses with single marital status, and 37 (92.5%) were only married nurses. 15 (37.5%) BSc Nursing nurses, 23 (57.5%) GNM (General Nursing Midwifery) nurses, and 2 (5%) MSc Nursing qualification nurses in the work experience group, 13 (32.5%) nurses had between one and five years of experience, 14 (35%) nurses had six to ten years of experience, 12 (30%) nurses had 11 to 15 years, and 1 (2.5%) nurse had 16 to 20 years of experience. 29 (72.5%) nurses constantly prioritise their employment over their family responsibilities, 4 (10.0%) nurses very frequently and frequently, and 3 (7.5%) nurses occasionally prioritise their job over their family commitments. 17 (42.5%) nurses did not feel exhausted while

performing their duties, 11 (27.5%) were occasionally, 8 (20.0%) were very frequently, 3 (7.5%) nurses were frequently, and 1 (2.5%) were never. 33 (82.5%) nurses always completed their obligations on time, whereas 7 (17.5%) nurses completed their responsibilities on a regular basis. 8.17 (42.5%) nurses spent the majority of their time in the hospital, 9 (22.5%) occasionally, 8 (20.0%) frequently, and 6 (15.0%) nurses frequently spent time in the hospital.

**Table 3:** Shows the result of different factors

Factors	Always		Very often		Often		Some time		Never	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%	Frequency	%
I feel comfortable in performing my job in this hospital.	31	77.50%	7	17.50%	0	0%	2	5%	0	0%
My job provides satisfaction to me all the time.	30	75%	8	20%	2	5%	0	0%	0	0%
I stay in the Hospital beyond specified time to complete my roles of the day.	22	55%	10	25%	3	7.50%	5	12.50%	0	0%
I continue to be preoccupied with my duty without caring about time specified.	18	45%	13	32.50%	2	5%	6	15%	1	2.50%
I give priority to my job regardless of family responsibilities	29	72.50%	4	10%	4	10%	3	7.50%	0	0%
I do not feel fatigue in performing my duties.	17	42.50%	8	20%	3	7.50%	11	27.50%	1	2.50%
I Complete my responsibilities in time.	33	82.50%	7	17.50%	0	0%	0	0%	0	0%
I spend most of the time in the Hospital.	17	42.50%	8	20%	6	15%	9	22.50%	0	0%
My casual leave, medical and earned leave lapse without utilization.	11	27.50%	10	25%	4	10%	12	30%	3	7.50%
I feel depressed in performing workload.	6	15%	6	15%	3	7.50%	9	22.50%	16	40%

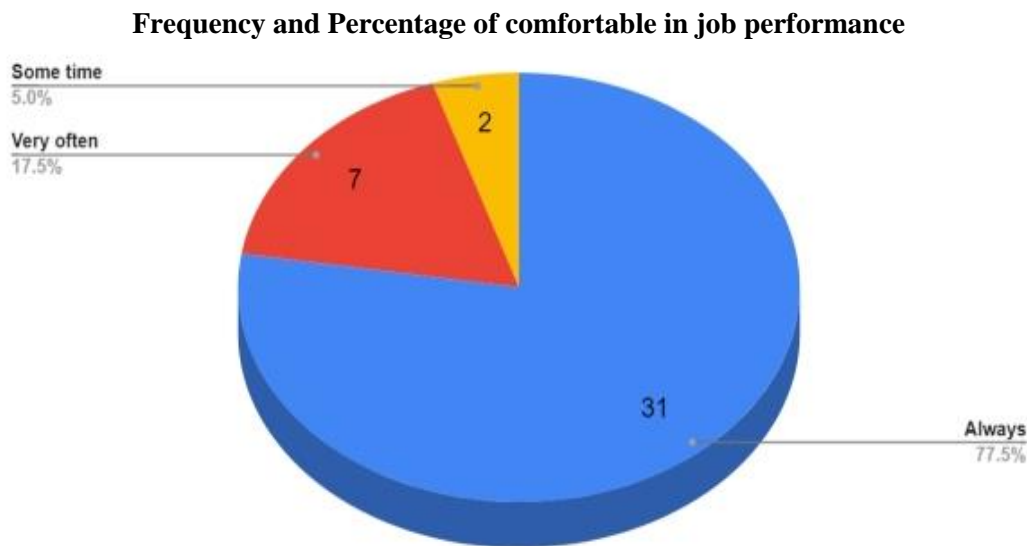
Table 3 Explains the descriptive analysis that 31 (77.5%) of 40 nurses are satisfied with their employment was always, 7 (17.5%) are very often satisfied with their job, and 2 (5.0%) are often satisfied in their job in their working hospital. 22 (55.0%) nurses always stay in the hospital beyond the specified time to accomplish their daily tasks, 10 (25.0%) very frequently, 5 (12.5%) occasionally, and 3 (7.5%) frequently remain to perform their daily functions. 18 (45.0%) nurses were always preoccupied with their duties without regard for the time limit. 13 (32.5%) nurses were very frequently preoccupied, 2 (5.0%) were frequently preoccupied, 6 (15.0%) were occasionally preoccupied, and one (2.5%) nurse was never preoccupied without caring about the specified time period. 11 (27.5%) and 12 (30.0%) nurses' medical and earned leaves had lapsed with no use. 10 (25.0%) nurses Sometimes, 4 (10.0%) of all nurses were frequently lapsed without being utilised, and approximately three (7.5%) nurses claimed

