

Social interaction and belongingness in the workplace: Nursing staff's perceptions

Belongingness to the workplace support the employee's well-being and reduce the intent to leave. Several studies have examined belongingness, which is conceptually very ambiguous. This qualitative research examines the relation between belongingness and social interaction with the aim of understanding what kind of meanings nursing staff give for belongingness in a workplace's interaction. The data consist of interviews with 11 members of a hospital's working community. The data are analysed using data-driven content analysis. The categories that represent belonging in social interaction are the organisational environment and interpersonal communication. The results show that the employees' ideas of belongingness to a workplace are diverse and individual. Managers should pay attention to this in the work community's social interaction. Future studies should focus on quality of workplaces' peer relationships, and more information is needed about the belongingness as a concept.