

Survey and Analysis of Occupational Well-being among Nurses in Traditional Chinese Medicine Green Nursing Outpatient Clinics: Postprint

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Abstract

Objective To investigate the current status of occupational well-being among nurses in the Traditional Chinese Medicine (TCM) Green Nursing Clinic of a Grade A tertiary TCM hospital in Beijing. **Methods** The Occupational Well-being Scale for Medical Personnel was administered to 59 nurses from the TCM Green Nursing Clinic, and the collected data were analyzed. **Results** The total occupational well-being score of nurses in the TCM Green Nursing Clinic was (101.17 ± 15.48) points. The five-dimensional scores were: *social support* (22.19 ± 3.03) points, *value/competence manifestation* (26.41 ± 3.63) points, *work environment* (14.17 ± 2.12) points, *physical and mental development* (18.38 ± 2.54) points, and *team cohesion* (20.02 ± 2.88) points, indicating a high level. **Conclusion** The nurses in the TCM Green Nursing Clinic of the surveyed hospital demonstrated healthy physical and mental development, high team cohesion, and a strong sense of achievement in their work, but perceived their work environment and economic income as lower than the other three dimensions. Higher levels of occupational well-being among nurses can mitigate job burnout and increase engagement in outpatient work. It is recommended that TCM hospitals provide platforms for nurses, cultivate specialized TCM nursing teams for outpatient care, address practical issues, and enhance nurses' occupational well-being.

Full Text

Investigation and Analysis of Nurses' Occupational Well-being in a Traditional Chinese Medicine Green Nursing Clinic

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Abstract

Objective: To investigate the current status of occupational well-being among nurses in the Traditional Chinese Medicine (TCM) Green Nursing Clinic of a tertiary TCM hospital in Beijing.

Methods: A questionnaire survey was conducted using the Medical Staff Occupational Well-Being Scale among nurses working in the TCM Green Nursing Clinic, and the collected data were analyzed.

Results: The total occupational well-being score of nurses in the TCM Green Nursing Clinic was () points, with five dimensional scores as follows: social support () points, value/competence embodiment () points, economic income () points, physical and mental health () points, and work environment () points. The mean score across all items was () points, indicating a high level of occupational well-being.

Conclusion: Nurses in the TCM Green Nursing Clinic of the surveyed hospital demonstrated healthy physical and psychological development, high team cohesion, and a strong sense of achievement in their work. However, they perceived their work environment and economic income as relatively lower than the other three dimensions. High levels of occupational well-being among nurses can mitigate job burnout and increase engagement in outpatient work. It is recommended that TCM hospitals provide platforms for nurses, cultivate specialized TCM nursing teams in outpatient clinics, address practical issues, and improve nurses' occupational well-being.

Keywords: Traditional Chinese Medicine nursing clinic; Traditional Chinese Medicine hospital; nurses; occupational well-being; nursing management

Introduction

With increasing national attention to the development of the TCM industry and the exploration of appropriate TCM techniques, TCM nursing clinics have become established and developed rapidly, proving to play an important role in meeting patients' diverse health needs for TCM treatment, nursing care, and health preservation. Like general nursing clinics, TCM nursing clinics represent an advanced nursing practice model in which nurses serve as the primary practitioners. As job responsibilities and scopes of practice expand, the nurse group has attracted greater attention, with research increasingly focusing on their individual status.

Occupational well-being refers to an indicator of whether an individual's potential can be realized and self-worth can be achieved in their profession, representing a concrete manifestation of their current work status and job satisfaction. This study aims to investigate and analyze the current status of occupational well-being among nurses in TCM Green Nursing Clinics, exploring whether the establishment of TCM nursing clinics can provide a broader platform for nurses,

leverage the distinctive advantages of TCM nursing, enhance the core competitiveness of TCM nursing, and generate benefits for society, hospitals, patients, and other stakeholders. Simultaneously, by examining the level of occupational well-being, this study reflects on the experiences gained and practical problems existing in the development of TCM nursing clinics, learning from strengths to improve nurses' occupational well-being and provide references for the standardized construction of TCM nursing clinics in TCM hospitals.

