



## Association between Career Adaptability and Staff Nurses Thriving at Zagazig University Hospitals

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### ***Abstract***

**Background:** Health care organizations are facing many challenges such as competitive workplace, stressors, and conflicts between staff nurses. In such climate, staff nurses experience a variety of complications and career insecurity which interns can lead to high turnover rate, increase cost in training & recruitment of new staff nurses. Furthermore, many organizations seek ways to improve staff nurses' experiences and organization climate, which will enhance their career adaptability and thriving at work  
**Aim of the study:** to determine the relation between career adaptability and staff nurses thriving.  
**Subjects and Method: Research design:** A descriptive correlation research design was utilized in this study. **Setting:** This study was conducted at Zagazig University Hospitals. **Subjects:** stratified random sample of 375 nursing staff working at Zagazig University Hospitals. **Tools of data collection:** Two tools were used: Two tools used for collecting data. Career Adaptability Questionnaire and Workplace Thriving Questionnaire. **Results:** 38.5% of nursing staff had low level about career adaptability, only less than third of staff nurses (26.6%) had high level of work place thriving. **Conclusion:** there was a positive statistically significant correlation between career adaptability and nursing staff workplace thriving. **Recommendations:** Providing growth opportunities to nursing staff through workshops and specialized training courses to enhance their knowledge about career adaptability and staff nurses thriving.

**Keywords:** *Career Adaptability, Workplace thriving, Nursing staff*

### **Introduction**

Due to the dynamics of today's working world, individuals are faced with constantly changing work environments. As consequence, careers are increasingly self-determined and require self-management, flexibility, and adaptability from individuals. They thus need to develop the necessary skills and resources to successfully adapt to career dynamics and take increased individual responsibility for the development of their careers. Alongside, these changes, individuals need to make career choices more often across their lifespan, and therefore they also need to successfully manage expected and unexpected career transitions and traumas throughout their life course (Haenggli& Hirschi, 2023).



Career adaptability, is defined as a psychological construct that means an individual's resources for coping with current and anticipated tasks, transitions, traumas in their occupational roles. Also, it refers to individual abilities, such as concern, confidence, curiosity and control, Concern indicates the extent to which an individual is aware of and prepares his or her own vocational future. Control reflects beliefs about personal responsibility for preparing their career and the perceived personal control over their vocational situation and future. Curiosity reflects the personal tendency and the ability to explore professional environments. Finally, Confidence suggests perceived self-efficacy to solve problems and the ability to successfully do the necessary to overcome obstacles encountered in professional activities **(Dhawan, 2023; Yang, Sin and Savickas, 2023; Ayuningtyas et al., 2020)**.

Career adaptability is necessary for achieving set goals, progressing in a profession and adapting to changing work conditions. That is meaningful for staff nurses to make work–life balance. Moreover, when staff nurses have career planning and progression opportunities; and when their goals and values are a good match with those of the organization, they will feel a greater sense of organization fit, career identity, career satisfaction, job satisfaction, affective organizational commitment, employability, job performance, income, engagement, entrepreneurial outcomes, and life satisfaction. **(Paszkowska-Rogacz, 2020)**.

Individuals' career adaptability positively influences adaptation results. Hence, adaptable employees are motivated to stay and handle the challenges and difficulties related to their tasks. In such situation, managers should attempt to retain and adaptable employees who can encounter challenges and provide better service to patients. Therefore, managers should apply a retention strategy for these adaptable employees to stay in the organization rather than finding new vocational opportunities **(Elsayed & Abdel-Ghani, 2022)**. Thriving at work refers to active process of acclimation to physical, psychological, or social adversity, Else, it is conceptualized as a dynamic process of acclimation to mental, physical, or social adversity. Thriving at work mentions to the positive psychological state of learning and the vitality that accompanies an individual's work process. **(Christensen et al, 2021)**.

Thriving involves both an affective and a cognitive component. The affective component is vitality refers to the subjective experience of energy and liveliness. While the cognitive component is learning refers to the sense that one is acquiring and can apply knowledge and skills to one's work. Both vitality and learning predict affect and behavior at work. For example, vitality relates to wellbeing and job performance and stimulates proactivity at work .There is also considerable evidence that learning has positive effects on performance **(Yang et al, 2023)**.

