PREFACE

Nursing is one of the most demanding professions in the world. It requires dedication and commitment to profession. Sometimes, a small negligence in medication can prove fatal to the patient. Nurses need to be alert in performing their duties. Though doctors perform surgeries, a patient cannot come back to normalcy without receiving adequate postoperative care from nurses. Therefore, they are the heart of health care systems.

No one can deny the fact that nurses are the backbone of hospitals. Despite the value associated with the profession of nursing, nurses do not seem to be happy with their jobs. Hospitals in India are facing with the problem of high turnover of nurses. This indicates that nurses are not satisfied with their jobs. There is need for hospital management to investigate the reasons for turnover of nurses and take necessary steps to reduce turnover and enhance retention of nurses.

Nurses are not just assistants who carry out the instructions given by doctors. They play multiple roles depending on the unique needs of patients. They act as a teacher at times explaining to the patient and his/her family members about the medical condition of the patient and advising them on food intake, exercises, etc. She is a decision maker at times. In emergencies, when doctor is yet to arrive, she evaluates the patient condition, recognizes the problem, and implements interventions that are necessary to promote the health of a patient. For patients suffering from chronic illnesses doctors, at times, may declare that medication can no more be provided to prolong life and refer to palliative care. In such cases, nurses provide holistic care. They provide medicines, diet food, assist patients in carrying out their daily activities and even offer emotional support needed by them to face the last phase of life. Many researchers have established that nurses not only influence the physical well-being of patients but also their psychological well-being.

Nurses are thus improving the psychological well-being (PWB) of patients by giving right kind of care at right time. But what if psychological well-being of nurses comes down? What factors influence psychological well-being of nurses? Is it possible for hospital management to enhance psychological well-being of nurses? What will be
the advantage to hospitals if the management improves psychological well-being of nurses? Will this help them in reducing turnover of nurses?

This research work is a modest effort to answer the above questions. In the process, the study compares the psychological well-being of nurses in autonomous, private and government hospitals located in Hyderabad and Delhi. The study seeks to understand the factors influencing psychological well-being of nurses. It also attempts to verify the role of assertiveness of nurses, leadership style of nursing leaders, professional commitment of nurses and workplace engagement in psychological well-being of nurses. Further, the research analyses the association of psychological well-being (PWB) of nurses with their job satisfaction and suggest measures to improve PWB of nurses.

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