The survey subjects in this study were drawn from a well-known tertiary TCM hospital in Beijing. To promote the standardized construction of TCM nursing clinics, this hospital has developed a TCM service model based on the concept of "green treatment" and structured around the "Four Specializations" system, which has been implemented in phases with evident results, making it valuable for investigation and analysis. The occupational well-being results of the surveyed nurses are reported below.

1. Materials and Methods

1.1 Survey Subjects

Using convenience sampling, () nurses working in the TCM Green Nursing Clinic of a tertiary TCM hospital in Beijing were selected as survey subjects. Inclusion criteria: (1) held a valid nurse practice license; (2) were on-duty nurses who had worked in the TCM Green Nursing Clinic for () months; and (3) understood the purpose of the study and were willing to participate.

1.2 Survey Instrument

The Medical Staff Occupational Well-Being Scale, developed by Hu Dongmei et al., was used. The scale comprises five dimensions: social support, value/competence embodiment, work environment, economic income, and physical and mental health, with a total of () items. A Likert ()-point scoring system is employed, with higher scores indicating higher levels of occupational well-being. The mean score across all items is interpreted as follows: () points indicates low level, $>$ () points indicates medium level, and $>$ () points indicates high level. In this study, the overall Cronbach' s α coefficient of the scale was (), and the Cronbach' s α coefficients for the () dimensions ranged from () to ().

1.3 Survey Procedure

Prior to the survey, permission was obtained from the department head. An electronic questionnaire was designed using "Wenjuanxing" (a Chinese online survey platform), with another investigator verifying each item for accuracy. The questionnaire was then distributed through the WeChat group of the TCM Green Nursing Clinic nurses. The investigator explained the purpose of the questionnaire, its content, and the meaning of the scores to the participants,

and promptly answered any questions raised. A total of () questionnaires were returned, with an effective response rate of ()%.

1.4 Statistical Analysis

SPSS software was used for data analysis. Measurement data were described as mean \pm standard deviation ($\bar{x}\pm s$), and count data were described as frequency and percentage.

2. Results

2.1 General Characteristics of Survey Subjects

The () nurses had a mean age of () years and a mean work experience of () years. In terms of education, () held bachelor' s degrees or higher, while () had education below bachelor' s level. Regarding graduation institutions, () graduated from TCM universities/colleges, while () did not. For marital status, () were married. For professional titles, () were nurse practitioners, () were senior nurses, () were chief nurses, and () were associate chief nurses or higher.

2.2 Occupational Well-being Scores of Nurses in the TCM Green Nursing Clinic

The results showed that the total occupational well-being score was () points, with a mean item score of () points, indicating a high level. Among the five dimensions, physical and mental health scored the highest with a mean item score of () points, followed by social support and value/competence embodiment, with mean item scores of () and () respectively. The difference between the first two dimensions was smaller than that between the latter two, indicating similar results for the former pair. According to the scale criteria, all three dimensions were at a high level. The work environment dimension was at a medium level with a mean item score of (). Economic income scored the lowest but was at the same level as the former, with a mean item score of ().

3. Discussion

3.1 Analysis of Nurses' Individual Status in the TCM Green Nursing Clinic

This survey revealed that the mean item score for occupational well-being was () points, indicating a high level, with a total score of () points. This suggests that nurses love and identify with their organization, which facilitates the realization of their potential, personal growth, and achievement of their ideals. Physical and mental health received the highest score, indicating that nurses in the TCM Green Nursing Clinic have good physical health and psychological status. Analysis of the specific items suggests this is related to not participating in night shifts, work not causing excessive negative health impacts, appropriate

work pace intensity, and not feeling emotionally drained from work. Work environment and economic income scored relatively lower, indicating nurses' needs for the hospital to improve office environment, management, promotion, and welfare systems. However, since the mean item scores were concentrated in the range of (), it is evident that nurses have expectations for improvement in these areas, requiring hospital management to adopt targeted measures to stimulate positive emotions, such as optimizing the work environment, increasing learning and training opportunities for nurses, tilting talent cultivation and professional title evaluation toward the nurse group, and emphasizing improved salary and benefits.

Social support and value/competence embodiment scored in the middle range, with values closer to the highest-scoring items, indicating a good humanistic environment within the surveyed hospital where nurses can align organizational goals with personal values. As a key development project of the hospital, the TCM Green Nursing Clinic provides nurses with good support from family, colleagues, and leaders, and nurses are relatively satisfied with their work status and social position. Previous literature has shown that harmonious family life more easily stimulates employees' positive emotions such as optimism and self-esteem, enabling them to invest themselves professionally in their work.