Thriving is an adaptive purpose in that it assists individuals to navigate and change their work contexts to promote their own development. It does this by providing an internal sign that staff nurses use for self-regulation and to assess their forward progress .Also, it is assist employees to understand whether what they are doing and how they are doing is increasing their short-term individual functioning, as well as their long-term resourcefulness, in the hopes of improving their effectiveness at work. **(Atalla et al.2024; Chang and Busser, 2020)**.

Moreover, thrive staff nurses have personal growth, enhanced functioning, support performance, self awareness, improved working, and effective communication with others lower burnout, absenteeism and turnover. Also, thriving workers have work fulfillment, positive achievement, self-development, commitment, creativity, innovation work behavior and work efficiency**(Moloney et al. 2024;Afsar and Umrani, 2020)**.

Therefore, this study will be conducted to overcome the gab in knowledge regarding the relationship between Career Adaptability and staff nurses thriving.

#### **Significance of the study:**

Health care organizations are facing many challenges such as competitive workplace, stressors, and conflicts between staff nurses. In such climate, staff nurses experience a variety of obstacles and career insecurity which interns can lead to high turnover rate, increase cost in training & recruitment of new staff nurses. Furthermore, many organizations seek ways to improve staff nurses' experiences and organization climate, which will enhance their career adaptability and and staff nurses thriving at work



(Khan et al, 2018, p p. 7-354). In addition, few studies in Egypt and Zagazig University cover the relation between career adaptability and staff nurses thriving. So, this study aimed to determine the relation between career adaptability and staff nurses thriving at zagazig university hospitals.

#### **Aim of the study:**

To determine the relation between career adaptability and staff nurses thriving at zagazig university hospitals.

#### **Research Questions:**

- What is the level of career adaptability among staff nurses?
- What is the level of staff nurses thriving?
- Is there a relationship between career adaptability and staff nurses thriving?

#### **Subjects and methods:**

##### **Research design**

A descriptive correlational research design was used to achieve the aim of this study.

##### **Study setting:**

The study was conducted at Zagazig University Hospitals, (academic hospitals), Al Sharqia, Egypt, which include two sectors involving eight teaching hospitals. The total bed capacity of the hospitals is approximately (1738 beds and 16 incubations).

##### **Study subjects:**

The total number of nursing staff working in Zagazig University Hospitals consisted of 2770 nursing staff during the time of the study. To be included in the study sample, the inclusion criteria set were:

- The available three categories of nurses will be included (bachelor & technical nurses & diploma).
- Both genders.
- Had at least one year of experience.
- Agree to participate in the study.

##### **Sampling technique:**

A stratified random sampling technique was used to recruit nursing staff from all hospitals. Accordingly 375 nursing staff was chosen

##### **Sample size:**

Sample size was calculated by Steven K. Thompson Equation from the next formula <sup>(12)</sup>.

$$n = \frac{N \times P(1-P)}{[(N - 1) \times (d^2 \div z^2)] + p(1 - p)}$$

Where: n: Sample size, N: Population size, z: Confidence level at 95% (1.96), d: Error proportion (0.05), p: Probability (50%).

The ideal sample size was estimated at a confidence level at 95% (1.96), error proportion (0.05) and the required sample size is 337 nurses. Instead of 337 nurses, this study will distribute 375 questionnaires to increase the number of response rates and to minimize the invalid data as a result of dropout rate.

##### **Tools of data collection:**

To fulfill the purpose of this study, two tools were used for data collection as follows:

##### **Tool for data collection:**

##### **Tool I: Career Adaptability Questionnaire:**

It consisted of two parts as follows:

**Part one:** personal data of nursing staff, which include the data about characteristics of nurses such as their age, gender, years of experience, and educational qualifications and department type.

**Part two: Career Adaptability Questionnaire:** It was developed by Porfeli & Savickas, (2012) to measure staff nurses' level of career adaptability and will be modified by researcher based on literature review. It consists of 24 items grouped under four dimensions are:

First dimension: concern; which include six items.

Second dimension: control; which include 6 items.

Third dimension: curiosity; which include 6 items.



Fourth dimension: confidence; which include 6 items.

#### Scoring system:

The response of statement will be measured by using 5-points Likert Scale as follows always (5), Almost (4), Usually (3), Sometimes (2), and Never (1).

