

Anne Haanperä, Tarja Suominen & Mervi Roos

The workplace culture of occupational health care nurses

This article describes the workplace culture of occupational health care nurses. Data were collected using an electronic questionnaire. The respondents were nurses who worked in occupational health care units (n=187). The questionnaire included background questions and employed both the Nursing Context Index instrument and the Affective Commitment Scale. Both of these instruments consisted of statements that the respondents evaluated with a seven-point Likert scale. The data were analysed by statistical methods. Occupational health care nurses described their workplace culture in a slightly positive way. They experienced some stress, with the workload seen as a major source. They were quite satisfied with their work, being most satisfied on a person-

al level and least satisfied with their pay and prospects. The nurses evaluated their practice environment in slightly positive terms, with the doctor-nurse relationship featuring as the most appreciated element of their work. The most negative element noted was inadequate staff resources. Occupational health care nurses with 901–1200 clients and 5–15 years' work experience in their present workplace emerged as being more stressed and less satisfied with their work and work environment compared to the other respondent groups. They were also less affectively committed to their workplace. The study concludes that this group should be given particular attention within their organisation.