Staff Nurses’ Perceptions of the Work Environment in Freestanding Hemodialysis Facilities

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While one suggested cause of the current nursing shortage is nurses’ negative perceptions of the work environment, little is known of nephrology nurses’ perceptions of the dialysis work environment. The purpose of this study was to assess the extent to which staff nurses who work in freestanding hemodialysis facilities rate the presence of organizational characteristics common to magnet hospitals in their current job. Study findings indicate that staff nurses in hemodialysis units identify several notable features of magnet hospitals in their work settings. However, a majority of nurses disagreed that many attributes of magnet hospitals are present in hemodialysis work environments. This study provides a preliminary description of some of the factors that affect nurses’ perceptions of the work environment in freestanding dialysis facilities. Further work is needed in this area.