Range of score from 25-100points. Based on a proven cutoff point factor, the total score was divided into three levels:

- Low if the score is below fifty percent.
- If the score falls between 50% and 70%, moderate.
- Elevated if the score exceeds 70%.

#### Tool II: Thriving from Work Questionnaire:

It was developed by **Porath et al., (2011)** to measure work place thriving among nursing staff and was modified by researcher based on literature review. It consists of 24 items that categorized into two domains namely: The vitality (10 items) and the learning (14 items).

#### Scoring system:

The response of statement was measured by using a 5-points Likert scale as follows: (strongly disagree 5, disagree 4, Natural 3, agree 2, strongly agree 1). Range of score from 24-120 points. The total score was categorized based on validated cutoff point factor into three levels;

- Low if the score less than 50%.
- Moderate if the score range from 50% to 75%.
- High if the score more than 75%.

#### Content validity& Reliability:

The questionnaires were translated into Arabic language, and then Face and content validity were established by a panel of five experts from nursing administration department, faculty of nursing at Zagazig University. Content and face validity sheet involved two parts: the first part included the opinions of the experts for each item that were recorded on a two-point scale: relevant, and not relevant. The second part covered general or overall opinion about the form which express their opinions and comments on the tools for clarity, applicability, comprehensiveness, understanding, any suggestions for any additional or omissions of items and ease for implementation. According to their opinions, all recommended modifications were performed by the researcher.

#### Reliability:

The reliability of the tools was tested using internal consistency method of Cronbach's alpha.

Tool	Score	Interpretati on
Career Adaptability	0.870	good reliability
Thriving from Work	0.915	Excellent reliability

#### Pilot study:

A pilot study was carried out on 10 % of study subjects (38nurses) to test applicability, feasibility, practicability of the tools. In addition, to estimate the time required for filling in the questionnaire sheets. The pilot study was conducted one week before collection of data and staff nurses were selected randomly and they were excluded from the main study sample. In addition, the necessary modifications were done .the purpose of Pilot study was to ensure the clarity and adaptability of tool, and to identify the obstacles and problems that may encountered during data collection. It also helped to estimate the time needed to fill the forms that took from (20-30 minutes).

#### Fieldwork:

The field work was excuted in three months from the beginning of December 2023 to the end of February



2024. The first phase; the researcher met both medical and nursing directors of the hospital to explain the purpose of the study and obtain official permission. The second phase; the questionnaire was distributed to participants and instructed about how to fill out. The participants were asked to fill up the tools during the morning and afternoon shifts .the questionnaire took from 20 to 30 minutes to be filled before distributing the questionnaire the purpose of the study and components of the tool were explained to the participants in the study setting. The researcher was available at the time of collection for any clarification and checked each tool after completed by nursing staff to ensure the completion of all information. The researcher visited the selected setting four days per week and collect data by herself.

#### **Administrative and ethical considerations:**

An official letters obtained from the dean of faculty of nursing at Zagazig University to Chairman of board of directors at Zagazig University Hospitals to request permission and cooperation for conducting this study, then oral official permission from the nursing director of each hospital and from the head nurse of each unit after explaining the nature and the aim of the work.

The study proposal was approved by the ethical committee in the faculty of nursing at Zagazig University. The researcher met the hospital directors (medical &nursing) to clarify the aim of the study and seek their support and approval. The researcher met the study subjects to explain the purpose of the study and obtain their approval to participate in it.

#### **Statistical analysis:**

Data were organized, categorized, tabulated and statistically analyzed by using the Statistical Package for the Social Sciences (SPSS), version 23.0. Data were presented using descriptive statistics in the form of frequency, percentage, mean, and standard deviation: correlation coefficient and chi-square were also used to examine the relation between study variable. A nova, independent –test were used and A significant level value was considered when  $p < 0.05$ .

#### **Results:**

**Table (1):** shows that (56.5%) of the staff nurses were females, (49.9%) of staff nurses had aged from 31 to less than 40 years old. Moreover, the majority of them (70.1%) were married.

As regard to staff nurses' educational qualifications, (58.9%) of them had technical institute of nursing. (45.1%) of them had experience more than 10 years of experience and the majority of them (95.5%) didn't attended training courses related to career adaptability, work place thriving.

