

AN EVALUATION OF THE PSYCHOSOCIAL SAFETY CLIMATE AMONG NURSING OFFICERS IN SRI LANKA

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DECLARATION

“I declare that this is my own work and this thesis does not incorporate without acknowledgement any material previously submitted for a degree or Diploma in any other University or institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgement is made in the text.

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Name of the supervisor: - Mrs. Piumi Dissanayaka

Signature of the supervisor:

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ABSTRACT

This study investigates the Psychosocial Safety Climate (PSC) among nursing officers in Sri Lanka and its influence on employee well-being indicators specifically, burnout, job satisfaction and turnover intention. Nurses represent a vital workforce in the healthcare system, often exposed to high-stress environments that affect both their psychological health and professional performance. Despite growing global recognition of the importance of psychological safety in healthcare, limited empirical research exists in the Sri Lankan context.

A descriptive cross-sectional research design was employed, utilizing the PSC-12 model to assess four dimensions of PSC: senior management support, management priority, organizational communication, and participation. Data was collected from a stratified sample of 138 registered nurses using a structured self-administered questionnaire. Quantitative analyses including correlation, simple linear regression and one-way ANOVA were conducted using SPSS.

Findings revealed a strong negative correlation between PSC and burnout ($r = -0.837$), a strong positive correlation with job satisfaction ($r = 0.912$), and a significant negative correlation with turnover intention ($r = -0.697$). Regression analysis showed that PSC significantly predicted 77.6% of the variance in burnout, 89.2% in job satisfaction, and 69.8% in turnover intention. One-way ANOVA and post hoc tests identified Senior Management Support as the most influential dimension of PSC.

These findings underscore the critical role of psychological safety in supporting nursing staff well-being and organizational sustainability. The study highlights the need for leadership development, institutional mental health strategies, and national-level policy interventions to foster a high-PSC work environment in Sri Lankan healthcare institutions. Future research should consider longitudinal and qualitative methods to further explore causal relationships and context-specific challenges in implementing PSC initiatives.

DEDICATION

This research is dedicated to my beloved parents, whose unwavering support, encouragement and sacrifices have been the foundation of my academic journey.

To my lectures and mentors who inspired me to pursue knowledge with passion and purpose.

And to all those who believe in the power of perseverance and learning this work is for you.

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LIST OF ABBREVIATIONS

PSC- Psychosocial safety climate

WHO- World Health Organization

ILO- International Labor Organization

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