

**JOB RESOURCES, SELF -EFFICACY, PSYCHOLOGICAL AND WORK
ENGAGEMENT: THE CASE OF NURSES IN PUBLIC HEALTH FACILITIES IN
PALLISA DISTRICT, UGANDA**

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PLAN A



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DECLARATION

I Takali Angela, declare that this research Report is my original work, except where due acknowledgement has been made. I declare that this work has never been submitted to this University or to any other institution for funding/ for partial fulfillment for any award.

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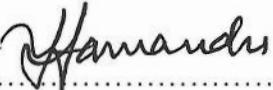


APPROVAL

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DEDICATION

To God who loves me and gives me purpose, my beloved parents and siblings for their love, support and encouragement during this course and my sister the late Baluka Hellen (RIP).

God bless you abundantly.

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ACRONYMS/ABBREVIATIONS

JD-R	Job Demands-Resources Theory
COR	Conservation of Resources Theory
SCT	Social Cognitive Theory
UWES	Utrecht Work Engagement Scale
QEAW	Questionnaire on the Experience and Assessment of Work

ABSTRACT

This study examined the mediating role of psychological empowerment in the relationship between job resources and self-efficacy with work engagement and the main objective was to investigate the effect of job resources self-efficacy and psychological empowerment on engagement of nurses in Ugandan Hospital (Pallisa District). The study used a cross sectional research design with a quantitative approach to draw a sample of 126 from population of 180 in Pallisa District government health Facilities (Hospitals and health centers). Data was collected using a close ended questionnaire. The findings showed that Job Resources, psychological empowerment and self-efficacy independently influenced work engagement. It was further confirmed that psychological empowerment is a significant mediator in the relationship between Job Resources and self-efficacy with work engagement. The study recommended that efforts to improve work engagement relies in the availability of job resources, self – efficacy and a highly empowered workers psychologically

Key word: Work Engagement, Job Resources, Self-efficacy, Psychological Empowerment

CHAPTER ONE

1.1 Background

Work engagement is documented as one of the leading concepts for wellbeing at work (Bakker, Albrecht & Leiter, 2011). Work engagement theories reveal the massive contribution of work engagement to the field of positive psychology by increasing knowledge on the health-promoting potential. Engaged employees are emotionally attached to their organization and highly involved in their job with a great enthusiasm for the success of the organization (Solomon 2010) going extra mile beyond the employment contractual agreement. Work engagement has become relevant for organizations and practitioners because of its links with performance and other positive indicators such as extra-role behavior and affective commitment (Bakker , Shaufeli,Leiter & Toon , 2008). Low work engagement contributes towards decreased well-being and work performance therefore boosting and sustaining work engagement as an area of interest to many organisations (Knight, Patterson & Dawson , 2016). However, despite its relevancy, it has no universal definition as several scholars have perceived it differently. Work engagement is the active, positive work-related state that is characterized by vigor, dedication, and absorption (Shaufeli & Bakker, 2004). According to Schaufel ,Salanova, (Gonzalez-Roma and Bakker, 2002) work engagement defined as a positive work-related state of fulfillment composed of three dimensions: vigor, dedication, and absorption. Vigor is characterized by working with high levels of energy and persistence, which are accompanied by mental resilience and eagerness to make efforts to accomplish the work tasks. Dedication refers to the state of involvement and inspiration

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