

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 and Iyere-okojie, E

Outlet: *Vol.: Date of Publication:*

Abstract: Nurses are critical human resource input in the hospitals' functions of health promotion, curative and preventive care 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 explores the link between various dimensions of nurses' job demand, job security and work attitude. The result showed 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. This underlies the need for specific managerial countermeasures to balance work-family responsibilities as well as balance work load as measures to limit work pressures on nurses and hedge against absenteeism and turnover among nurses.