

# The reality of Magnet-Hospitals as Attractive Organizations– Implications for Nurse’s Professional Satisfaction

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## Abstract

There is no comprehensive assessment of work environments in Portugal, nor their classification as Magnet (favourable) or non-Magnet (unfavourable). The objective was to analyse the relationship between work environments, nurses' job satisfaction and intention to leave, as well as to introduce the Magnet classification. Using a descriptive correlational study, we obtained 1015 responses to the questionnaires sent out. The questionnaires used were the Practice Environment Scale of the Nursing Work Index (PES-NWI) and the Nurses' Satisfaction at Work Scale (ESET). The data was processed using the Statistical Package for the Social Science (SPSS), version 29. For the hypothesis tests we used: Kolmogorov-Smirnov test, Mann-Whitney U test, Kruskal-Wallis test, Tukey test and Spearman correlation coefficient significance test. 40.0% of the hospitals were classified as having a mixed working environment, 39.5% as having an unfavourable working environment (non-Magnet) and the remaining 16.5% as having a favourable working environment (Magnet). Most professionals expressed moderate satisfaction (83.5 per cent). There was also a correlation between the work environment and the intention to leave, and with satisfaction and the intention to leave. Nurses who had a more favourable perception of the work environment tended to show greater job satisfaction. There is still a lot of work to be done by hospital managers to make work environments more favourable and thus increase nurses' job satisfaction and reduce their intention to leave.

**Keywords:** intent to leave, job performance, pes-nwi scale, professional practice, work environments

