

Abstract

Organizational Determinants and Interventions for Nurses' Organizational Well-Being: An e-Delphi Study

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Introduction. Nurses' organizational well-being is a multidimensional construct shaped by organizational conditions, yet there is limited consensus on which organizational variables and intervention areas should be prioritized in practice.

Methods. An e-Delphi study was conducted with three panels of experts: clinical nurses, nursing managers, and occupational psychologists. In two consensus rounds, experts rated eight organizational variables from the Nursing Organizational Well-being Model and six categories of organizational interventions for perceived usefulness and applicability. Consensus was defined using agreement thresholds ($\geq 75\%$ and $\geq 85\%$), Content Validity Ratio ($\text{CVR} \geq 0.49$), and Coefficient of Variation ($\text{CV} < 0.5$).

Results. Eighty-four experts participated in Round 1 and Forty-four in Round 2. The most stable consensus concerned professional autonomy, workload, peer support, and supervisory support (agreement $> 90\%$; $\text{CV} < 0.2$). Organizational and work support interventions achieved the highest consensus, whereas mindfulness-based, meditation, yoga, and digital interventions did not reach stable agreement.

Discussion. The study identifies shared expert priorities for nurses' organizational well-being, providing a consensus-informed reference for organizational decision-making and future empirical research. These priorities can inform nursing managers, organizational leadership, and policymakers in designing future interventions.

Keywords: Organizational Well-Being, Workload, Professional Autonomy, Peer Support

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