that they never lapsed their medical and earned leaves without using them. 16 (40.0%) of the 40 nurses never felt depressed while performing their tasks, 9 (22.5%) felt depressed at times, 6 (15.0%) and 6 (15.0%) both always and very often felt depressed, and 3 (7.5%) nurses felt depressed frequently when performing their jobs.

### 6.1 Assess the factors influencing involvement in job among Nurses.

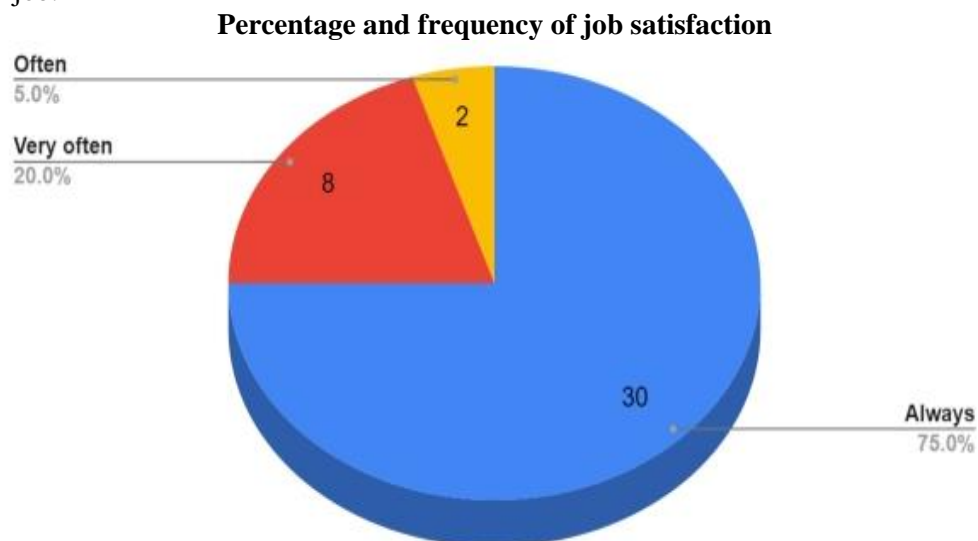
The various factors of the hospital nurses' involvement in their job are analysed and result shown in Graphs 1 to 10, as percentage and frequency. This accurately displays the frequency and percentage of each element in the pie chart.

**6.1 a. Nurses comfortable in performing their job:** Graph 1 Shows that 31 (77.5%) of 40 nurses always, 7 (17.5%) very often, and 2 (5.0%) are comfortable with their job in their hospital. The majority of nursing staff feel comfortable always in their job performance in their hospital.



**Fig. 1:** I feel comfortable in performing my job this hospital

**6.1.b. All time Job satisfaction among the Nurses:** Graph 2 Explains that among 40 nurses, 30 (75.0%) stated their job always fills them with satisfaction, 8 (20.0%) acknowledged it very often, and 2 expressed it often. The highest number of nursing staffs are satisfied in their job, and they satisfied with their job.

