The Relationship between Social Support and Work Engagement of Nurses in Gregorio T. Lluch Memorial Hospital

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Abstract:-

➢ *Background and Aim:*
Social support plays an important role in Work Engagement, especially in high-stress occupations such as nursing. This study aimed to investigate the relationship between social support and work engagement among nurses, focusing on the impact of different sources of support on various aspects of work engagement.

➢ *Methods*
A descriptive-correlational design was employed with 120 nurse respondents from Gregorio T. Lluch Memorial Hospital (GTLMH). An adaptive survey questionnaire, the Social Support Scale and Utrecht Work Engagement Scale (UWES) are used to gather the data.

➢ *Results*
The study finds significant positive correlations between social support from family and friends and all aspects of work engagement (vigor, dedication, and absorption) among nurses, indicating that higher social support was associated with greater work engagement. However, support from significant others shows a significant positive correlation only with vigor and absorption and does not significantly affect dedication.

➢ *Conclusion*
These findings underscore the importance of social support in enhancing work engagement among nurses. Healthcare administrators and policymakers should prioritize creating supportive work environments to enhance nurse's well-being and professional commitment.

Keywords:- Social Support, Work Engagement, Healthcare, Nurses.

I. INTRODUCTION

The nursing profession's unique challenges, including long hours, emotionally demanding situations, and high patient expectations, underscore the need for effective coping mechanisms and support systems. Nursing professionals often work in high-stress environments, facing emotionally charged situations and complex patient care needs. Previous research has shown that social support can significantly influence an individual's ability to manage stress, maintain job satisfaction, and ultimately foster a sense of engagement in their work (Bakker and Demerouti 2018).

Work engagement is operationalized as a positive work-related perspective and is portrayed by vigor, dedication, and absorption. Vigor represents a high level of energy and mental strength while working; dedication refers to experiencing a feeling of essentialness, enthusiasm, and challenge; and absorption is portrayed by being totally engaged and absorbed in work (Memon et al. 2018). On the contrary, weak commitment, high dissatisfaction, high intent to leave, poor teamwork practice, high absenteeism, low productivity, deviant workplace behavior, high burnout, and poor innovation and creativity were the characteristics of non-engaged employees (Schaufeli et al 2018).

Moreover, work engagement is influenced by several factors such as family, personality, exercise, and diet. Reward, supervisor support, collaboration, and emotions can also affect work engagement. Organizational resources, such as autonomy, feedback, opportunities for professional training, and access to resources contribute to health professionals' engagement (Schaufeli et al. 2018).

Social support is one of the major factors of work engagement, as it enables the nurses to cope with the demands of their work, including emotional distress. Since healthcare delivery is team-based, nursing professionals frequently form unique ties and sources of support. Understanding how different types of social support impact nurses' engagement levels might thus give significant insights for developing strategies that increase both individual well-being and healthcare quality (Chang and Cho 2021).

Hence, this study had its birth with the great intention to probe the relationship between social support and work engagement. The goal of the present study is to assess the role of social support as a moderator variable in the relationship between work engagement. By examining the distinct role of social support from family, friends, and significant others, this research seeks to uncover the nuanced dynamics that contribute to nursing professionals' engagement levels. Furthermore, the study provides a comprehensive understanding of the relationship between social support and work engagement in the nursing context. Finally, it is the aim of this study to determine the impact of social support on work engagement.

II. METHODS

A. Research Design

This study utilized descriptive-correlational research. Descriptive-correlational research describes the relationship among variables rather than inferring a cause-and-effect relationship. This study focuses on the impact of social support on work engagement among nurses. Descriptive correlational research aims to describe relationships among variables rather than support inferences of causality (Polit and Beck 2012).

B. Research Locale

The study was conducted at Gregorio T. Lluch Memorial Hospital, formerly Iligan City Hospital, a Government Medical Center located at Quezon Avenue Extension, Pala-o, Iligan City, Lanao del Norte. Gregorio T. Lluch Memorial Hospital is a Government Healthcare Institution that provides patient treatment with specialized health science and auxiliary healthcare.

C. Respondents of the Study

The respondents of the study were the nurses currently working at Gregorio T. Lluch Memorial Hospital, regardless of the respondent's age, gender, religion, or monthly income.