**Table (2):** Regarding career adaptability dimensions among staff nurses, (32.3%) of them had high confidence, about third (34.0%) of them moderate curiosity and less than half (40.8%) had low concern

**Figure (1):** Regarding levels of career adaptability among staff nurses, more than third of them (38.5%) had low level about career adaptability and about third of them (32.4%) had moderate level. However, only less than third of staff nurses (29.1%) had high career adaptability level.

**Table (3):** Regarding workplace thriving dimensions among staff nurses: Nurses experienced low to moderate levels of vitality and learning, with (39.9%) showing low vitality and (36.5%) moderate learning.

**Figure (2):** Regarding levels of staff nurses thriving more than third of them (38.1%) had low level of staff nurses thriving, and about third of them (35.3%) had moderate level. However, only less than third of staff nurses (26.6%) had high level of work place thriving.

reflects that, more than half of nursing staff (57.6%) had a moderate level of workplace thriving, and less than third of them (23.7%) had a low level of workplace thriving, On the other side, (18.7%) of them had a high level of workplace thriving.

**Table (4):** Illustrates that, there was statistically significant relations between career adaptability level and their age, education level, experience, working department and their Attendance previous courses at p-value (0.002, 0.001, 0.05, 0.04, 0.000 respectively).

**Table (5):** Illustrates that, there was statistically significant relations between work place thriving level and their educational level, experience and their attendance previous courses at p-value (0.000).

**Table (6):** There were significant positive correlations between career adaptability and staff nurses thriving, ( $r=0.541$  at  $p\text{-value}=0.001$  respectively).

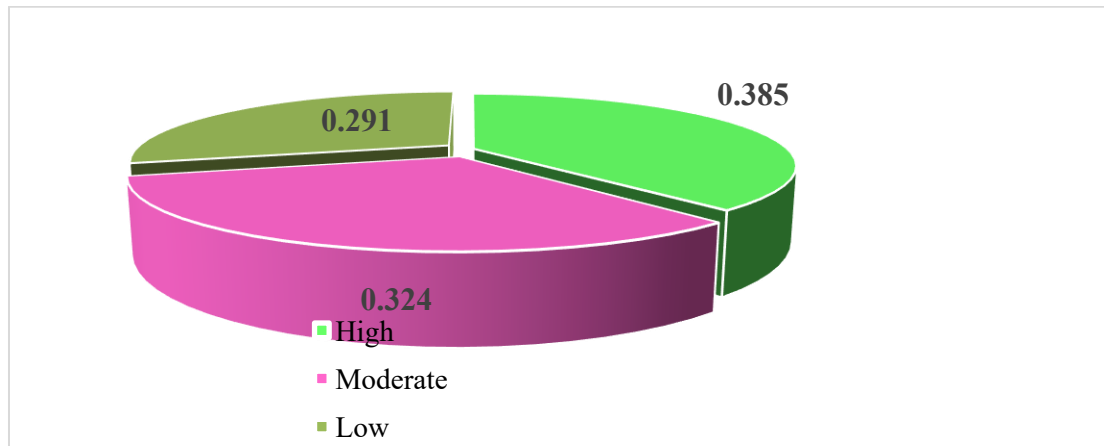
**Table (1): Frequency distribution of staff nurses according to their personal data (n=375).**

Demographic characteristics	NO	%
<b>Age</b>		
20-30	114	30.4
31-40	187	49.9
>40	74	19.7
Mean $\pm$ S.D 34.87 $\pm$ 6.42		
<b>Gender</b>		
Male	163	43.5
Female	212	56.5
<b>Marital status</b>		
Single	93	24.8
Married	263	70.1
Divorced	13	3.5
Widow	6	1.6
<b>Educational level</b>		
Nursing diploma	69	18.4
Technical nursing institute	221	58.9
Bachelor nursing degree	81	21.6
Post-graduate education	4	1.1
<b>Nursing experience years</b>		
<5 years	74	19.7
5 -10 years	132	35.2
>10 years	169	45.1
Mean $\pm$ S.D 13.44 $\pm$ 5.57		
<b>Work unit</b>		
Intensive Care Unite	164	43.7
Medical surgical unit	73	19.5
Out Patient Department	23	6.1
Operation Room	44	11.7
Other departments (emergency department)	71	18.9
<b>Attended training courses related to Career Adaptability and Work Place Thriving</b>		
Yes	17	4.5
No	358	95.5



