

## Abstract

Marianne Bister-Hasu, Minna-Riitta Vainio

Nurses' views on wellbeing at work, 51 pages, 3 appendices

LAB University of Applied Sciences Social and healthcare, Lappeenranta

Development and management of the social and healthcare sector Upper University of Applied Sciences Thesis 2020

Supervisors: senior lecturer Pirjo Vaittinen, lecturer Birgitta Lehto, chief nursing officer, mentor Maarit Kolehmainen

The work of nurses is often hard, three-shift work. These days, we recognize the importance of wellbeing at work and it is being developed in many different ways to support the nurses to cope better. The thesis mapped the nurses' perceptions of wellbeing at work in one hospital district in southern Finland. From the results of the thesis, a recommendation was made for the development of wellbeing at the workplaces.

The thesis uses a qualitative approach and the data was collected through theme interviews. Six nurses were chosen as the participants for the interviews and they were conducted as individual interviews. The interview materials were analyzed through content analysis, by separating different themes into categories.

Based on the interviews, the final results were that a good work environment had a good manager and good work colleagues. In addition, there was a good team spirit in a functioning workplace. Everyone could influence how well the work environment functioned through their own behavior, but emphasis was also put on leadership and the physical and mental health of the employees. Poor wellbeing at work manifested itself in the fatigue and indifference of workers.

According to the results, the wellbeing of nurses in the hospital district in question can be improved through good orientation, management training for supervisors, showing gratefulness of the work done, showcasing suitable and respectful behavior in the workplace and by having access to training. The Covid-19 pandemic showed very little effect in the results of this thesis. Once the pandemic situation is over, the interview survey could be repeated.

Keywords: nurse, wellbeing at work, job satisfaction, subordinate skills, managerial skills