D. Sampling Design

This study used a non-probability purposive sampling design to obtain participants. This design was used to get much more concrete and reliable data, which was useful in the study. The target population eligible for this study included all the registered nurses who are currently employed at Gregorio T. Lluch Memorial Hospital, Iligan City. The participants represented a diverse range of nursing specialties and experience levels. However, only nurses who were willing to participate in the study were included as respondents.

E. Research Instruments

The researchers used an adaptive survey questionnaires to gather data on the following variable:

➢ Social Support

To evaluate social support at work, the Social Support Scale was used. The twelve items of the dimension are distributed into three sub scales: (a) family support (4 items); (b) friend support (4 items); and (c) significant other's support (4 items). The questions were answered according to a Likert-type ranging from 1 (strongly disagree) to 4 (strongly agree). Higher scores indicated high levels of social support from family, friends, and significant others. The Cronbach's alpha coefficient of 0.87 for family, 0.85 for friend, and 0.91 for significant others, indicating a good internal consistency.

➢ Work Engagement

To measure work engagement, the Utrecht Work Engagement Scale (UWES) was used. This scale is composed of 17 items distributed into three dimensions, namely: vigor (6 items); dedication (5 items); and absorption (6 items). The items each contained a 5-point Likert scale (1=strongly disagree to 5=strongly agree) High scores indicated high levels of work engagement in the participants. The Cronbach's alpha reliability coefficients obtained in the present study were 0.80 for vigor, 0.88 for dedication, and 0.82 for absorption.

F. Data Gathering Procedures

The study followed a step-by-step process to ensure that data collection process complies with the guidelines involved. The approach for gathering data was through survey questionnaires. The researchers emphasized the value of the respondents' responses on the survey questionnaire and explained a few terms to the respondents for their awareness of their responsibilities as the study's subjects.

In administering the survey questionnaires, the researchers used the time allotted for work breaks to avoid distractions during work hours. The respondents were instructed to respond and complete the questionnaire within one day of receiving it. After acquiring data, the researchers compiled all the information, tally the responses, and analyze to interpret the data for the study. Based on the findings of the data, the researchers formulated the conclusion and recommendations for the study.

G. Ethical Considerations

The researchers prepared a formal letter, duly noted by their thesis adviser, securing permission from the Office of the College Dean to conduct the study through survey questionnaires with the chosen respondents. Participants' involvement was completely at their own will. The researchers asked for the whole-hearted approval of the respondents themselves and gave them an informed consent attached at the front page of every questionnaire. Also, the respondents of the study were assured with the secrecy and anonymity upon answering the questions required for this study.

H. Data Analysis

Using Statistical Package for Social Sciences, data were analyzed through these processes:

- Data was initially tallied in Microsoft Excel, the data was then imported to IBM SPSS for further analysis.
- The researchers then computed the mean per variable. After the aggregation, the researchers used Kolmogorov-Smirnov and Shapiro-Wilk to determine the normality of the data.
- With a value of 0.000, the data was not normally distributed, thus the researchers used Kendall's Tau Correlation to determine the relationship of social support and work engagement.

I. Statistical Tools

Data were graphed and analyzed using quantitative research software analysis.

Statistical Package for Social Sciences (SPSS) and Microsoft Excel was used for software in the analysis of the data that are descriptive in nature mainly the tabular presentation with mean and standard deviation and also used for deeper inferential analysis such as Kendall's Tau Correlation to test the significant relationship between social support and the work engagement of nurses.

III. RESULTS

This chapter discussed the survey result of social support and the level of work engagement among the 120 registered nurses employed in Gregorio T. Lluch Memorial Hospital. The tables represent the results of the data after applying the statistical tools. Results are then interpreted and analysed accordingly.

A. Respondents Level of Work Engagement

The survey results on the vigor aspect of work engagement among nurses reveal a generally positive perception, though with some variability in intensity. The mean scores for the statements indicate a moderate to high level of vigor, with most interpretations falling under "Agree" in Table 1.