**Table (2): Career Adaptability dimensions among staff nurses (n=375).**

Items	High		Moderate		Low	
	No	%	No	%	No	%
Concern	108	28.8	114	30.4	153	40.8
Control	105	28.0	126	33.6	144	38.4
Curiosity	103	27.33	128	34.00	145	38.7
Confidence	121	32.3	119	31.6	135	36.0
Total	109	29.1	122	32.4	144	38.5

**Figure (1): levels of Career Adaptability among the staff nurses (n=375).****Table (3): Work place thriving dimensions among staff nurses (n=375).**

Items	High		Moderate		Low	
	No	%	No	%	No	%
Vitality dimension	97	25.9	128	34.2	150	39.9
Learning dimension	102	27.3	137	36.5	136	36.2
Total	100	26.6	132	35.3	143	38.1

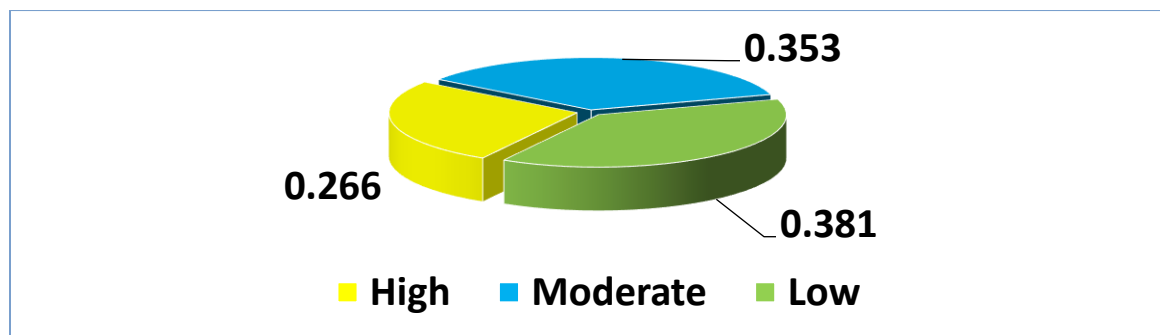
**Figure (2): levels of work place Thriving among staff nurses (n=375)**



Table (4): Relation between personal data of staff nurses and career adaptability levels (n=375).

Items		Career Adaptability						X <sup>2</sup>	P-Value
		High n= 109		Moderate n= 122		Low n= 144			
		NO	%	NO	%	NO	%		
Age	20-30	21	19.3	32	26.2	61	42.4	12.23	0.002**
	31-40	54	49.5	64	52.5	69	47.9		
	>40	34	31.2	26	21.3	14	9.7		
Gender	Male	43	39.4	56	45.9	64	44.4	2.34	0.23
	Female	66	60.6	66	54.1	80	55.6		
Marital status	Single	28	25.7	32	26.2	33	22.9	3.15	0.14
	Married	77	70.6	82	67.2	104	72.2		
	Divorced	3	2.8	5	4.1	5	3.5		
	Widow	1	0.9	3	2.5	2	1.4		
Educational level	Nursing diploma	11	10.1	16	13.1	42	29.2	10.57	0.001**
	Nursing diploma with pediatric specialty	54	49.5	76	62.3	91	63.2		
	Technical nursing diploma	41	37.6	29	23.8	11	7.6		
	Bachelor nursing degree	3.0	2.8	1.0	0.8	0.0	0.0		
	Post-graduate education	11	10.1	16	13.1	42	29.2		
Nursing experience years	<5 years	18	16.5	24	19.7	32	22.2	6.54	0.05*
	5 -10 years	38	34.9	43	35.2	51	35.4		
	>10 years	53	48.6	55	45.1	61	42.4		
Work department	ICU	62	56.9	50	41.0	52	36.1	7.21	0.04*
	Medical surgical unit	15	13.8	26	21.3	32	22.2		
	OPD	5	4.6	8	6.6	10	6.9		
	OR	7	6.4	16	13.1	21	14.6		
	Other departments	20	18.3	22	18.0	29	20.1		
Attended training courses	Yes	15	13.8	2	1.6	0.0	0.0	14.25	0.000**
	No	94	86.2	120	98.4	144	100.0		

X<sup>2</sup>chi-square test. Not significant at p>0.05





Table (5): Relation between personal data of staff nurses and work place thriving levels (n=375).

