

Relationship between Work Environment and Innovative Behavior among Staff Nurses

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Abstract

Background: An attractive and supportive work environment is critical to innovation. Work environment have numerous properties that may influence both physical and mental wellbeing. **Aim of the study:** This study aimed to assess the relationship between work environment and innovative behavior among staff nurses. **Design:** a descriptive correlational study design was utilized. **Subjects:** the study was conducted on 203 subjects of staff nurses. **Setting:** the study was carried out at Beni-sueif university hospital. **Tools:** two tools were used to collect data: Self-administered work environment questionnaire and innovative behavior inventory. **Results:** the study revealed that, there were statistical significant relations between work environment and staff nurses' demographic characteristics regarding age and experience years. There were statistical significant relations between innovative behavior and staff nurses' demographic characteristics regarding age and qualifications. Staff nurses have a high level of agreement upon work environment along with high level of agreement upon innovative behavior. Organizational structure dimension of work environment was the highest dimension, while incentives and rewards dimension of work environment was the lowest. **Conclusion:** There was a statistically significant correlation between work environment and innovative behavior. **Recommendations:** staff nurses need to contribute and reinforce leading practices procedures done for innovation development. Integrate informatics and technology into nursing practices. Further research can be conducted to identify strategies that helping nursing staff to develop innovative behavior.

Key words: work environment, innovative behavior, staff nurses.