

Examination of the Impact Levels of Healthcare Workers by the Physical Conditions Prevailing in their Work Places

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Abstract—The unavailability of the working environment so as not to endanger the health of workers both physical and ergonomic conditions, temperature, humidity, lighting, vibration, ventilation, and employees of factors such as noise should be at levels that will not adversely affect the yield and the health of both. Creating a positive work environment, employee motivation and quality of services they provide impressively positive lead to the satisfaction of the customer.

Health personnel in the work depends on the work environment and working conditions induced, physical, biological, and psychological risks may be exposed to chemicals. Due to these risks, employee health and ill health is adversely affected, work efficiency is reduced, patient dissatisfaction increases, they work in health care institutions experience economic losses, and most importantly, may also be threatened by the health of the patients who presented service. It is possible to say that in relation to employee motivation and work environments in health institutions. Factors such as the study of literature and professional experience have been prepared in the light of the model.

Keywords—Hospital, Hospital Environment, Nurse, Working Environment.

I. INTRODUCTION

Each organism acquires its own unique characteristics through its interaction with the genetic structure and the environment it is in. People can have endless combinations of characters because of the different gene variations they have and their life in different environmental conditions (1). In this context, the individual characteristics of each community arise because individuals of the same community are in similar environmental conditions and have a similar genetic structure than the individuals of other societies (2). This requires that the societies are in accordance with the dimensional, structural, physiological, psychological characteristics and capacities of people using all kinds of tools, tools, equipment and structures they need (3).

Work is the center of the social, economic and cultural life of a working person. There is a relationship between people's health and the work they do. A satisfying business in a safe

and comfortable environment is a source of health. The working environment and its characteristics have a determining ability on the physical and socio-psychological states of individuals (2).

Compared to machines, people's physical work capacity seems to be limited to a considerable extent. For this reason, the work to be done to people has to stay at a level that they can carry out throughout the day. The person who is forced to do work on your power gets tired. Fatigue can affect employees' work efficiency, health, safety and psychological balance negatively (3).

It is important for the health of the employee to know what hazards and risks are in hospitals, where they are, what stage they occur during the execution of the work, how to enter the body, how to enter the body and how exposure affects the worker. The recognition and recognition of the danger in the working environment in which the risk of the workplace is transformed into a risk is considered as the main objective of the occupational health and safety services (3). If the risks in the working environment can not be prevented, risk can lead to work-related health problems, occupational diseases, occupational accidents and disability, incapacity and absenteeism if risk can not be prevented (6).

The main objective of the hospital health and safety committee is; to improve the health of employees, to prevent diseases, to protect them from illnesses and to provide primary health care services for working and working environment. The monitoring of the work itself and its work areas at the hospital, the identification of the current and potential hazards and risks of the work environment as objective (noise, dust, anesthesia gasses, radiation measurements, etc.) and subjective (risk perception), and the evaluation of the work environment, is located (7).

The aim of this research is to review the current hazards and risks in the hospital to determine the hazards and risks of nurses' work.

II. WORKING ENVIRONMENT AND CONDITIONS

A. The Concept of Working Environment and Conditions

The working environment and conditions are defined in terms of the physical, mental, spiritual, psycho-social and

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psychological aspects of the individual in the field of work, including the employees, wages, working hours, working style (shifts, seizures, overtime, the factors affecting the economic situation (1). In a workplace where the day has passed a great deal of time, the appropriateness or inadequacy of the working environment and working conditions is directly related to the motivation of the employee and the productivity of the employer. It is inevitable for service providers to be satisfied with the work and service provided by the service environment in a work environment that is appropriately constructed from economic, physical, psychological and psycho-social aspects (2).

Employees can work efficiently in the business conditions they feel comfortable with. The factors that affect the perceptions of employees are largely related to working environment and conditions..

Although science and technology are developing at a rapid pace, the most important element and object of work life and business continues to be people. Therefore, performance, productivity, success or failure of businesses are indexed to human power and mind (5). Economic, spiritual, physical and mental etc. employees who are influenced by many factors from directions; Motivation, working environment and working conditions are very important (6).

Concept of working environment; physical environment, working hours, occupational health and safety, and wages; it is a concept that contains different factors such as professional identity, meaningful work, participation in the decision-making, autonomy, relationships with managers and other colleagues, effective leadership, mutual trust, professional development and encouragement of learning, physical and psychological security, effective communication and teamwork (7).

B. Working Environment and the Importance of the Conditions

The service provided by employees who are satisfied with the working environment and working conditions can also be positively reflected to patients and patients' relatives who receive services. Institutions and organizations that provide the appropriate working environment and conditions for their employees increase attractiveness and popularity compared to other competing institutions and organizations in the field of health (10).

Employees are affected by all variables that affect the working environment and conditions. Negative working conditions and conditions affecting the physical mental health of the health workers indirectly affect the working individual indirectly while indirectly affecting the working individual and the patient's relatives indirectly.

C. Positive Working Environment and Conditions

All positive or negative aspects of the working environment directly affect employees. Work time should be at a level that satisfies the expectations and demands of the

employees, such as the wage status, the physical structure of the working environment, heavy workload, status, hygiene, cleanliness and security. In businesses and institutions where health services are run, these issues greatly change the morale, motivation and work perspective of working people (13).

D. Creating Positive Working Environments and Conditions

The process of setting up the working environment and conditions is comprehensive and versatile. Factors such as the hygienic, wetness, warming or cooling of the work area, taking precautions for dust and toxic factors, etc. are important parameters for the existence of a favorable working environment (14), by making the physical environment suitable for the work done and using the working environment in an ergonomic way. In order to appoint the appropriate employee for the appropriate job, analyzing the employees and setting up the employee profile, assigning the employee according to the profession and skills of the employee, carrying out the work with a sufficient number of personnel are important issues to be considered. It is unexpected that the work carried out with insufficient staff is stable and of high quality for a long time (15).

