The Myth of Nurse Empowerment in Cardiac Catheterization Laboratory: Work Engagement & Work Ability
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Introduction
It is no argue that quality of care is the sum of knowledge, technical skill and attitude of the health care team members. Research showed that work engagement is positively correlated to the good quality of care and low incident of medical error in health care professionals. This study is used to fill the knowledge gap of how a comprehensive nurse empowerment program enhance the work engagement and work ability of registered nurses who work in the cardiac catheterization laboratory.

Objectives
To describe the impact of “Nurse Empowerment Program” on work engagement of registered nurses in cardiac catheterization laboratory. To describe the impact of “Nurse Empowerment Program” on work ability of registered nurses in cardiac catheterization laboratory. To investigate the association between work engagement and work ability of registered nurses in cardiac catheterization laboratory.

Methodology
The self-administered questionnaire, Utrecht Work Engagement Scale (UWES) and Work Ability Index (WAI) were adopted to evaluate the work engagement and work ability of registered nurses. Registered nurses who have engaged in “Nurse Empowerment Program” in cardiac catheterization laboratory were included in the study.

Result
Results: Eleven registered nurses n=11 were registered in the study. After engaging
the “Nurse Empowerment Program”, work ability was reported with a mean of 39.27 (SD=2.8) which indicate good support of work ability. Detailed subgroup analyses for different age groups showed that the categories moderate and excellent not associated with age. An additional univariate analysis showed that experience and gender don’t affect work ability (P>0.05). Work engagement data illustrated the mean Vigor, Dedication and Absorption were 21 (SD=4.24), 20.55 (SD=3.38), and 21.46 (SD=4.1) respectively. The total mean score was 62.36. Conclusions: The findings demonstrated that the comprehensive “Nurse Empowerment Program” is an important component to enhance work engagement and work ability of registered nurses in cardiac catheterization laboratory. By comparing to similar research, the mean score for work engagement in this study is 62.36 which is higher than average 50. It means that “Nurse Empowerment program” with positive impact on work engagement. Although the data showed that there was no correlation between work engagement and work ability, it is expected that higher work engagement can promote better quality of health care.