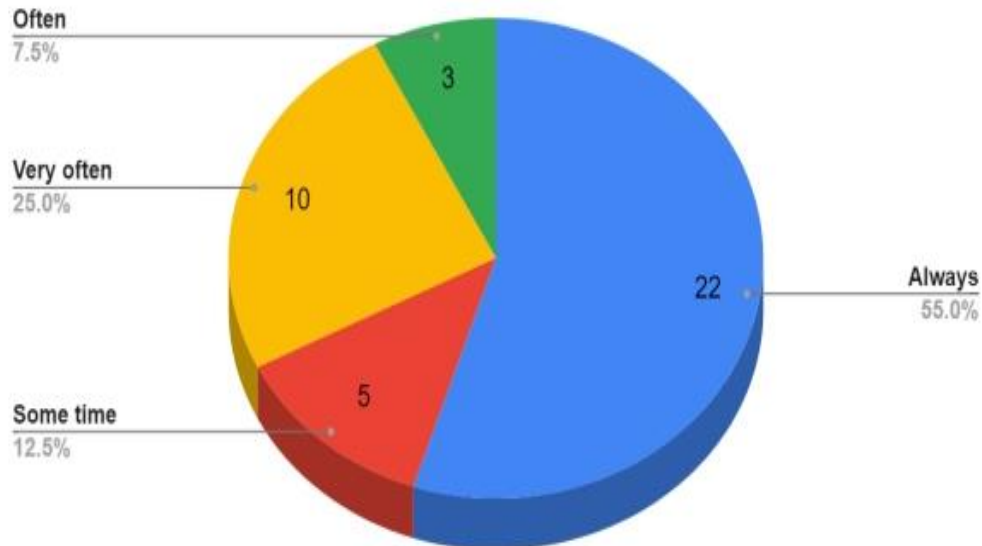


**Fig. 2.** My job provides satisfaction to me all the time



**6.1 c. Nurses Stay in the Hospital beyond the specified time to complete their daily roles:** Graph 3 Illustrates that 22 (55.0%) nurses always stay in hospitals beyond the specified time to complete their daily responsibilities, 10 (25.0%) very often, 5 (12.5%) sometimes, and 3 (7.5%) often remain to complete their daily roles. The majority of nurses dedicate themselves to their jobs and stay beyond the specified time to complete their daily roles.

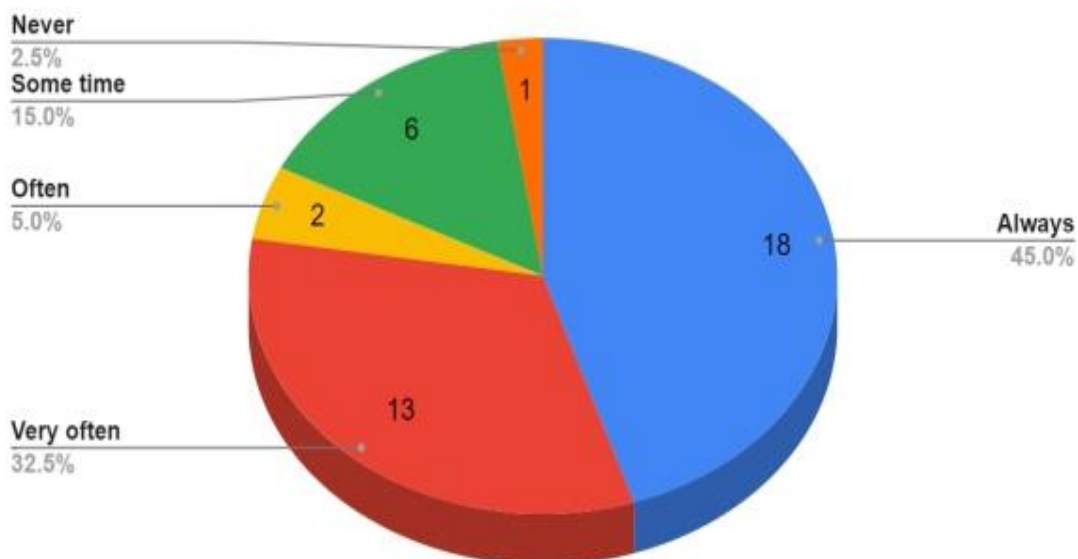
**Percentage and frequency of stay in hospital beyond time**



**Fig. 3:** I stay in the Hospital beyond specified time to complete my roles of the day

**6.1.d. Nurses continuously preoccupied with their duty without caring about the specified time:** Graph 4 Discloses that 18 (45.0%) nurses were always continuing to be preoccupied with their duty without caring about the specified time period; 13 (32.5%) nurses were very often; 2 (5.0%) were often; 6 (15.0%) were sometimes; and one (2.5%) nurse was never preoccupied without caring about the specified time period. The nurses are preoccupied with their job always and very often, without caring about their specified time period.