Table 1 Respondents Work Engagement in Terms of Vigor

	Mean ± SD	Description
I am very strong mentally at my job.	3.10± 0.41	Agree
I feel strong and vigorous at my job.	3.08± 0.39	Agree
I can continue working for long periods at a time.	3.08± 0.29	Agree
I always persevere even when things do not go well.	3.07± 0.43	Agree
I feel bursting with energy at work.	2.87± 0.59	Agree
I feel like going to work when I get up in the morning.	2.85± 0.56	Agree
Total	3.00± 0.37	Agree

Note: Strongly Agree (3.25 – 4.00), Agree (2.5 – 3.24), Disagree (1.75 – 2.49) and Strongly Disagree (1.0-1.74)

The statement "I feel bursting with energy at work" received a mean score of 2.87, interpreted as "Strongly Agree." This suggests that a significant number of respondents feel highly energetic at work. For the statement "I feel strong and vigorous at my job," the mean score was 3.08, interpreted as "Agree." This indicates that participants generally perceive themselves as strong and energetic while performing their job duties. The statement "I feel like going to work when I get up in the morning" has a mean score of 2.85 interpreted as "Agree." This reflects a positive attitude toward going to work, though the enthusiasm might be slightly lower compared to the other aspects.

The statement "I can continue working for long periods at a time" received a mean score of 3.08, interpreted as "Agree." This suggests that respondents feel capable of sustaining their work efforts for extended periods. For the statement "I am very strong mentally at my job," the mean score is 3.10, indicating "Agree. This shows that participants believe they have strong mental resilience in their work environment. Lastly, the statement "I always persevere even when things do not go well" received a mean score of 3.07, interpreted as "Agree." This reflects a general perception of persistence and determination among the respondents.

Therefore, the survey results indicate that nurses generally perceive themselves as energetic, strong, and resilient in their work. While they feel positively about their vigor at work, the intensity of these feelings varies, with the

highest enthusiasm observed in their sense of mental strength and capacity for sustained effort.

Work engagement based on the vigor dimension affects the performance, dedication, and absorption of the nurses. This can be influenced because nurses have a high responsibility for their work, they feel like they are immersed in their work so they don't want to be disturbed by things before completing their work. People who score high on absorption usually feel happy to be distracted by work, feel immersed, and have difficulty separating themselves from work (Nur et al 2022).

Table 2 Respondents Work Engagement in Terms of Dedication

	Mean ± SD	Description
My job is challenging for me.	3.50± 0.50	Strongly Agree
I am proud of the work that I do.	3.48± 0.50	Strongly Agree
My job inspires me.	3.39± 0.49	Strongly Agree
I find the work that I do meaningful and purposeful.	3.36± 0.48	Strongly Agree
I am enthusiastic about my job.	3.32± 0.50	Strongly Agree
Total	3.41± 0.42	Strongly Agree

Note: Strongly Agree (3.25 – 4.00), Agree (2.5 – 3.24), Disagree (1.75 – 2.49) and Strongly Disagree (1.0-1.74)

Table 2 outlines the result concerning the survey of work engagement in terms of dedication among 120 participants. The statement "I find the work that I do meaningful and purposeful" received a mean score of 3.36, interpreted as "Strongly Agree." This high score indicates that nurses feel their work was highly meaningful and gives them a sense of purpose. For the statement "I am enthusiastic about my job," the mean score was 3.32, also interpreted as "Strongly Agree." This suggests that respondents are very enthusiastic about their roles and responsibilities.

The statement "My job inspires me" has a mean score of 3.39, indicating "Strongly Agree." This reflects that the work environment and job responsibilities inspire and motivate the nurses significantly. The statement "I am proud of the work that I do" received a mean score of 3.48, interpreted as "Strongly Agree." This indicates a strong sense of pride among the nurses regarding their professional contributions. Lastly, the statement "My job is challenging for me" has the highest mean score of 3.50, interpreted as "Strongly Agree." This suggests that the nurses find their work to be intellectually and practically challenging, which they view positively.

Therefore, the survey results reveal a very high level of dedication among nurses. They find their work meaningful, enthusiastic, and inspired by their roles, take pride in their contributions, and appreciate the challenges their jobs present. These positive perceptions highlight a strong sense of commitment and engagement in their professional duties.