E. Working Environment Perception of Healthcare Workers

When healthcare workers fulfill their roles, it is important to be aware of the fact that when working in the role of healthcare workers, working conditions, working with the shift system, heavy workload, fatigue, carelessness due to fatigue, trying to adapt to technology and mechanization, in some cases they face crisis situations such as death.

It is possible to say that the aim of the evaluation of the working environment in health institutions is to determine the areas with high risk, to evaluate the machines and environments with high risk and to determine the employees who are in high risk situation (2)

The evaluation of the working environment in the health institutions provides some benefits for the institution, the employees and the patients. These benefits include the identification of hazards and risks that health workers can not see, the detection and prevention of potential hazards before they occur, and the provision and control of existing safety systems (19).

III. POSITIVE AND NEGATIVE WORKING CONDITIONS IN HEALTHCARE

A. The Results of Positive Environment in Healthcare Institutions

The establishment of a healthy working environment has been proven by scientific research that increases employee productivity, increases patient satisfaction and brings higher levels. Since the physical conditions are directly affecting the

staff, it has been understood that the work environment at the desired level encourages employees to improve their quality and satisfaction by reflecting their illness (4). It is known that employees experience significant difficulties for some reasons arising from their working environment and environments, are not able to integrate with the institution, work efficiently and are unsatisfied (9).

Risk factors of work environment in health institutions are chemical risk factors such as pessimistic factors, inadequate communication, inadequate lighting and ventilation, physical causes such as high noise level and danger of infection, cutter and puncture tool injuries such as needle blades. In order for the working environment to be positive in terms of patient safety and employee safety, it is necessary to prevent the occurrence of such risk factors and to develop strategies for prevention within the institution (20).

In many studies, it has been determined that personnel working in a healthy and good working environment give better quality and qualified care, increased service and satisfaction of the service area. It is obvious how important the working environment is, given that employees spend most of their time in the workplace (8).

It is possible to say that the working environment is positive, the employee is comfortable, the work performance is high and the quality of service is high. To ensure a safe working environment, physical, chemical, biological and ergonomic risk factors need to be minimized (12).

"Developing positive working environments is multifaceted, involves many levels of organization, and involves a variety of actors. As a starting point, each organization should develop a workforce profile, which should include demographic information such as absenteeism, vacancies and dropout rates, as well as age and experience. Such data provide a concrete basis for decision-making "(19).

Health of the employee; personal characteristics, hereditary and acquired factors, the environment we live in, the characteristics of the settlements as well as the biological, chemical, physical, ergonomic and psychosocial factors and working conditions that are involved in the working life. However, the characteristics of the serviced community and the health of workers in economic, political and cultural systems are influential (18).

B. The Results of Negative Environment in Healthcare Institutions

Negative working environment and conditions in health institutions threaten both working safety and patient safety. In hospitals, negative working environment and conditions, inadequate communication among employees, inadequate lighting, temperature and humidity to create adverse environment, noise level in disturbing dimension, heavy work conditions, working hours irregularity, chemical hazards and risks, infection threat and insufficient staff (11).

As a result of these negative working conditions in

hospitals, employees are working under stress and health institutions are not getting enough efficiency from employees. As a result of such negativities, the resulting treatment and care services do not provide patient satisfaction and cause the institution to be insecure (17).

The problems they experience in the working environment affect the health professionals in the physical, psychological and social aspects. This situation causes the health workers to decrease the efficiency by affecting the quality of service. Reduced yields negatively affect care and treatment services. Such negative working environment and conditions cause negative factors such as burnout, job dissatisfaction, lack of morale and lack of motivation in health workers (17).

The main causes of stress in nurses' work environments are defined as the problems caused by problems, role conflict, overload, emotional stress due to the problems of patients, working with patients in intensive care unit and dying patients, problems with patients and shift problems. In order to ensure that the quality of the service offered to the patient in the healthcare institutions is higher in the level of treatment and care, it is necessary for the nurses and other health workers to eliminate the negative working environment conditions and create a healthy environment (20).

IV. RESULTS AND SUGGESTIONS

Despite the constantly evolving and changing technology, the most important factor for the organizations and organizations continues to be the people, so the environment and conditions of the work are also important. Therefore, the correction and regulation of the working environment greatly affect the productivity, performance and effectiveness of the employees, while it can also contribute to the continuation of the workplace's continuity, stability and profitability.

Employees can be directly affected by all physical, biological, chemical and psychosocial positive or negative variables of the environment. They are therefore able to work at full capacity with the organization at a high level of motivation when they receive adequate wages, reasonable working time, respectability, appreciation, feelings of importance to themselves and their development, and satisfaction of expectations for their work.

Institutions and organizations that provide health services have a complicated structure due to the fact that they have a large number of variables in their production process, employ different qualified specialists, possess a matrix structure and use of technology intensively . In the case of such complex organizational health theories, inadequate communication and inadequacy of other necessary arrangements can lead to vital errors and deficiencies that are not compensated. It is possible to protect both the physical and mental health of the health personnel by ensuring a favorable working environment and conditions. Providing environment and conditions for working positively in hospitals can provide

satisfaction to staff, patient, relatives and management together. Unfavorable working conditions and conditions that can occur in hospitals can lead to low level of quality of the health service offered due to staff dissatisfaction.

As the work of health personnel requires intense service and extreme care, fatigue, mental confusion and discomfort can put both patient health and personnel health at risk. These hazards and risks in the working environment in hospitals are often the main cause of errors, leading to patient insecurity and negative treatment outcomes. For this reason, it is very important to evaluate the working environment in the health sector in terms of occupational health and safety, patient treatment and care.

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