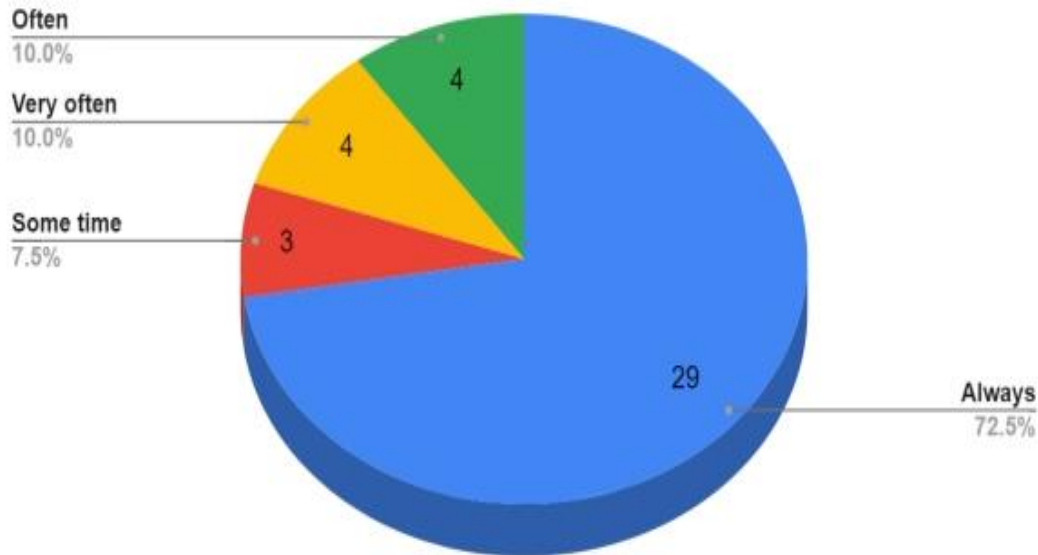
**Percentage and frequency of continued preoccupied duty**



**Fig. 4:** I continue to be preoccupied with my duty without caring about time specified

**6.1 e. Nurses give priority to their Job regardless of their family responsibilities:** Graph 5 Demonstrates that out of 40 nurses, 29 (72.5%) always give priority to their job regardless of their family duties, 4 (10.0%) nurses very often and often each, and 3 (7.5%) nurses sometimes give priority to their job regardless of their family responsibilities. The highest number of nurses are given priority to their jobs regardless of their family responsibilities.

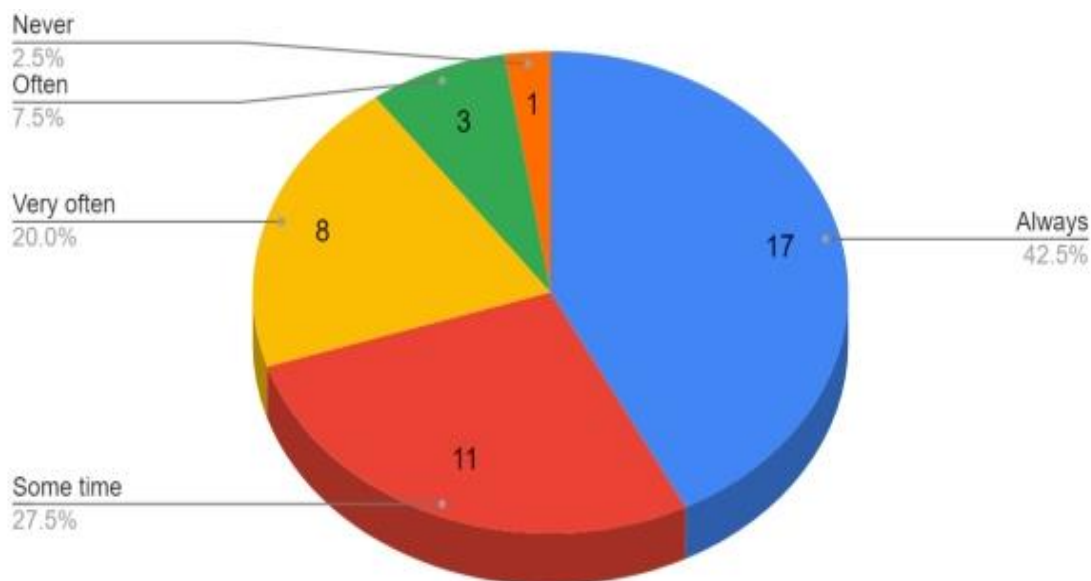
**Percentage and frequency of prioritize the job**



**Fig. 5:** I give priority to my job regardless of family responsibilities

**6.1 f. Nurses do not feel fatigue in performing their duties:** According to Graph 6, 17 (42.5%) nurses did not feel fatigued while doing their tasks, 11 (27.5%) were sometimes, 8 (20.0%) were very often, 3 (7.5%) were often, and 1 (2.5%) were never. The majority of nursing staff are constantly tired and experience fatigue while performing their duties.