Table 3 Respondents Work Engagement in Terms of Absorption

	Mean ± SD	Description
Time flies when I am working.	3.37± 0.48	Strongly Agree
I feel happy when I am working intensely.	2.87± 0.66	Agree
I am immersed in my work.	2.83± 0.67	Agree
I get carried away when I am working.	2.67± 0.66	Agree
I forget everything when I am working.	2.63± 0.73	Agree
It is difficult to detach myself from my job.	2.55± 0.65	Agree
Total	2.82± 0.51	Agree

Note: Strongly Agree (3.25 – 4.00), Agree (2.5 – 3.24), Disagree (1.75 – 2.49) and Strongly Disagree (1.0-1.74)

Table 3 outlines the result concerning the survey of work engagement in terms of absorption among 120 participants and the mean scores reflect that nurses feel quite engaged and absorbed in their work, though not as strongly as in the dedication aspect.

The statement "Time flies when I am working" received a mean score of 3.37, interpreted as "Strongly Agree." This suggests that nurses often lose track of time due to their deep engagement in work activities. For the statement "I forget everything when I am working," the mean score is 2.63, interpreted as "Agree." This indicates that nurses sometimes get so involved in their work that they forget other things, but this feeling was less intense compared to other aspects. The statement "I feel happy when I am working intensely" has a mean score of 2.87, interpreted as "Agree." This reflects a positive emotional response to intense work, though the level of happiness was moderate.

The statement "I am immersed in my work" received a mean score of 2.83, interpreted as "Agree." This suggests that nurses generally feel immersed in their work, but the immersion was not as strong as their sense of time flying. For the statement "I get carried away when I am working,"

the mean score is 2.67, interpreted as "Agree." This indicates that nurses sometimes get deeply involved in their work to the point of getting carried away, but this experience was relatively moderate. Lastly, the statement "It is difficult to detach myself from my job" has a mean score of 2.55, interpreted as "Agree." This shows that nurses find it somewhat challenging to detach from their job, though this feeling was the least intense among the statements related to absorption.

Therefore, the survey results indicate that nurses generally feel absorbed in their work, experiencing a high degree of engagement and losing track of time while working. However, the intensity of this absorption varies, with the strongest feelings related to time perception and somewhat less intense feelings related to emotional responses and difficulty in detachment.

B. Respondents Level of Social Support

The researcher tabulates the result of the survey of social support in terms of family, friends, and significant other support. The research used the 4-point Likert Scale (4 – Strongly Agree, 3- Agree, 2- Disagree and 1- Strongly Disagree) and get the mean of each question with interpretation.

Table 4 Respondents Level of Social Support in Terms of Family Support

	Mean ± SD	Description
My family really tries to help me.	3.66± 0.47	Strongly Agree
I get the emotional help and support I need from my family.	3.59± 0.49	Strongly Agree
My family is willing to help me make decisions.	3.53± 0.50	Strongly Agree
I can talk about my problems with my family.	3.48± 0.57	Strongly Agree
Total	3.56± 0.44	Strongly Agree

Note: Strongly Agree (3.25 – 4.00), Agree (2.5 – 3.24), Disagree (1.75 – 2.49) and Strongly Disagree (1.0-1.74)

The survey results on family support indicate a high level of perceived support from family members. Each statement related to family support was evaluated using a 4-point Likert Scale, with responses ranging from "Strongly Disagree" (1) to "Strongly Agree" (4). The mean scores for each statement are all above 3.4, suggesting that participants generally feel positively about the support they receive from their families among 120 participants.

The statement "My family really tries to help me" received a mean score of 3.66, which is interpreted as "Strongly Agree." This high score indicates that most respondents feel their families were very supportive and actively try to assist them. Similarly, the statement "I get the emotional help and support I need from my family" has a mean score of 3.59, also interpreted as "Strongly Agree."

This suggests that participants feel their families provide the necessary emotional support.

For the statement "I can talk about my problems with my family," the mean score is 3.48, indicating "Strongly Agree." This score shows that respondents feel comfortable discussing their issues with their families. Lastly, the statement "My family is willing to help me make decisions" has a mean score of 3.53, interpreted as "Strongly Agree." This indicates that family members were perceived as supportive in decision-making processes.

