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**Authors:**

**Carmelo Gagliano Federica Putzu, Alessandro Cataldo, Arianna Ottonello, Federica De Muti, Giacomo Robello, Marina Calabrò, Martina Frasca, Maura De Ferrari, Sonia Ricciu**

*Piazza Dante 9/12 - 16121 Genova - Tel. +39 010 59 06 11 - e-mail: [ordineinfermieri@opigenova.it](mailto:ordineinfermieri@opigenova.it) - <https://opigenova.it>*

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**Abstract**

## **WORKING WELLBEING BETWEEN NEW EMPLOYEES AND EXPERT NURSES**

### **INTRODUCTION**

The human factor represents a fundamental element in health care processes and influences the result; never as between 2019 and 2020 has such a large number of new hires been introduced in the various public and private companies for social and health assistance. In this context, a fact-finding survey was conducted by the Decentralization Commission of Opi Genova in the months of June and July. The aim was to measure organizational health in terms of variables depending on the relationship between colleagues with different professional experience.

### **METHODS**

To conduct the survey, a structured interview was conducted with the nursing staff on work well-being and the relationship between professionals with a sample of nurses operating in different types of health organizations in Genoa.

### **RESULTS**

The results of the survey generally show the presence of stress and fatigue in all structures considered mainly due to the emotional burden of the months of the pandemic. Professional integration and general satisfaction were found in all types of structures considered. Some dimensions such as climate essentially depend on each individual case and on the personal character component of each individual. The quantitative results were represented by graphs and the qualitative results by word clouds.

### **CONCLUSIONS**

To fulfill their role it is necessary that operators are satisfied and motivated within the organization in which they operate. It is therefore necessary that all operators are satisfied and satisfied by the emotional context in which they are inserted.