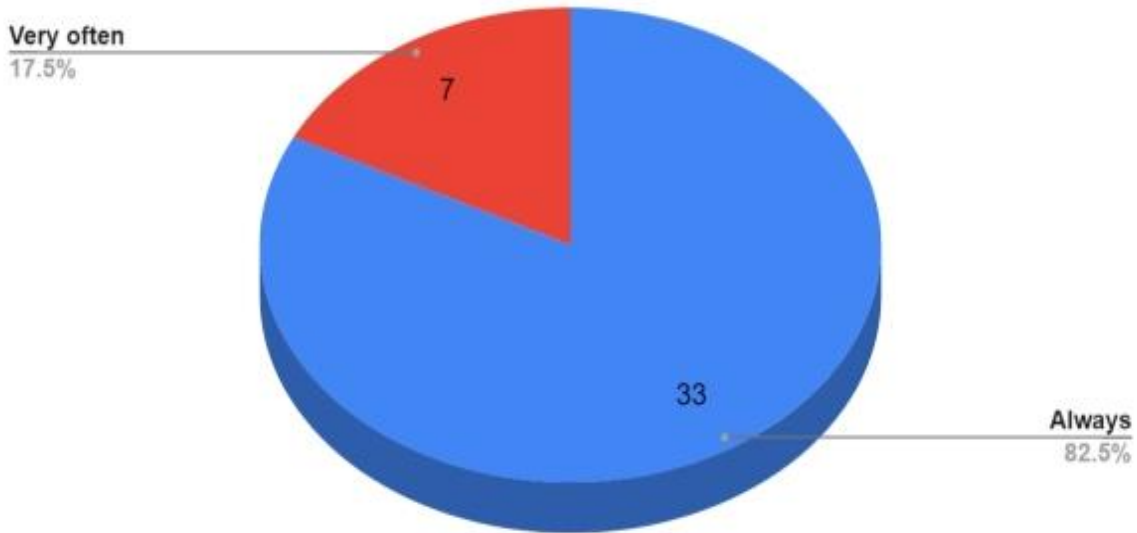
**Percentage and frequency of fatigue in performing the duty**



**Fig. 6:** I do not feel fatigue in performing my duties

**6.1 g. Nurse complete their responsibilities in time:** Figure 7 Shows that 33 (82.5%) nurses always completed their responsibilities on time, and 7 (17.5%) nurses very often completed their responsibilities on time. The highest percentage of nursing staff always completes their responsibilities on time to provide patient care with their services.

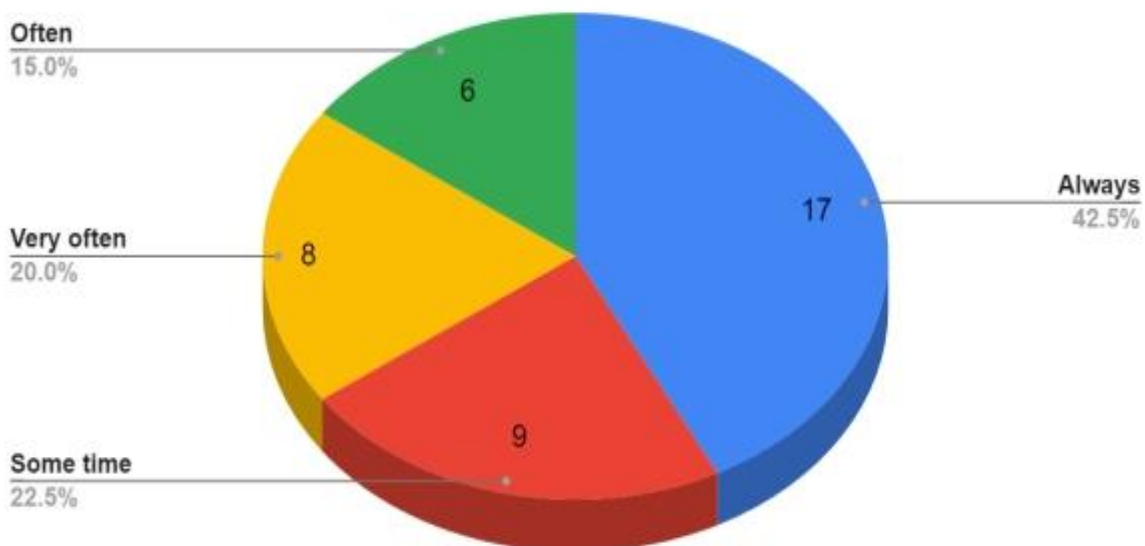
**Percentage and frequency of in time completeness of responsibilities**



**Fig. 7:** I complete my responsibilities in time

**6.1 h. Nurses spend most of the in the Hospital:** As shown in the below figure 8, 8.17 (42.5%) nurses spent most of their time in the hospital, 9 (22.5%) sometimes, 8 (20.0%) very often, and 6 (15.0%) nurses often spent time in the hospital. Typically, nearly all of nurses spend time in the hospital, and some spend some time there as well. They often spend time in the hospital to provide services and complete their daily roles.

