

# **Assessment of Magnetism in Nursing Practice Environment at Fayoum University Hospital**

Thesis submitted for partial fulfillment of the  
requirements of the Master Degree in Nursing Sciences  
(Nursing administration)

By

**Reda El-shahat El-meghawri**

*B.Sc. Nursing*

**Under supervision**

**Dr. Mona Mostafa Shazly**

Assistant Professor of Nursing Administration  
Faculty of Nursing,  
Ain Shams University

**Dr. Farida Mahmoud Hussein**

Lecturer of Nursing Administration  
Faculty of Nursing,  
Zagazig University  
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# **Dedication**

**This work is dedicated to ..**

**My husband,**

**My daughter,**

**My family,**

**And my friends**

**For their great help**

**and**

**continuous support**

## ABSTRACT

**Background** :Understanding the behavioral antecedents and consequences of magnet practices would be useful in promoting its beneficial adoption in the healthcare system. **Aim of the study**: To assess ‘Magnetism’ in nursing practice environment at Fayoum University Hospital. **Subjects and Methods**: **Research design**: a cross-sectional descriptive design **Setting**:The study was carried out at Fayoum University Hospital **Subjects** Stratified random sample of ١٦٠ nurses working at fayoum University Hospitals. **Tools of data collection**: A self-administered questionnaire including the Practice Environment Scale of the Nursing Work Index (PES-NWI) tool was used for data collection.. **Results**: Findings revealed that the sample had more female nurses (٥٢.٥%), with age range ٢١ to ٥٩ years, with ٧٩.٤% having technical institute diploma. The absence days ranged between ٢ and ٦٣, with median ١٦ days. The intention to leave the work in the hospital was ٣٢.٥%. **Conclusion**: More than a half of the nurses view their workplace as magnet hospital. The agreement is highest upon the relations between nurses and physicians, and lowest upon the sufficiency of staffing and resources. The agreement is significantly related to gender, age, residence, qualification, and experience years. The intention to leave is higher among males, unmarried nurses not living with their families. Improvements in work environment is needed to retain these nurses. **Recommendations**: The study findings be used to highlight the positive and negative magnet features to establish a profile of magnetism for the facility, with more focus on the dimension of staffing and resources. Strategies to improve staff retention are urgently needed, especially for vulnerable ones. A better understanding of the Egyptian nursing practice environment can be achieved by conducting an increased number and broader range of studies using the NWI.

**Keywords**: Magnet hospital, absenteeism, intention to leave, nurses