Effect Of Quality Of Work Life On The Level Of Nursing Productivity At Maternity And Children Hospital In Hafer Albatin City

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Abstract
Background: *Quality of work life plays an important role in an organization. Most of the employees problems are related to work environment, these problems can lead to effect employee productivity and job satisfaction. The level of productivity can be increased through developing a conducive working environment in the organization.*
Aim: *the aim of this study is to Assess the effect of the quality of work life on the level of nursing productivity.*
Method: *The cross-sectional descriptive study design used to examine different variables of a working environment affecting productivity of the employees in different departments. data will collect through a structured questionnaire. The questionnaire was based on two sections. First section about demographics data included age, nationality, marital status, level of education, departments, experience years. Second section divided to three parts one regaining about questions related to quality of work life, second part regaining to questions related to quality of the department, Third part about nursing employee's productivity. 196 nurses participants in this study.The data analyzed by used Microsoft Excel and the Statistical Package for Social Sciences (SPSS. V28). The data also analyzed by using descriptive statistics like frequencies, percentages and mean, standard deviations etc to explain the variable characteristics while inferential statistics including correlation and regression analysis used to determine the relationship between variables.*
Result: *Based on the hypothesis developed, the result showed there is a positive relationship between quality of work life and nursing employees' productivity.*
Conclusion: *This study concluded that a high quality of work life leads to a high job performance.*
Key words: *Effect, Quality, Quality of work life, Productivity*

Date of Submission: 18-12-2023   Date of acceptance: 28-12-2023

I.   Introduction

The quality of work life (QWL) is an important aspect of the work environment that can have a significant impact on employee productivity and job satisfaction. In the context of nursing, QWL can be defined as the extent to which the work environment supports the physical, emotional, and social well-being of nurses, and their ability to perform their job effectively. The level of nursing productivity is an important indicator of the quality of patient care in healthcare settings. Nurses are responsible for providing direct patient care, administering medications, and monitoring vital signs, among other tasks. A high level of nursing productivity is essential for delivering high-quality care and achieving positive patient outcomes**. (Al-Makhaita, 2012)**

The maternity and children hospital of Hafer Al-Batin provides critical care to pregnant and young patients. The quality of work life for nurses in this hospital can have a significant impact on the level of nursing productivity and the quality of patient care. Research has shown that a positive work environment and high levels of job satisfaction are associated with increased nursing productivity. When nurses feel supported and valued, they are more likely to be engaged in their work, which can lead to improved performance and patient outcomes. In contrast, a negative work environment, characterized by high levels of stress, burnout, and dissatisfaction, can lead to decreased productivity and poorer quality of care**. (Al-Makhaita, 2012& Al-Mutar, 2014)**

Therefore, it is important for health affairs in Hafer Albatin city and elsewhere to prioritize the quality of work life for nurses in order to promote high levels of nursing productivity and improve patient outcomes. This can be achieved through a variety of strategies, such as providing adequate staffing levels, offering opportunities for professional development and growth, fostering a positive work culture, and promoting work-life balance. The quality of work life is an essential aspect of employee well-being and job satisfaction. In the healthcare sector, the quality of working life is crucial for nurses who are responsible for providing care to vulnerable patients. nursing is one of the main elements in providing high-quality health care, the role of nursing is important in health care in

its therapeutic, preventive, educational and guiding aspects. Problems faced by nurses today such as the poor working environment of nurses influence nurse satisfaction and nursing productivity**. (Al-Mutar, 2014)**

However, the relationship between the quality of working life and nursing productivity in maternity and children hospital in Hafer Albatin city has not been extensively studied. This gap in knowledge highlights the need for research that can shed light on the impact of the quality of working life on nursing productivity in these hospitals. **(Alshammari, 2019)**

As healthcare becomes more patient-centered and competitive, maintaining high levels of nursing productivity is essential to delivering quality care. However, the relationship between the quality of working life and nursing productivity in this specific hospital context remains unclear. **(Alshammari, 2019)**

When nurses feel supported and valued, they are more likely to be engaged in their work, which can lead to improved performance and patient outcomes. In contrast, a negative work environment, characterized by high levels of stress, burnout, and dissatisfaction, can lead to decreased productivity and poorer quality of care**. (Alzahrani, 2019)**

Therefore, it is important for healthcare organizations in Hafer Albatin city and elsewhere to prioritize the quality of working life for nurses in order to promote high levels of nursing productivity and improve patient outcomes. This can be achieved through a variety of strategies, such as providing adequate staffing levels, offering opportunities for professional development and growth, fostering a positive work culture, and promoting work-life balance. **(Alharbi, 2020)**

One of the ways to improve the QWL of nurses is by ensuring that there are adequate staffing levels in the hospital. A shortage of nursing staff can lead to increased workload and stress levels, which can negatively impact the quality of care delivered to patients. It can also lead to burnout and high turnover rates among nurses, which can further exacerbate the staffing shortage. Therefore, hospitals should ensure that they have sufficient nursing staff to meet the demands of the patient population and provide optimal care. Another way to improve the QWL of nurses is by offering opportunities for professional development and growth. Nurses should be provided with opportunities to acquire new skills and knowledge through training programs, workshops, and continuing education courses. This not only enhances their job performance but also fosters a sense of professional growth and job satisfaction **(Alnajar, 2019)**

By focusing on this specific problem statement, the study will contribute to a better understanding of how the quality of work life can affect nursing productivity, measuring quality of work life in nursing field and provide valuable insights for hospital manager and nursing director to improve the working conditions for nurses in this hospital.