**Percentage and frequency of spending time in Hospital**



**Fig. 8:** Spend most of the time in the Hospital

**6.3 i. Nurses casual leave, medical and earned leave lapse without utilization:** Figure 9 Depicts that 11 (27.5%) and 12 (30.0%) nurses of medical and earned leaves are lapsed with no utilisation. 10 (25.0%) nurses Sometimes, 4 (10.0%) nurses were lapsed their leaves. Leaves were commonly lapsed without used, and around three (7.5%) nurses never lapsed their medical and earned leaves without

utilising them. Here always, sometimes and very often, nurses lapse their leaves without utilising them; some nurses never lapse their lives.

Percentage and frequency of lapses of leaves

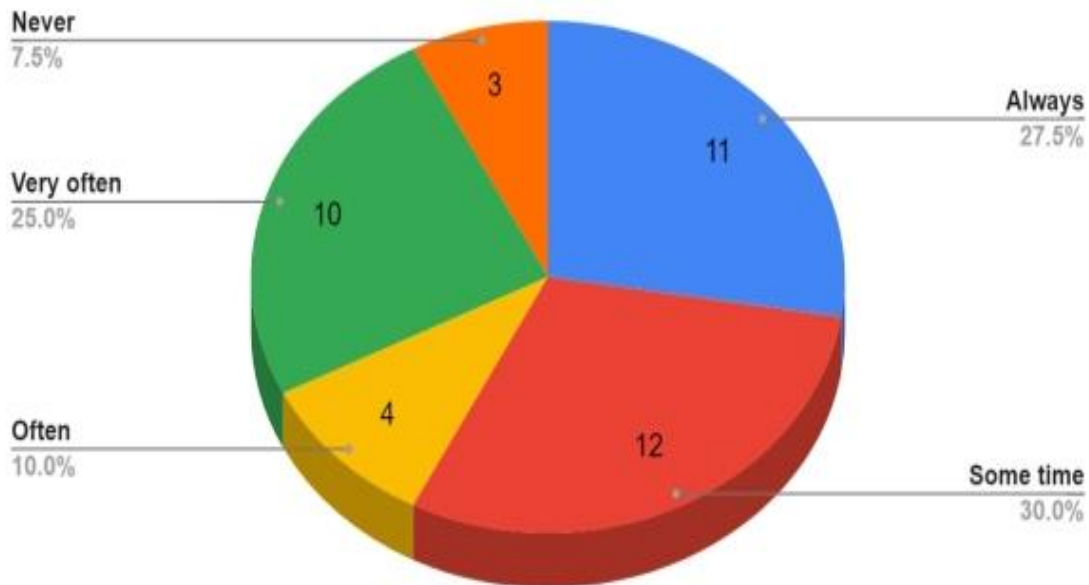


Fig. 9: My casual leave, medical and earned leave lapse without utilization

**6.1 j. Nurses experience depression while completing their duty:** Graph 10 Shows that 16 (40.0%) of the 40 nurses never felt depressed as they performed their duties, 9 (22.5%) felt depressed at times, 6 (15.0%) and 6 (15.0%) both always and very often felt depressed, and 3 (7.5%) nurses felt depressed often when performing their duties. Here, many nurses do not feel depressed while performing their jobs. also responses shown, as some are always and sometimes feel depressed, as explained in the below graph.

