

審査の結果の要旨

氏名 ビマーラ パンティ

Bimala Panthee

Recent research in occupational health focuses on positive attitude and affect at work, such as work engagement, as an important outcome. However, this concept is understudied in developing countries, like Nepal. It is also not clear how work engagement is related to other concepts, such as workaholism and recovery experiences. This study developed and validated the Nepalese versions of scales of three concepts (Utrecht Work Engagement Scale [UWES], Dutch Work Addiction Scale [DUWAS], and Recovery Experience Questionnaire [REQ]) and tested several models of the association of these concepts with health and well-being in Nepalese registered nurses and obtained following results:

*Development and validation of Nepalese version of questionnaire:*

1. For UWES, Cronbach's alpha coefficients for the total score and each of the three subscale was sufficiently high. A hypothesized three-factor model fitted best to the data. The scale score correlated with most outcome variables in an expected direction.
2. For DUWAS, Cronbach's alpha was moderate (0.61-0.74) for the total scale and two subscales. A three-factor structure was emerged by EFA, while the theory supposes a two-factor model, which did not fit well to the data in CFA. The work excessively subscale weakly but significantly correlated with psychological distress.
3. For REQ, Cronbach's alpha coefficients for four subscales were sufficiently high. A hypothesized four-factor model fitted best to the data. Mastery and control subscales correlated with most health and well-being outcomes in an expected way; psychological detachment subscale rather correlated with poor health and well-being outcomes; relaxation subscale correlated with low job satisfaction.

*Interrelations among recovery experience, work engagement, and well-being:*

4. Among several models tested, a model with recovery experience predicting health and well-being outcomes mediated by work engagement best fitted to the data. In this model, mastery and control subscales of recovery experience were directly and indirectly, and positively associated with well-being mediated through work engagement. However, psychological detachment subscale of recovery experience was directly and indirectly, but negatively associated with well-being mediated through work engagement.

Health and well-being of registered nurses in Nepal is important as nurses are directly linked with the lives of the individual. It was a first preliminary study to explore these concepts in Nepal. Exploring the associations among recovery experience, work engagement, health, and well-being of the nurses can inform researchers to extend research in different aspects. We believe that this research has opened a new possibility of the use of these concepts to different occupational groups for the well-being in the future. Thus, we concluded that this thesis is satisfactory to grant the degree of Doctor of Philosophy.