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# Magnet Hospitals and Their Implications for Nurses' Job Satisfaction

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## Abstract

**Background:** In Portugal, there is no comprehensive assessment of nurses' perceptions of their work environments, nor a characterization of these environments as Magnet (favorable) or non-Magnet (unfavorable).

**Objective:** To analyze the relationship between work environments and nurses' job satisfaction, as well as to introduce the Magnet concept.

**Methodology:** A descriptive correlational study was conducted, obtaining 1,015 valid questionnaire responses. Data were collected using the Practice Environment Scale of the Nursing Work Index (PESNWI) and the Nurses' Job Satisfaction Scale (ESET).

**Results:** Of the hospitals analyzed, 40.0% were classified as having a mixed (Magnet-aspiring) work environment, 39.5% as having an unfavorable (non-Magnet) work environment, and the remaining 16.5% as having a favorable (Magnet) work environment. Most nurses reported moderate levels of job satisfaction (83.5%). A statistically significant correlation was also found between the work environment and job satisfaction.

**Conclusion:** There remains a need for hospital management interventions aimed at optimizing work environments in order to promote better organizational conditions and, consequently, increase nurses' levels of job satisfaction.

**Keywords:** Work Environment; Work Engagement; Nursing; Personnel Management