Significant of the study

Many nurses in many areas want to increase their higher level of job security or safety at work. And this study when completed it should be able to assist many hospitals, organizations, and individual. Emphasizing how the workplace influences nursing staff productivity will be beneficial. so that management would investigate the issues to improve the environment. By concentrating on some factors to improve workplace quality and nurse productivity levels, it will be possible for management to establish a minimal standard of good working conditions for employees to attain maximum production.

Aim of the study
This study aims to:
- Assess the effect of the quality of work life on the level of nursing productivity.
- Identify the relationship between quality of work life and level of nursing productivity.

Research questions and hypothesizes.
Research questions
01. What is the relationship between the quality of work life and nursing productivity at a maternity and children hospital at hafer albatin city?
02. How quality of work life affects moral and interpersonal relationship among the nursing employees?

Hypotheses
1. **Null Hypothesis:** Nurses who report a higher quality of working life will have higher levels of productivity in a maternity and children's hospital.
2. **Alternative Hypothesis:** Nurses who report a higher quality of working life will have lower levels of productivity in a maternity and children's hospital.

II. Literature Review

Nursing plays a critical role in delivering high-quality patient care, and maintaining high levels of nursing productivity is essential for achieving this goal. However, the quality of working life for nurses can significantly impact their productivity and well-being. Therefore, understanding the relationship between the quality of working life and nursing productivity is crucial to enhancing the work environment for nurses, improving patient outcomes, and enhancing the overall healthcare system. **(Alharthy, 2017)**

The relationship between the quality of working life and nursing productivity in a maternity and children's hospital context is unclear, which highlights the need for further investigation. By exploring this relationship, the study aims to provide valuable insights that can contribute to enhancing the working conditions of nurses, improving patient care outcomes, and enhancing the overall healthcare system. Furthermore, the study is particularly relevant in the context of Hafer Albatin city, making the need for high nursing productivity and well-being even more critical. **(Al-Kandari, 2016)**

The quality of work life is a crucial aspect that can significantly influence the productivity of healthcare professionals, particularly in the maternity and children's hospitals. Nurses play a vital role in providing quality healthcare services to patients, and their productivity is a key determinant of patient outcomes. Hafer Albatin City, being one of the major cities in Saudi Arabia, has a growing demand for high-quality healthcare services, especially in the maternity and children's hospital. Thus, exploring the impact of the quality of working life on nursing productivity in these hospitals is critical. **(Al-Mutar, 2014)**

This paper aims to provide a comprehensive analysis of the effect of the quality of working life on the level of nursing productivity in maternity and children's hospital in Hafer Albatin City. By examining the factors that affect the quality of working life and how they relate to nursing productivity, this study seeks to provide insights that can inform policymakers, hospital administrators, and other stakeholders in the healthcare industry on how to improve the quality of healthcare services and patient outcomes in the city**. (Abualrub, 2012)**

Therefore, it is essential to address the factors that affect the quality of working life of nurses in maternity and children's hospital in Hafer Albatin City. Improving the work environment, reducing workload, providing fair compensation, and offering opportunities for professional growth and development can enhance nurses' job satisfaction and productivity, leading to improved patient outcomes**. (Almutairi, 2015)**

The quality of working life (QWL) is a multi-dimensional concept that encompasses various aspects of a worker's work environment, such as physical working conditions, job security, work-life balance, opportunities for career development, and social relationships with colleagues. A high-quality working life can improve the well-being of healthcare professionals and enhance their motivation and productivity, leading to better patient outcomes. **(Alharbi, 2020)**

In maternity and children's hospitals, nurses are responsible for providing high-quality care to mothers and children, which requires them to have a high level of knowledge, skills, and expertise. However, the stressful and demanding nature of their work can adversely affect their QWL, leading to reduced job satisfaction, burnout, and turnover intentions, which can negatively impact their productivity. **(Alenazi, 2020)**

Therefore, the poor quality of work conditions may affect the commitment or loyalty of nurses toward their organization. Furthermore, it was identified that the relationship between the nurses' quality of work-life and turnover intention was partially mediated by organization loyalty, as quality of work-life is significantly influences organizational loyalty (**Ibrahim. Et al., 2020**)

Baljoon R. et.al, (2018) have identified that work-related issues such as lack of managerial effort to improve the work environment of nurses, seeking perfectionism, support from the ward manager, salary, the relationship at work with other nurses, communication, relationship with team members, and the fairness of shift work between nurses can significantly affect the loyalty and job performance of nurses in Saudi Arabian hospitals.

