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Emotional well-being and work engagement of nurses who moonlight (dual employment) in private hospitals

CITATION

Engelbrecht M, Rau A, Nel P, & Wilke M. 2019. Emotional well-being and work engagement of nurses who moonlight (dual employment) in private hospitals. *Int J Nurs Pract*: e12783. DOI: <https://doi.org/10.1111/ijn.12783>

ABSTRACT

Background and Aim: Given the myriad occupational stressors of nursing itself, plus the challenges of moonlighting, we aimed to investigate the emotional well-being of moonlighting nurses and their work engagement. Well-being was defined by levels of general health, mental health, emotional exhaustion, personal accomplishment, compassion satisfaction and compassion fatigue.

Design: A cross-sectional descriptive survey (December 2017 to March 2018) at private health care facilities in a Metropolitan Municipality, South Africa.

Methods: Two hundred and fifty-one nurses completed self-administered questionnaires, which comprised of validated scales.

Results: Nurses were at low risk for emotional exhaustion ($M=12.8$; $SD=11.23$) and scored high on compassion satisfaction ($M=42.34$; $SD=7.22$) and work engagement ($M=4.87$, $SD=1.18$). Personal accomplishment ($t=2.535$; $P<.05$) compassion satisfaction ($t=6.790$; $P=.000$) and mental health ($t=3.206$; $P<.05$) made a statistically significant unique contribution to the prediction of work engagement. Nurses who had considered leaving the profession scored significantly higher on emotional exhaustion and compassion fatigue.

Conclusion: Nurses who moonlighted in private health care facilities reported low risk for burnout and high levels of compassion satisfaction and work engagement. Further research is needed to explore the reasons for these findings. Attention must be given to ensuring the occupational well-being of nurses in order to retain them in the profession.

Keywords: Nurses, Well-being, Work engagement