Therefore, the survey results reflect a strong consensus among respondents that they receive significant support from their families in various aspects of their lives.

Table 5 Respondents Level of Social Support in Terms of Friends Support

	Mean ± SD	Description
I can count on my friends when things go wrong.	3.37± 0.50	Strongly Agree
I have friends with whom I can share my joys and sorrows.	3.36± 0.57	Strongly Agree
My friends really try to help me.	3.32± 0.58	Strongly Agree
I can talk about my problems with my friends.	3.30± 0.55	Strongly Agree
Total	3.33± 0.49	Strongly Agree

Note: Strongly Agree (3.25 – 4.00), Agree (2.5 – 3.24), Disagree (1.75 – 2.49) and Strongly Disagree (1.0-1.74)

Table 5 outlines the result concerning the survey of friends support among 120 participants. The statement "My friends really try to help me" received a mean score of 3.32, interpreted as "Strongly Agree." This suggests that respondents feel their friends were genuinely supportive and make efforts to help them. For the statement "I can count on my friends when things go wrong", the mean score was 3.37, also interpreted as "Strongly Agree." This high score reflects a strong belief among participants that their friends were reliable and dependable in times of trouble. The statement "I have friends with whom I can share my joys and sorrows" has a mean score of 3.36, indicating "Strongly Agree." This implies that respondents feel they have friends who were available to share both positive and negative experiences. Lastly, the statement "I can talk about my problems with my friends" received a mean score of 3.30, interpreted as "Strongly Agree." This shows that participants feel comfortable discussing their problems with their friends.

Therefore, the survey results indicate a strong perception of support from friends, with respondents feeling that their friends were helpful, reliable, and available for sharing both joys and challenges.

Table 6 Respondents Level of Social Support in Terms of Significant Other's Support

	Mean ± SD	Description
There is a special person in my life who cares about my feelings.	3.23± 0.69	Agree
I have a special person who is a real source of comfort to me.	3.22± 0.72	Agree
There is a special person who is around when I am in need.	3.18± 0.75	Agree
There is a special person with whom I can share joys and sorrows.	3.18± 0.75	Agree
Total	3.20± 0.70	Agree

Note: Strongly Agree (3.25 – 4.00), Agree (2.5 – 3.24), Disagree (1.75 – 2.49) and Strongly Disagree (1.0-1.74)

Table 6 outlines the result concerning the survey of significant other support among 120 participants. The statement "There is a special person who is around when I am in need" received a mean score of 3.18, interpreted as "Agree." This indicates that respondents feel that their significant other is generally available when they need support.

For the statement "There is a special person with whom I can share joys and sorrows," the mean score is 3.18, also interpreted as "Agree." This suggests that participants believe they can share both positive and negative experiences with their significant other. The statement "I have a special person who is a real source of comfort to me" has a mean score of 3.22, indicating "Agree." This shows that respondents perceive their significant other as a comforting presence in their lives. Lastly, the statement "There is a special person in my life who cares about my feelings" received a mean score of 3.23, interpreted as

"Agree." This reflects a belief among participants that their significant other was caring and attentive to their emotions.

Therefore, the survey results indicate that participants feel positively about the support they receive from their significant other, with consistent agreement that their significant other was available, comforting, and caring. However, the intensity of this agreement was slightly lower compared to the support perceived from family and friends.

C. Relationship between Social Support and Work Engagement

The study investigates the relationship between social support (the independent variable) and work engagement (the dependent variable) among nurses, using Kendall's Tau Correlation. The results highlight a significant relationship between various dimensions of social support (family, friends, and significant other support) and aspects of work engagement (vigor, dedication, and absorption).

Table 7 Kendall's Tau Correlation Result of Social Support and Work Engagement

	VIGOR		DEDICATION		ABSORPTION	
	r value	P value	r value	P value	r value	P value
Family Support	0.38**	(<.001)	0.23**	(.002)	0.14*	(.049)
Friend Support	0.46**	(<.001)	0.24**	(.001)	0.19**	(.007)
Significant Other Support	0.31**	(<.001)	0.08	(.292)	0.16*	(.02)

Note: Correlation is significant if P value is < 0.05* and <0.01**.