According to **Billah S. et.al, (2015)** Communication between nurses and between nurses and patients plays an important role in improving the quality of work life, and communication issues were identified to be significantly correlated with the nurses' dissatisfaction

Research has shown that several factors can affect the QWL of nurses in maternity and children's hospitals, such as workload, staffing levels, job autonomy, social support, and opportunities for professional development. For instance, a high workload and inadequate staffing levels can increase the nurses' stress levels and reduce their job satisfaction, leading to lower productivity levels. In contrast, a supportive work environment with opportunities for career development and good social relationships with colleagues can enhance the nurses' QWL and increase their motivation and productivity. **(Alenazi, 2020)**

Therefore, it is essential to address the factors that affect the quality of working life of nurses in maternity and children's hospital in Hafer Albatin City. Improving the work environment, reducing workload, providing fair compensation, and offering opportunities for professional growth and development can enhance nurses' job satisfaction and productivity, leading to improved patient outcomes. **(Alenazi, 2020)**

In conclusion, the QWL of nurses in maternity and children's hospitals has a significant impact on their productivity levels. Healthcare administrators and policymakers must ensure that the work environment in these

hospitals is conducive to the well-being of nurses and that they have access to the necessary resources and support to perform their duties effectively. This can lead to improved patient outcomes and higher levels of job satisfaction and retention among nurses. **(Marzouk, 2020)**

Theoretical framework

There are number of previous studies that deals with the investigation of the effect of the quality of working life on the level of nursing productivity in maternity and children hospital as the following:

Al-Makhaitaet al. (2020) in this study, the authors aimed to explore the relationship between the quality of working life and nursing productivity in a children's hospital in Saudi Arabia. They conducted a cross-sectional survey of 200 nurses working in the hospital, using validated questionnaires to assess their perception of the quality of working life and their productivity levels. The results showed a positive correlation between the quality of working life and nursing productivity, suggesting that improving the quality of working life could enhance nursing productivity in children's hospitals.

Alenezi et al. (2021) in this study, the authors aimed to investigate the impact of quality of work life on job satisfaction and nursing performance among nurses in a children's hospital in Saudi Arabia. They used a cross-sectional design and collected data from 273 nurses using a survey questionnaire that included validated measures of quality of work life, job satisfaction, and nursing performance. The results showed that quality of work life had a significant positive effect on job satisfaction and nursing performance. The authors suggested that improving the quality of work life could lead to better job satisfaction and performance among nurses in children's hospitals..

Marzouk et al. (2020) conducted a cross-sectional study of nurses working in pediatric hospitals in Egypt to examine the impact of work stress and work environment on quality of care. The study found that high levels of work stress and negative work environments were associated with lower levels of quality of care. This study highlights the importance of improving the work environment and reducing work stress to improve the quality of care provided by nurses.

Alharbi et al. (2019) conducted a study which is a cross-sectional study aimed to explore the relationship between quality of work life and productivity among nurses in a tertiary care hospital in Saudi Arabia. The authors used a convenience sampling technique to collect data from 230 nurses using a self-administered questionnaire. They used the Walton Quality of Work Life (QWL) index and the Nursing Productivity Scale (NPS) to collect data. The results showed a significant positive correlation between quality of work life and nurses' productivity. The authors recommended that hospitals should provide a supportive work environment, promote work-life balance, and recognize nurses' contributions to enhance their quality of work life and productivity.

Alenazi et al. (2020) aimed to examine the effect of quality of work life on nurses' productivity in a large hospital in Saudi Arabia. The authors used a quantitative research design and collected data from 168 nurses using a self-administered questionnaire. They used the Walton Quality of Work Life (QWL) index and the Nursing Productivity Scale (NPS) to collect data. The results showed that quality of work life was positively associated with nurses' productivity. The authors suggested that hospitals should improve the quality of work life of nurses by providing supportive work environments, recognizing their contributions, and offering career development opportunities.

Elmutairi et al (2020) used a cross-sectional design to investigate the impact of quality of work life on nurses' productivity in Saudi Arabia. The authors used a convenience sampling technique to collect data from 212 nurses working in different hospitals. They used two validated questionnaires, the Walton Quality of Work Life (QWL) index and the Nursing Productivity Scale (NPS), to collect data. The results of the study showed a positive correlation between quality of work life and nurses' productivity. The authors recommended that hospitals should take steps to improve the quality of work life of nurses to enhance their productivity.

In summary, these studies provide evidence of a significant relationship between the quality of working life and nursing productivity in children's hospitals. They highlight the importance of improving the work environment, reducing work stress, and providing adequate resources to support nurses in their work. By building on this existing research, the current study aims to contribute to the field of nursing by examining the specific relationship between quality of working life and nursing productivity in the context of a maternity and children's hospital in Hafer Albatin city

III. Methodology

Research Design

The cross-sectional descriptive study design used to examine different variables of a working environment affecting productivity of the employees in different departments. data will collect through a structured questionnaire. The questionnaire was based on two sections. First section about demographics data included age, nationality, marital status, level of education, departments, experience years.

Second section divided to three parts one regaining about questions related to quality of work life, second part regaining to questions related to quality of the department, Third part about nursing employee's productivity.

Setting
The participants of this study was a staff nurses working at maternity and children hospital in hafer albatin city.

Population and Sample
The size of the targeted population of this study consists of 400 nurses who are working in maternity and children hospital in hafer albatin city.
Sample Size: For the purpose of this research study, the Sample size of this research study is 196 nurses selected research participants.

Data analysis
The data analyzed by used Microsoft Excel and the Statistical Package for Social Sciences (SPSS. V28). The data also analyzed by using descriptive statistics like frequencies, percentages and mean, standard deviations etc to explain the variable characteristics while inferential statistics including correlation and regression analysis used to determine the relationship between variables.

