Title of Article : Modeling the Relationship between Job Demands, Work Attitudes and Performance among Nurses in a Transition Economy.

Author(s): Abiodun, A J; Osibanjo, A. O., Adeniji, A A & Iyere-Okoji, E.

Outlet : ANVESHA The Journal of Management, Indian Education Society’ Management College and Research Centre, Mumbai.

Submission Date: 2013

Abstract: Nurses are vital human resource input in the hospitals’ functions of health promotion, curative and preventive care process and effective performance of their roles have implications for patients’ health outcomes. This study based on data obtained from 228 nurses in general and specialist hospitals in Lagos, Nigeria explores the link between various dimensions of nurses’ job demand, job security and work attitude. Structural equation model analysis results indicates that work-family conflict and work pressures have implications for absenteeism; and that absenteeism is strongly linked with turnover while being a symptom of low job satisfaction. In addition, while job security negatively impact on absenteeism it has direct positive effect on both job satisfaction and commitment. This underlies the need for specific managerial countermeasures to balance work-family responsibilities and balance work load as measures to limit work pressures on nurses.