Percentage and frequency of feel depressed

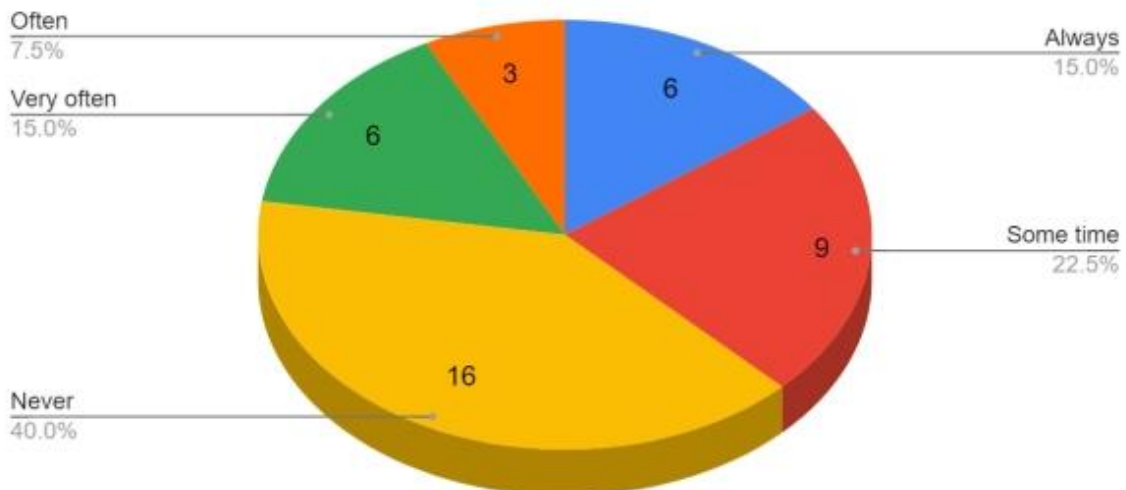


Fig. 10: I feel depressed in performing workload

## 7. DISCUSSION :

The statistical data analysis correctly demonstrated how demographic data had minimal effects on a nurse's job involvement in a particular hospital. However, the survey results assisted in determining the aspects that had the most influence on the nurse's job involvement at work. In the research, four categories of employee involvement were identified. The first type is limited involvement, where

workers have minimal influence over their job responsibilities and have no say in larger organisational choices that affect them. The second type of involvement is discretionary involvement, which occurs when individuals hold substantial power over how they go around their everyday lives. work responsibilities but have no say over larger organisational decisions. The third type of participation is consultative involvement, in which they have a say in larger organisational matters but lack task discretion, and the fourth type is high involvement, in which they have both task discretion and a strong organisational voice (Gallie, D., et al. (2020) [14]). In our study, we included ten characteristics to determine nurses' job involvement in a specific hospital, such as Job involvement involves nurses' emotional, cognitive, and motivational curiosity about their work, in addition to the regular tasks and responsibilities assigned to them as explained in Table 3 and individual variable graphs. Other research determined, organisations with a job involvement culture have more committed employees than organisations that do not involve their employees; thus, the employee's high involvement in their jobs will increase the commitment of the organisations (Mazayed, K., et al. (2014) [15]). As per our study, job dedication has an important effect on an individual's and an organisation's performance. Our study conclusions, nursing professionals feel satisfied with their jobs at their hospital. Results showed that their job always gives them satisfaction. Similarly, data show that nurses always stay in the hospital beyond the specified time to accomplish their daily obligations. Data also show that nurses were always preoccupied with their duty without regard for the time period. The findings further show that those who are involved, they prioritise their jobs over their family responsibilities. Nurses did not feel fatigued while performing their duties; the analysis also discovered that nurses always completed their responsibilities on time, and we were able to discover that nurses spent the most of their time in the hospital; furthermore, our study discovered that nurses of medical and earned leaves are lapsed with no utilisation; and our study also revealed that nurses never felt depressed while performing their duties. All of these findings are based on the 5 Likert scale, such as always, very often, often, sometimes, and never, which are shown in graphs 1 to 10. The work values were favourably associated with the job involvement and the commitment of the institutions, while the job is positively relationship organization commitment. Additional research suggested that involvement in the job shall play an important role in establishing a greater level of involvement in the job, instead of focusing solely on organisational commitment and The analysis is significant for organisations to increase organisational commitment by enhancing work involvement. It is expected that by improving these many factors, turnover and absenteeism will be reduced, and organisations will become more effective and efficient (Ho, C. C., et al. (2012). [16]). Our study mainly focused on assessing job involvement based on the different variables and discovered the nurses job involvement in their job roles. The employees most impacted by loss of employment were those who took great pride in their work. Compared to their less committed peers, they reported increased health issues, poor job attitudes, and psychological anguish when they believed their professional lives were in at risk. (Probst, T. M. (2000). [17]). A study found that nurses' personality attributes and job participation were modest. Hospital administrators must establish a fair employee performance system with suitable rewards and incentives, enough opportunities for career advancement and job promotion, a safe environment for employees to make mistakes and learn from them, and increased job security for contract employees in order to boost employee job involvement (Ravangard, R., et al. (2014). [19]). Both structural and psychological empowerment can be boosted by carefully manipulating the hospital environment, resulting in better job and patient satisfaction and, eventually, improved patient outcomes (Manojlovich, M., et al. (2002). [20]). The study explores the dynamics of emergency department nurses in Iranian hospitals, looking at the connection between job involvement and perceived organizational support. The vital link between organisational characteristics and healthcare professionals' role involvement is clarified by the writers. Understanding the details of involvement of job in a healthcare context is made easier using the assistance of the research's insights (Gorji, H. A., et al. (2014). [21]). The multidimensional function of nursing personnel in evidence-based integrative medicine is examined, even though this work doesn't directly address confusion and sensitivity, it does add to the larger discussion about the nursing professional's roles and contributions in the medical field. The study deepens our comprehension of how healthcare jobs are changing (Kalhor, R., et al. (2018). [22]). The relationship between an employee's involvement in the workplace and organisational commitment is examined, the study is essential to comprehending the variables influencing commitment and engagement in emergency medical care, even though it does not address confusion and sensitivity (Rahati, A., et al. (2015). [23]). The organisational research on work involvement is thoroughly summarised by meta-analysis. Even though this research is not healthcare-