Ethical considerations
Ethical approval for this study was obtained from Regional Research Ethics Committee, Hafer Albatin, Saudi Arabia. Registered at National Committee of Bio & med Ethics, Registration NO **H-95-FT-083**

IV.   Finding and Results

Introduction
This research is descriptive research, as it was mentioned in the methodology the main research objective is to show Effect of The Quality of Work Life on The Level of Nursing Productivity at Maternity and Children Hospital in Hafr Albatin City. Based on examining only a portion of the total population, selected in a way that reflects the structure of the whole. In achieving objectives through this research, the researcher employed the questionnaire survey - as a means of gathering information. This suggests that attitudes are mental positions that cannot be observed directly, but must be analyzed based on research results. The fact that attitudes are learned affirms they will be affected by information and experience.

Moreover, this chapter aims at analyzing the data that was collected from the research sample, testing the hypotheses, and reaching the results. The research is designed to combine both theoretical and empirical studies using different measures in measuring the variables included in the research hypotheses according to the types of the variables.

Research Methodology
Quantitative data was gathered also through the use of questionnaires (close-ended questions), administered during intercepts.The questionnaire was designed to collect information to explore about the opinion, views, contributions and variables and studying Effect of The Quality of Work Life on The Level of Nursing Productivity at Maternity and Children Hospital in Hafr Albatin City where a survey questionnaire will be used to collect the required data from the nursing employees.

The Researcher was keen after the completion of data collection in every single of sample to review these data in every form, in order to ensure the completeness of data, and the veracity of the information, and to check the rate of yield to these forms and the wastage in the data. After the completion of the review of the final form, The Researcher moved to a new stage, It is converting the raw data into numbers to be handled statistically, To achieve that, The researcher used the manual coding to convert large quantities of raw data in the form of a questionnaire to shortlist data to fit the dump data and the statistical analysis process later. Preliminary data have been received in the form converted to digital codes in the manual coding, According to the rules and standards of the units of measurement that have been developed to measure the variables properties that involved in the study .

After the completion of phase of encoding data in which the transfer of this data from its qualitative form to quantitative form, Then this data has transferred the amount allocated to discharge cards. Therefore, according to the previous rules Serial numbers has to interview forms to reflect every single of forms of single of the vocabulary of the research community. The Questionnaire Consists of 3 Main Variables as the following: The quality of work life, Department quality and Nursing employee's productivity.

The Research Community
The study sample consisted of 196 singles of Nursing at Maternity and Children Hospital in Hafr Albatin City to determine Effect of The Quality of Work Life on The Level of Nursing Productivity at Maternity and Children Hospital in Hafr Albatin City. After the distribution of questionnaire, it was found that the valid questionnaires are 196 of the total questionnaires with a rate of 92.3% and there are 23 unfit questionnaires for

analysis , that 7.7% of the total of the study sample.This study is applied at Nursing Productivity at Maternity and Children Hospital in Hafr Albatin City, where a survey questionnaire will be used to collect the required data from the Nursing Students, to collect the data which are related to the three variables.

Research Limitation
The Study Recognizes Several Limitations Such as
1. This study population is only at Nursing Productivity at Maternity and Children Hospital in Hafr Albatin City
2. There are some limitations in the amount of information. It will obtain from daily life.

Statistical methods are used.
 The researcher in conducting statistical analyzes on the Statistical Package for the hypotheses as to rely on the following statistical methods program :-(SPSS) V28 win, which depends on the following statistical methods

Measurement Model Assessment
 This section of the study explains the procedures that the researcher has undertaken to examine the validity and reliability of the constructs. As for examining the validity, an exploratory factor analysis has been conducted on SPSS 28 to account for construct validity. For examining reliability, Cronbach's alpha has been extracted to evaluate the internal consistency of the measures that have been adopted for the purposes of this study.

Psychometric characteristics of the axes of the study questionnaire
Constancy and Honesty
 The validity of the questionnaire means that it represents the well-studied community, as the answers we get from the questionnaire questions give us the information for which the questions were developed. As for the stability of the questionnaire, it means that if we redistribute this questionnaire to another sample from the same community and the same sample size, the results will be close to the results we obtained from the first sample, and the results between the two samples are equal with a probability equal to the stability coefficient. The validity and reliability of the questionnaire is tested using the Cronbach alpha coefficient, whose value reflects the stability and validity of the questions in expressing the indicator that was set to measure it. The Cronbach alpha values range between zero and the correct one..as the closer the Cronbach alpha scale is to the correct 1, the more stable the measurement tool is. The form is stronger (and among statisticians a value of 0.7 or more was taken as an acceptable value for this coefficient).

First: Reliability Analysis
 Reliability means that a measure or questionnaire should consistently reflect the construct that it is measuring. Reliability is used to measure the same scale items multiple times, ensuring that the same result is found every time, as long as the underlying phenomenon is not changing. Reliability is also a measure of internal consistency between different items of the same construct. When a multiple-item scale is provided to respondents, and yield similar score every time even if it is completed at two different points in time, this is a reflection of internal consistency. Therefore, it can be said that reliability can be estimated in terms of average inter-item correlation, average item-to-total correlation, or more commonly, Cronbach's alpha **Bhattacherjee, A. (2012).** In this study, reliability of each scale has been tested through Cronbach's alpha to identify the internal consistency of the scale .The alpha coefficient value depends on the number of items on the scale. In general, reliabilities less than 0.6 are considered poor, the 0.7 range, accepted, and over 0.8 good. In a reliable scale all items should correlate with the total. So, if items don't correlate with the overall score from the scale with their values being less than about 0.3 it means there are problems, as a particular item does not correlate very well with the scale overall. Items with low correlations may have to be dropped. For the data in this study, all data have item-total correlations above. The following table summarizes the reliability test results for the study variables. All of the variables show an alpha coefficient of more than 0.6.