Items		work place thriving						X <sup>2</sup>	P- Value
		High n= 100		Moderate n= 132		Low n= 143			
		No	%	No	%	No	%		
Age	20-30	30	30.0	38	28.8	46	32.2	1.35	0.54
	31-40	52	52.0	69	52.3	66	46.2		
	>40	18	18.0	25	18.9	31	21.7		
Gender	Male	49	49.0	59	44.7	65	45.5	2.15	0.41
	Female	51	51.0	73	55.3	78	54.5		
Marital status	Single	25	25.0	32	24.2	36	25.2	0.98	0.64
	Married	70	70.0	93	70.5	100	69.9		
	Divorced	3	3.0	5	3.8	5	3.5		
	Widow	2	2.0	2	1.5	2	1.4		
Educational level	Nursing diploma	9	9.0	18	13.6	42	29.4	12.35	0.000**
	Nursing diploma with pediatric specialty	42	42.0	91	68.9	88	61.5		
	Technical nursing diploma	45	45.0	23	17.4	13	9.1		
	Bachelor nursing degree	4.0	4.0	0.0	0.0	0.0	0.0		
	Post-graduate education	9.0	9.0	18	13.6	42	29.4		
Nursing experience years	<5 years	14	14.0	26	19.7	34	23.8	14.78	0.000**
	5 -10 years	21	21.0	48	36.4	63	44.1		
	>10 years	65	65.0	58	43.9	46	32.2		
Work department	ICU	44	44.0	58	43.9	62	43.4	1.25	0.58
	Medical surgical unit	20	20.0	25	18.9	28	19.6		
	OPD	6	6.0	8	6.1	9	6.3		
	OR	12	12.0	15	11.4	17	11.9		
	Other departments	18	18.0	26	19.7	27	18.9		
Attended training courses	Yes	5	5.0	6	4.5	7	4.9	15.24	0.000**
	No	95	95.0	126	95.5	136	95.1		

Table (6): Correlation among career adaptability and work place thriving among staff nurses (n=375).

Study variables		work place thriving
Career Adaptability	r	0.541
	p	0.001**

*r* Pearson correlation (\*\*\*) Statistically significant at  $p < 0.01$

### Discussion:

Career adaptability and workplace thriving are serious factors influencing the well-being and performance of staff nurses. Career adaptability refers to an individual's capacity to effectively manage career transitions and changes. Workplace thriving encompasses both the personal and professional growth employees experience while at work. Understanding how these elements interrelate can provide valuable insights into enhancing nurse retention, satisfaction, and overall effectiveness in the healthcare setting (Cai, et al, 2023). Therefore, the aim of this study was to assess relation between career adaptability and staff nurses thriving among staff nurses at Zagazig University Hospitals.

**Regarding total level of career adaptability among staff nurses**, the findings of the present study indicated that less than half of staff nurses had low level of career adaptability, and only less than third



of them had high level of career adaptability. This may be due to the complexity of healthcare industry and its dynamic nature, as well as the fact that heavy workloads have hindered nurses' ability to handle unforeseen situations and job circumstances, and respond to stress connected to present and future career progress. It also prevents them from making judgements in clear and timely manner in reaction to changes and form quickly adjusting to workplace atmosphere. The researcher recommended that Conducting career related workshops and career development programs to help nurses actively engage in future career planning and improve their ability to handle career transitions and Providing mentorship opportunities and structured support to help nurses maintain a positive outlook, personal control.

This result goes in the same line with **Badran & Mohamed,(2025)** who conducted a study in Egypt among nurses at Geriatric hospital Ain Shams University hospitals to determine career adaptability and its relation to thriving at work among staff Nurses and the result shown that nurses had moderate level of career adaptability. Also, this result is supported by **Jahani et al., (2022)**, who conducted a study in Iran to determine career adaptability and its correlation with quality of work life in nurses working in the emergency department, and reported that nurses experienced moderate career adaptability.

Conversely, the previous findings contraindicated with **Sun, et al., (2023)** who conducted a study in China to investigate the relationship between career adaptability and turnover intention among nurses in mainland China and reported that nurses had high level of career adaptability.

**Regarding total level of work place thriving among staff nurses**, the findings of the present study indicated that more than third of nurses had low level of work place thriving and about third of them had moderate level. However, only less than third of nurses had high level of work place thriving. This may be due to nursing staff had inadequate perception of organization support, decrease committed to the organization, employee absenteeism, decrease creativity, inability to reassess an event as an opportunity for development.