3.2 The Development of TCM Nursing Clinics Contributes to Enhancing Nurses' Occupational Well-being and Professional Development

The hospital where the survey subjects were employed launched the "Four Specializations" project in () year, establishing a TCM Green Nursing Clinic system comprising "special diseases," "special items," "special symptoms," and "special specialties," including specialized nursing clinics for anorectal constipation, meridian regulation in preventive treatment centers, chronic disease management, rehabilitation, and TCM nursing clinics in pediatrics, breast surgery, gynecology, and oncology departments, totaling () clinics. Simultaneously, the hospital established a special team to evaluate the qualifications of nurses and the quality of diagnosis and treatment. Nurses in the TCM Green Nursing Clinic can independently perform appropriate TCM techniques based on their assessment of patients' TCM constitution, including cupping, scraping, auricular acupuncture, meridian massage, pediatric massage, bloodletting therapy, herbal ointment massage, acupoint application, moxibustion, wax therapy, herbal hot compress, herbal enema, manual massage for milk expression, herbal poultice, and other techniques.

Outpatient complaints vary widely, and TCM nursing clinics operate independently of physicians' diagnoses. The independent conduct of nursing work prevents nurses from developing fixed thinking patterns, facilitates stimulating their potential, enhances professional confidence, helps maintain mental health and sustain enthusiasm, and provides a platform for advancing the TCM nursing team toward specialization and subspecialization. The improvement in nurses' occupational well-being level clarifies the development direction for team mem-

bers and extends their professional careers. The effective operation of TCM nursing clinics can increase outpatient volume, alleviate 紧张 medical resources, serve as a strong supplement to medical care, and generate certain social and economic benefits for hospitals.

3.3 Issues Identified in the Investigation of Nurses' Occupational Well-being

The surveyed nurse group generally agreed that the charging items and distribution mechanism for TCM nursing clinics require further discussion to ensure that work compensation is proportional to income and to effectively improve the income level of nurses in the TCM Green Nursing Clinic. Additionally, nurses expect the hospital to establish more reasonable welfare and incentive mechanisms specifically for TCM nursing clinics. Regarding professional development, hospitals should provide more training opportunities to broaden nurses' horizons and enrich their professional experience.

Furthermore, in TCM Green Nursing Clinics, nurses perform treatments within their scope of practice but do not have independent prescription authority. Currently, the development of nurse prescription authority in China is in the exploration and initial stages, lacking mature implementation conditions for practical promotion. In a systematic evaluation of the impact of nurse prescription authority on patient outcomes, Gao Jinping et al. found that granting prescription authority to nurses helps enhance their autonomous decision-making ability and enables timely handling of emergency events or "minor illnesses" in outpatient settings. However, in the practice of TCM Green Nursing Clinics, the development of prescription authority may cause difficulties in nurses' normal work processes and affect nurse-physician relationships. Nevertheless, the development of TCM nursing clinics has profound significance for strengthening nurse-physician relationships, and some scholars have called for training nurses in prescription authority to enable them to play greater roles in specialized fields.

3.4 Recommendations for Improving Nurses' Occupational Well-being

In summary, the high level of occupational well-being among nurses reflects their enthusiasm for the construction of the TCM Green Nursing Clinic and support for outpatient TCM work. However, for this well-known tertiary TCM hospital in Beijing with traditional TCM characteristics, its standardized and healthy development cannot be separated from support from all sectors. The hospital can actively apply to relevant departments for funding and publicity channels, combining management measures with incentive mechanisms. Leveraging current national policy advantages, the hospital should improve a series of work plans, technical specifications, and technical service charging standards to ensure that TCM nursing clinics can generate greater economic and social benefits. This will expand the hospital's influence, showcase its characteristics, continuously improve nurses' occupational well-being, extend TCM characteristic nursing from inpatient wards to outpatient clinics, and achieve the forward

shift of disease treatment and prevention, thereby meeting the needs of national health development and unleashing its enormous potential in the current era to benefit more patients.

Conflict of Interest Statement: The authors declare no conflict of interest in this article.

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Note: Figure translations are in progress. See original paper for figures.

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