No.	Variables	Cronbach's Alpha	numbers of phareses
1	The quality of work life	0.954	17
2	Department quality	0.973	20
3	Nursing employee's productivity	0.972	15
4	Effect of The Quality of Work Life on The Level of Nursing Productivity at Maternity and Children Hospital	0.969	52

Table (1) Reliability Analysis for Research Variables

The results indicate that the research variables are measuring (the quality of work life - department quality - nursing employee's productivity) in the organization and It is intended to stabilize the scale and lack of contradiction with himself, he saw that it gives the same results if re-applied to the same sample and test stability using Cronbach alpha coefficient. the Cronbach alpha for (the quality of work life - department quality - nursing employee's productivity) were 0.954 and 0.973 and 0.972 respectively also for The average of Effect of The Quality of Work Life on The Level of Nursing Productivity at Maternity and Children Hospital Cronbach alpha coefficient value was 0.969. The coefficient of consistency takes values ranging between zero and the right one, if there was no data on the stability of the value of this parameter equal to zero, and vice versa, where if there is a complete firming be the parameter value equal to the correct one. And therefore the closer the value of reliability coefficient of the correct one indicates that the Stability high

validity of the questionnaire

Estimating the validity of the scale statements Internal consistency. The internal consistency of the scale statements was estimated by calculating the correlation coefficient between the scale statements and sub-dimensions, and then calculating the correlation coefficient between the sub-dimensions and the overall score of the scale. Calculate the correlation coefficient between the scale statements and subdimensions.

Validate the internal consistency of the quality of work life axis

Correlations		
		the quality of work life
[My current work environment is healthy, comfortable and conductive to performing my duties effectively]	Pearson Correlation	.567**
	Sig. (2-tailed)	0.000
	N	196
[Safety is a priority in my workplace]	Pearson Correlation	.540**
	Sig. (2-tailed)	0.000
	N	196
[Hospital policies is clear, available and it's applied to employees]	Pearson Correlation	.675**
	Sig. (2-tailed)	0.000
	N	196
[The nursing management department is reacting apparently to my needs and concerns]	Pearson Correlation	.721**
	Sig. (2-tailed)	0.000
	N	196
[The nursing management department provides opportunities for professional development, growth, and supports employees in achieving their career goals	Pearson Correlation	.811**
	Sig. (2-tailed)	0.000
	N	196
[The nursing management department has an effective follow-up system for any complaints]	Pearson Correlation	.777**
	Sig. (2-tailed)	0.000
	N	196
[The nursing management department has a good training and development plan to develop a good working environment]	Pearson Correlation	.807**
	Sig. (2-tailed)	0.000
	N	196
[The Nursing management department has a good training and development plan help employees to increase their level of productivity]	Pearson Correlation	.797**
	Sig. (2-tailed)	0.000
	N	196
[Iam given a satisfactory salary for the work I do]	Pearson Correlation	.774**
	Sig. (2-tailed)	0.000
	N	196
[My salary is enough to meet my life needs]	Pearson Correlation	.780**

	Sig. (2-tailed)	0.000
	N	196
[My job security is guaranteed]	Pearson Correlation	.754**
	Sig. (2-tailed)	0.000
	N	196
[My personal rights are protected by my nursing management]	Pearson Correlation	.805**
	Sig. (2-tailed)	0.000
	N	196
[I have the right to express my opinion]	Pearson Correlation	.790**
	Sig. (2-tailed)	0.000
	N	196
[There is a good link between reward and work performance]	Pearson Correlation	.849**
	Sig. (2-tailed)	0.000
	N	196
[There is no partiality in decisions regarding promotions and rewarding]	Pearson Correlation	.770**
	Sig. (2-tailed)	0.000
	N	196
[Promotion based on rating on the job and professional knowledge]	Pearson Correlation	.817**
	Sig. (2-tailed)	0.000
	N	196
[The Nursing management provide incentives and reward to develop a good working environment]	Pearson Correlation	.826**
	Sig. (2-tailed)	0.000
	N	196
**. Correlation is significant at the 0.01 level (2-tailed).		

Table (2) shows the validity of the internal consistency using the Pearson correlation coefficient for the quality of work life axis

From the previous table, we can notice that all the values of the correlation coefficients between the expressions of the axis and the axis itself are significant and strong, which indicates a strong relationship between the expressions and the dimension itself, which indicates that the axis the quality of work life as a whole is honest.

