

**Assessment of Work Functioning Among Emergency Department Nurses:
A Descriptive Comparative Study**

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ABSTRACT

Background: Work functioning is a relatively new term developed to embrace various aspects surrounding work performance and interrelationships. Assessment of work functioning among Emergency Department (ED) nurses is the key to enhance better understanding about the functionality of those nurses in this critical unit and to provide evidence about possible impairments experienced by ED nurses.

Aim: The study aimed to assess and compare work functioning in nurses working in the EDs at two different health care sectors in Jordan.

Methods: A descriptive comparative design was used. Data were collected from ED nurses working at four referral hospitals located in Amman (two government and two private hospitals). ED nurses were selected conveniently based on specific inclusion criteria. Eligible participants were required to complete the Nursing Work Functioning Questionnaire (NWFQ) in addition to the demographic questionnaire. NWFQ, which includes seven domains, was translated into Arabic using forward-backward translation

technique by two professional bilingual translators. Descriptive and inferential statistics were conducted using the SPSS software.

Results: A total of 179 ED nurses participated in the study (100 government sector ED nurses and 79 private sectors ED nurses). Overall, ED nurses from both health care sectors reported minimal work functioning impairments associated with all work functioning domains. Minimal variations were found between government and private sector nurses in respect to the majority of work functioning domains. However, ED nurses from private sector showed higher incidences at work compared to ED nurses from government sector ($p= 0.043$). Nurses with associate degree showed higher avoidance behavior than nurses with BSN in both sectors ($p= 0.031$).

Conclusion: While previous evidence revealed variations between different health care sectors in respect to nursing knowledge, attitude, performance, and satisfaction, this study found minimal discrepancies between government and private ED nurses regarding work functioning. The results of this study emphasize on the importance of establishing effective interpersonal communication between ED nurses and ED professionals, patients and families.