This result was congruent with a study conducted by **Mohamed ,Sharaf & Sleem., (2021)**, in Egypt to investigate the relationship between engagement, spirituality, and thriving at work among nurses, and found that the highest percent of the nurses had a moderate level of thriving. Conversely, the study of **Yi et al., (2022)**, in China to explore the mediating effect and influence mechanism of organizational commitment on the association among thriving at work and job satisfaction, and asserted that nursing staff had low level of workplace thriving.

**Regarding relation between personal data of staff nurses and their work place thriving levels**, the finding of the present study revealed that, there were statistically significant relations between work place thriving level and their educational level, experience and their attendance previous courses. This could be attributed to nurses with greater experience after diploma nursing education in nursing can continually improve themselves, and attend staff development program to better thriving at work.

This result was congruent with a study conducted by **Mohamed, Sharaf& Sleem., (2021)**, in Egypt to investigate the relationship between engagement, spirituality, and thriving at work among nurses, and revealed that there was a statistically significant relation between thriving at work and nurses' years of experience. Additionally, this finding is consistent with a study by **Eldridge, &'Neill, (2021)** found that there was a statistically significant relation between thriving at work and nurses' educational level. From a researcher's point of view, focusing on enhancing educational opportunities, providing continuous training, and recognizing the value of experienced staff can significantly improve workplace thriving among nurses. Tailoring interventions to address these factors can help foster a more thriving and engaged nursing workforce.

**Regarding relation between personal data of staff nurses and their career adaptability levels**, the finding of the present study revealed that, there were statistically significant relations between career adaptability level and staff nurses' age, education level, experience, working department and their Attendance previous courses. This could be attributed to older nurses with more experience in their workplace after obtaining diploma in nursing, who work in ICU, can cope better to stressful situation in their work and develop their adaptability. This result was congruent with a study conducted by **Awad, et al., (2024)**, and found that there were a statistically significant relations between career adaptability



level and their personal data age, education level, experience. Additionally, **Sun, et al., (2023)**, asserted that there were a statistically significant relations between career adaptability level and their personal data age, education level.

The researcher recommended that, the significant correlations identified in this study suggest that fostering career adaptability can be effective strategies for improving workplace thriving among staff nurses. Programs aimed at developing career skills and creating supportive work environments could therefore play a crucial role in boosting overall job satisfaction and performance.

**Regarding the relationship between studied nurses' career adaptability and work place thriving ;** there was statistically significant relation between career adaptability and work place thriving. These results might be due to that the workplace (hospital) provides support, opportunities, autonomy, resources and training, so the ability to generate new ideas improves.

The current study findings are in agreement with **Kulkarni, Murali, 2023** regarding the effect of thriving and workplace spirituality on innovative work behavior and career adaptability among railway employees in Indian reported that thriving is considered to be a human aspect of sustainability which is important to produce high performance, workplace spirituality and enhance career adaptability for employees. Also, **Apsari, Handoyo, 2023** who conduct a study in indonesia regarding the career adaptability as a mediator between thriving at work and career engagement in teacher's late career This study's results show a strong and significant relationship between career adaptability and career engagement. There is also a significant relationship between thriving at work and career adaptability.

### **Conclusion**

In the light of the main study results ; it can be concluded that more than third of nurses had low level about of career adaptability level and less than third of nurses had high level of work place thriving . Additionally, there were positive statistically significant correlations between career adaptability and work place thriving.

### **Recommendations:**

Based on the study findings, the following recommendations were derived and suggested:

1. Conducting career related workshops to provide staff nurses with knowledge and capacity required to better thriving in their jobs.
2. Conducting career development programs: to help staff nurses actively engage in future career planning and improve their ability to handle career transitions.
3. Providing mentorship opportunities and structured support to help nurses maintain a positive outlook, personal control.
4. Provide staff nurses with required information regarding current job opportunities to motivate them toward better career plan and development.
5. Conduct periodic meeting between nurse managers and staff nurses to share, improve two way communication and discuss staff nurse problems, share staff nurses in creating solution for their problem.

### **For further research:**

- Replication of the study on the large sample is highly recommended to achieve generalized results.
- Examining Further contributing factors to for thriving at work



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