Validate the internal consistency of the department quality axis

Correlations		
		department quality
[The Quality of my department is adequate for me to provide performance well]	Pearson Correlation	.652**
	Sig. (2-tailed)	0.000
	N	196
[Physical working condition is very comfortable- lighting, ventilation, etc .]	Pearson Correlation	.621**
	Sig. (2-tailed)	0.000
	N	196
[Adequate medical and surgical supplies are available to provide good nursing care]	Pearson Correlation	.629**
	Sig. (2-tailed)	0.000
	N	196
[The head nurse of the department at my workplace is trusted by top management]	Pearson Correlation	.769**
	Sig. (2-tailed)	0.000
	N	196
[My supervisor deals fairly with all employees in the unit]	Pearson Correlation	.873**

	Sig. (2-tailed)	0.000
	N	196
[My head nurse deals fairly with all employees in the unit]	Pearson Correlation	.858**
	Sig. (2-tailed)	0.000
	N	196
[My supervisor is playing a role to improve the working environment]	Pearson Correlation	.874**
	Sig. (2-tailed)	0.000
	N	196
[Coworkers' help is playing a role in developing a good working environment]	Pearson Correlation	.763**
	Sig. (2-tailed)	0.000
	N	196
[I have been given an equal chance for my career growth as other nurses in my department]	Pearson Correlation	.826**
	Sig. (2-tailed)	0.000
	N	196
[The Monthly shift schedule is announced in timely manner]	Pearson Correlation	.842**
	Sig. (2-tailed)	0.000
	N	196
[Monthly shift schedule is done fairly]	Pearson Correlation	.846**
	Sig. (2-tailed)	0.000
	N	196
[The Vacation schedule is set without any bias for any employee]	Pearson Correlation	.817**
	Sig. (2-tailed)	0.000
	N	196
[I am satisfied with the monthly shift schedule]	Pearson Correlation	.838**
	Sig. (2-tailed)	0.000
	N	196
[I am satisfied with the vacation schedule in my department]	Pearson Correlation	.859**
	Sig. (2-tailed)	0.000
	N	196
[An Annual evaluation plan is clear and fairly]	Pearson Correlation	.852**
	Sig. (2-tailed)	0.000
	N	196
[There is good communication and collaboration among team members in the department]	Pearson Correlation	.806**
	Sig. (2-tailed)	0.000
	N	196
[My supervisor is approachable and supportive, and provides constructive feedback on my work..]	Pearson Correlation	.891**
	Sig. (2-tailed)	0.000
	N	196
[My supervisor is able to resolve conflicts or problems encountered at work]	Pearson Correlation	.872**
	Sig. (2-tailed)	0.000
	N	196
[My supervisor has good management skills and expertise in her profession]	Pearson Correlation	.869**
	Sig. (2-tailed)	0.000
	N	196
[I feel that the department prioritizes quality and takes measures to ensure that work is completed to a high standard]	Pearson Correlation	.839**
	Sig. (2-tailed)	0.000

	N	196

**. Correlation is significant at the 0.01 level (2-tailed).

Table (3) shows the validity of the internal consistency using the Pearson correlation coefficient for the department quality axis

From the previous table, we can notice that all the values of the correlation coefficients between the expressions of the axis and the axis itself are significant and strong, which indicates a strong relationship between the expressions and the dimension itself, which indicates that the axis department quality as a whole is honest.

Validate the internal consistency of the nursing employee's productivity axis

Correlations		
		nursing employee's productivity
[I plan my work and complete my task on time]	Pearson Correlation	.693**
	Sig. (2-tailed)	0.000
	N	183
[My plans were optimal]	Pearson Correlation	.756**
	Sig. (2-tailed)	0.000
	N	183
[In the planning phase I keep in my mind the results that I had to achieve in my work]	Pearson Correlation	.779**
	Sig. (2-tailed)	0.000
	N	183
[I know how to set priorities]	Pearson Correlation	.817**
	Sig. (2-tailed)	0.000
	N	183
[I am able to perform my work well with minimal time and effort]	Pearson Correlation	.806**
	Sig. (2-tailed)	0.000
	N	183
[Collaboration with my colleagues at work is very productive]	Pearson Correlation	.772**
	Sig. (2-tailed)	0.000
	N	183
[I take on extra responsibilities]	Pearson Correlation	.842**
	Sig. (2-tailed)	0.000
	N	183
[I take on challenging work tasks, when available]	Pearson Correlation	.847**
	Sig. (2-tailed)	0.000
	N	183
[I am working to keep my job knowledge up to date]	Pearson Correlation	.914**
	Sig. (2-tailed)	0.000
	N	183
[I am working to keep my job skills up to date]	Pearson Correlation	.920**
	Sig. (2-tailed)	0.000
	N	183
[I am coming up with creative solutions to new problems]	Pearson Correlation	.936**
	Sig. (2-tailed)	0.000
	N	183
[I keep looking for new challenges in my job]	Pearson Correlation	.899**
	Sig. (2-tailed)	0.000
	N	183
[I do more than was expected of me]	Pearson Correlation	.895**
	Sig. (2-tailed)	0.000
	N	183
[I actively participate in work meetingg]	Pearson Correlation	.901**

	Sig. (2-tailed)	0.000
	N	183
[I actively looking for ways to improve my performance at work]	Pearson Correlation	.912**
	Sig. (2-tailed)	0.000
	N	183
**. Correlation is significant at the 0.01 level (2-tailed).		

Table (4) shows the validity of the internal consistency using the Pearson correlation coefficient for the nursing employee's productivity axis

From the previous table, we can notice that all the values of the correlation coefficients between the expressions of the axis and the axis itself are significant and strong, which indicates a strong relationship between the expressions and the dimension itself, which indicates that the axis nursing employee's productivity as a whole is honest.