specific, it provides important new perspectives in the job involvement concept and lays the groundwork for further studies in different settings (Brown, S. P. et al. (1996). [24]). By focusing on commitment of organization and nursing traits, this study investigates the variables that affect job involvement. This adds to the body of information regarding the factors impacting nurses' job involvement, even though it does not address confusion and burnout (Alammar, K., et al. (2016). [25]). The another research analysed the complex relationships that exist between nursing work involvement, organizational identification, and leader-member exchange. The links that support nurses' dedication and involvement in their organizational setting are discussed in this study, which offers insightful information. The significance of encouraging job involvement through pleasant relationships between team members and leaders is emphasized (Katrinli, A., et al. (2008). [26]). Additional research concentrated on clinical nursing teachers' job participation and self-efficacy. This study advances our knowledge of the variables influencing nurse educators' job involvement even if it does not directly address confusion and sensitivity. The results may affect how clinical nursing instructors' training curricula and support networks are created (Yang, H. L., et al. (2006). [27]). The effects of work involvement and organisational commitment on organisational citizenship behaviour are the subject of one additional study. While avoiding a discussion of activity and confusion, the study broadens our comprehension of the relationships between different organisational characteristics and worker behaviour. Establishing a positive workplace culture requires an understanding of How involvement in the workplace and commitment impact organisational citizenship behaviours (Saxena, S., et al. (2015). [28]). Research looked on the complex association between organisational commitment and job involvement. Although the study doesn't specifically address bustiness and ambiguity, It does increase our understanding of the interactions between these two essential components. The results could give light on tactics for raising employee engagement and commitment (Esfahani, M., et al. (2013). [29]). study findings examine the connection between lower-level employees' Organisational commitment, job involvement, and job satisfaction. Despite not addressing abruptness and ambiguity, the study advances knowledge of how these variables interact to affect workers' dedicated and overall job satisfaction at various organizational levels (Emami, M. (2012). [30]).

#### **8. SCOPE FOR FURTHER RESEARCH :**

Assessing nurses' job involvement in a certain hospital is a useful research subject that can contribute to enhancing healthcare quality and the general well-being of both patients and healthcare staff. To conduct additional research in this area studies to uncover trends and elements that affect their work involvement levels. Compare nurses' job involvement levels among hospitals or healthcare environments to evaluate the effect of organisational factors. Approaches to qualitative research were employed to acquire a greater understanding of nurses' experiences, perceptions, and the elements that influence their job involvement. Examine how the distribution of tasks, workload, and autonomy of nurses affects their involvement in their work. Investigate how supportive leadership and good management practises can improve nurses' engagement in their roles. Examine how characteristics such as teamwork, communication, and trust influence their commitment to their employment. Determine how dealing with burnout can increase involvement in the job also overall well-being of the nurses. The job involvement and patient outcomes are greater association between the nurses. Strategies for increasing nurses' job involvement. Whether continued education and skill development improve their sense of involvement. Overview of healthcare policies and lobbying efforts in boosting nurses' employment involvement and addressing challenges that may hamper it.

#### **9. CONCLUSION :**

Several variables were discovered as contributing to nurses' job involvement in the selected hospital, emphasizing the necessity of recognizing and addressing the elements influencing their dedication and engagement in their roles. By doing so, not only can healthcare organisations get better the job happiness and well-being of their nursing staff but also improve the quality of patient care given. Future studies and interventions should focus on developing measures to increase involvement in the job and assist nurses in their critical contributions in relation to the healthcare system. It's also important to acknowledge that certain things could be done better. A number of nurses expressed feeling overburdened and anxious due to rising workloads and demands in their jobs. Addressing these problems and providing proper support systems might help nurses perform even better.

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