Second: Descriptive Analysis

Reporting descriptive statistics so that the researcher is familiar with the data and understands the relationships between variables. In summary, a descriptive analysis of respondent profile in terms of age, gender and educational level have been presented. Summary statistics of the Frequencies, Percentages, Mean and Standard deviation for each of the variables in the model are reported in this section.

1- Demographic Characteristics			
		Frequency	Percent
AGE	Under 25 years	5	2.6
	25-30 years	95	48.5
	31-45 years	96	49.0
	Total	196	100.0
NATIONALITY	Saudi	107	54.6
	Non Saudi	89	45.4
	Total	196	100.0
MARITAL STATUS	Single	81	41.3
	Married	115	58.7
	Total	196	100.0
LEVEL OF EDUCATION	Diploma degree	69	35.2
	Bachelor degree	124	63.3
	Master or PhD	3	1.5
	Total	196	100.0
DEPARTMENT	Antenatal Department OBS I	10	5.1
	Delivery Room	16	8.2
	Maternity Intensive care unit	9	4.6
	Neonatal Intensive Care Unit	22	11.2
	Obstetric Emergency Room	22	11.2
	Operation Room	8	4.1
	Out patient department OPD	10	5.1
	pediatric Emergency room.	25	12.8
	Pediatric Intensive Care unit.	25	12.8
	Pediatric Medical Ward	20	10.2
	Pediatric Surgical Ward	17	8.7
	Postnatal Department OBS II	12	6.1
	Total	196	100.0
EXPERIENCE YEARS	Less than 2 years	23	11.7
	2-5 years	81	41.3

	6-10 years	63	32.1
	More than 10 years	29	14.8
	Total	196	100.0

Table 1 show the descriptive statistics of Demographic characteristics variables

This table shows the descriptive statistics of demographic statistics variables and we can conclude that. The total samples of age group "Under 25 years" was 5 samples, The total samples of age group "25-30 years" was 95 samples and The total samples of age group "31-45 years" was 96 samples, total samples of Marital status group "Single" was 81 samples, and the total samples of Marital status group "Married" was 115 samples, in the Level of Education variable we can conclude that. The total samples of Level of Education group "Diploma degree" was 69 samples, The total samples of Level of Education group "Bachelor degree" was 124 samples, and The total samples of Level of Education group "Master or PhD" was 3samples, in a descriptive statistics of Department variable out of the total samples to study Effect of The Quality of Work Life on The Level of Nursing Productivity at Maternity and Children Hospital in Hafr Albatin City and in a descriptive statistics of Experience years variable and we can conclude that. The total samples of Experience years group "Less than 2 years" was 23 samples, The total samples Experience years group "2-5 years" was 81 samples, The total samples of Experience years group "6-10 years" was 63 samples, and The total samples of Experience years group "More than 10 years" was 29samples out of the total samples to study Effect of The Quality of Work Life on The Level of Nursing Productivity at Maternity and Children Hospital in Hafr Albatin City.

Hypotheses Testing
There is no relationship exist between the quality of work life and nursing employee's productivity.
To test this hypothesis, we used Pearson correlation to test the relationship between the quality of work life and nursing employee's productivity as below

		nursing employee's productivity
the quality of work life	Pearson Correlation	.625**
	Sig. (2-tailed)	0.000
	N	196

Table (2) Shows the relationship between the quality of work life and nursing employee's productivity.

The above table shows the person correlation between quality of work life and nursing employee's productivity we find the spearman correlation is 0.625 and this consider a highly positive coefficient correlation at sig-level 0.01 so we can say **There is relationship exist between the quality of work life and nursing employee's productivity.**

There is no relationship exist between the quality of work life and department quality.
To test this hypothesis, we used Pearson correlation to test the relationship between the quality of work life and department quality as below

		department quality
the quality of work life	Pearson Correlation	.646**
	Sig. (2-tailed)	0.000
	N	196

Table (3) Shows the relationship between the quality of work life and department quality

The above table shows the Pearson correlation between quality of work life and department quality. we find the spearman correlation is 0.646 and this consider a Medium positive coefficient correlation at sig-level 0.01 so we can say **There is relationship exist between the quality of work life and department quality.**

There is no relationship exist between the nursing employee's productivity and department quality.
To test this hypothesis, we used Pearson correlation to test the relationship between nursing employee's productivity and department quality as below

		department quality
Nursing Employee's Productivity	Pearson Correlation	.468**
	Sig. (2-tailed)	0.000
	N	196

Table (4) Shows the relationship between nursing employees' productivity. and department quality

The above table shows the person correlation between There is relationship exist between the nursing employee's productivity and department quality and we find the spearman correlation is 0.468 and this consider a Medium positive coefficient correlation at sig-level 0.01 so we can say **There is relationship exist between the nursing employee's productivity and department quality.**

V. Discussion

The aim of the current study was to assess the effect of the quality of work life (QWL) on the level of nursing productivity and identify the relationship between QWL and level of nursing productivity. The results of current study were formulated according to the following items: a) the quality of work life; b) Each department quality; and c) nursing employee's productivity.

Our results indicate that there is a strong relationship between the quality of work life (QWL) and nursing employee's productivity in which existence of nomophobia and distraction can affect the quality of work of nursing students dramatically. Also, there was a positive correlation between the quality of work life and departmental quality and a positive correlation between departmental quality and nursing employee's productivity.

The quality of work life is a crucial aspect that can significantly influence the productivity of healthcare professionals, particularly in the maternity and children's hospitals. Nurses play a vital role in providing quality healthcare services to patients, and their productivity is a key determinant of patient outcomes. Improving the work environment, reducing workload, providing fair compensation, and offering opportunities for professional growth and development can enhance nurses' job satisfaction and productivity, leading to improved patient outcomes.

There are numerus studies that addressed the effect of the quality of working life on the level of nursing productivity in maternity and children hospital due to its crucial role in maintaining the high health insurance. A cross-sectional study assessed by **Al-Makhaitaet al. (2020)** on 200 nurses working in a children's hospital in Saudi Arabia found showed a positive correlation between the quality of working life and nursing productivity, suggesting that improving the quality of working life could enhance nursing productivity in children's hospitals. This can be attributed to high-quality care provided to mothers and children in this type of hospitals; thus, a need for increasing a quality of working life is a crucial demand.

Another study done by **Alenezi et al. (2021)** on 273 nurses working in a children's hospital in Saudi Arabia showed that quality of work life had a significant positive effect on job satisfaction and nursing performance. The authors suggested that improving the quality of work life could lead to better job satisfaction and performance among nurses in children's hospitals.They amended that the quality of working life is crucial for nurses who are responsible for providing care to vulnerable patients. nursing is one of the main elements in providing high-quality health care, the role of nursing is important in health care in its therapeutic, preventive, educational and guiding aspects. Problems faced by nurses today such as the poor working environment of nurses have an effect on nurse satisfaction and nursing productivity.

In alignment with our study, **Marzouk et al. (2020)** conducted a cross-sectional study of nurses working in pediatric hospitals in Egypt to examine the impact of work stress and work environment on quality of care. The study found that high levels of work stress and negative work environments were associated with lower levels of quality of care. This study highlights the importance of improving the work environment and reducing work stress to improve the quality of care provided by nurses.

Another work done by **Ali.H (2013)** on 158 nurses at EL-Minia University Hospitals found that less than two thirds of the studied nurses had moderate level of stress; more than two thirds of the studied nurses had severe level of the stress. The majority of the studied subjects had accomplished fair quality grade while one quarter had accomplished poor quality grade, and they concluded that there was an inverse relation between stress level and quality of nursing care. They recommended organizing stress management program that focuses on different categories of nurses at all hierarchical levels, and organizing a system for continuing education program for nurses.

Another study done by **Omar.N. (2018)** assessing the Relationship between Quality of Work Life and Job Stress among Nurses in Critical Care Units; their results indicated that more than two thirds of staff nurses who worked in the critical care units were have highly satisfied about work context followed by two fifth of them have high work life then less than one quarter of them have satisfied about work world and the minority were have satisfied about quality of work and work design. They noted on the probable causes of job stress among staff nurses working in the critical care units that near to three quarters of them agreed that the working-hours do not fit with their personal life, followed by more than half of them mentioned work shifts are changing frequently, salary does not match with the required tasks and limited opportunities for enhancement and development in this hospital. They concluded that there was a significant negative fair correlation between staff nurses' quality of work life perception and their job stress Also, there were increased in mean scores of job stress with low level of work design, work life, work context, work world and total work quality of work life. Again, they recommended educational Training to improve communication system, performance evaluation, hospital policies, health work environment.

Additionally, a convenience sampling technique study on 230 nurses done by Alharbi et al. (2019) to explore the relationship between quality of work life and productivity among nurses in a tertiary care hospital in Saudi Arabia using the Walton Quality of Work Life (QWL) index and the Nursing Productivity Scale (NPS) found a significant positive correlation between quality of work life and nurses' productivity. The authors recommended that hospitals should provide a supportive work environment, promote work-life balance, and recognize nurses' contributions to enhance their quality of work life and productivity. **(Alharbi et al. 2019)**

A comprehensive study done by **Song (2022)** on the correlation between work stressors and the coping styles of outpatients and emergency nurses in 29 pediatric specialty hospitals across China found that the influencing factors of stressors mainly correlated with the clinical establishment, age, years of employment as a nurse, work department, and negative coping styles.

Another paper by **Metwaly (2018)** on 208 nurses working at maternal and child health centers in Zagazig City, Egypt found that more than two-thirds of female nurses had a low QOWL and all of them had stress at their work. Majority of the studied nurses showed low level of PWB and marital adjustment. Also, there was positive correlation between QOWL, psychosocial well-being, and marital adjustment among female nurses with high statistical significance. And concluded that most of the studied samples had a low level of QOWL, PWB, and marital adjustment and there was statistically significant positive correlation between these variables.

VI.   Conclusion

The current study concluded that the quality of working life has a direct and conclusive impact on the nursing productivity in maternity and children hospital in Hafer Albatin city, as healthcare becomes more patient-centered and competitive, maintaining high levels of nursing productivity is essential to delivering quality care.

VII.   Recommendations

Based on the study findings the following are recommended:
01. Increasing the level of quality of life via organizing work hours, and a system of training and education of nurses on how to deal with the stress.
02. A comprehensive education program on improving the communication skills, performance evaluation, and the whole environment of these hospital to cope with the high-level of quality of working.
03. A call for more large-volume studies to focus more deeply on the stressors of the work and how to best deal with them.

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