For family support, the results indicate a significant positive correlation with all three aspects of work engagement. Specifically, the correlation with vigor has an r-value of 0.38 and a p-value of 0.001, suggesting a moderate positive relationship, meaning that higher family support was associated with higher vigor among nurses. The correlation with dedication has an r-value of 0.23 and a p-value of 0.002, indicating a significant positive relationship, meaning that nurses with more family support also show greater dedication to their work. The correlation with absorption has an r-value of 0.14 and a p-value of 0.04, which is a weaker but still significant positive relationship, suggesting that family support also contributes to the level of absorption in work employing a rejection of null hypothesis since the p-value was less than 0.05.

Regarding friends' support, the correlations are all significant and positive. The correlation with vigor was particularly strong, with an r-value of 0.46 and a p-value of 0.001, indicating that strong support from friends was closely linked to higher vigor. The correlation with dedication has an r-value of 0.24 and a p-value of 0.001, showing a significant positive relationship where better friend support leads to higher dedication. The correlation with absorption had an r-value of 0.19 and a p-value of 0.007, indicating that support from friends was also positively associated with the degree of absorption in work tasks.

For significant other support, the results were more varied. The correlation with vigor has an r-value of 0.31 and a p-value of 0.001, indicating a significant positive relationship, suggesting that support from a significant other was associated with higher vigor. However, the correlation with dedication was not significant, with an r-value of 0.08 and a p-value of 0.292, indicating no meaningful relationship between significant other support and dedication. Lastly, the correlation with absorption was significant, with an r-value of 0.16 and a p-value of 0.02, suggesting a significant link between significant other support and absorption in work.

Therefore, the study finds significant positive correlations between social support from family and friends and all aspects of work engagement (vigor, dedication, and absorption) among nurses, indicating that higher social support was associated with greater work engagement. However, support from significant others shows a

significant positive correlation only with vigor and absorption and does not significantly affect dedication. This suggests that while social support overall enhances work engagement, the source of support may influence specific aspects of engagement differently.

IV. DISCUSSION

Based on the analysis and results of the data gathered. The following findings are given below.
- Respondents' level of work engagement in terms of vigor, the majority rated the statements as "Agree".
- The respondents rated their perception of level of work engagement in terms of dedication as falling in the range of the frequency "Strongly Agree".
- For the perception of absorption in the level of work engagement, the respondents frequently rated the statements as "Agree".
- As for the respondents' level of social support in terms of family support, the majority of the responses for each statement falls in the range of frequency "Strongly Agree", which reflects a strong consensus among respondents that they receive significant support from their families in various aspects of their lives.
- The respondents have also frequently rated the statements for friends support as "Strongly Agree", which indicates a strong perception of support from friends.
- As for the significant other's support, the respondents have moderately rated the statements as "Agree".
- The results highlight a significant relationship between various dimensions of social support (family, friends, and significant other support) and aspects of work engagement (vigor, dedication, and absorption) among nurses, indicating that higher social support was associated with greater work engagement. However, support from significant others shows a significant positive correlation only with vigor and absorption and does not significantly affect dedication.

The findings highlight the importance of social support in enhancing nurses' engagement in their work. Comparing these findings with earlier literature revealed both consistencies and disparities. In previous literature by Chang and Cho (2021), it was emphasized that providing appropriate social support would help decrease the effects of emotional demand. Enhancing social support from nursing colleagues is a powerful way to manage the negative effects

of nurses' emotional demands. Similarly, the present findings underscored the significance of having social support from friends, family and significant others as a determinant of having a high level of work engagement.

Moreover, in increasing the level of social support, leaders could have a strong positive effect on employees' levels of work engagement (Florin et al. 2023). In addition, a higher level of work engagement brings people to become more productive, vigorous, dedicated and enthusiastic to perform duties and responsibilities (Bautista et al. 2023). Furthermore, a previous research has shown that the higher the social support employees receive or perceive, the better they participate in their work and the more work commitment they show, leading to greater job satisfaction (Sigursteinsdottir et al. 2022).

V. CONCLUSION

This study has implications for healthcare administrators, policy-making, nursing practice, and future research. Healthcare administrators can gain more knowledge related to their organization, the need to create a conductive and supportive work environment for nurses. When the administrator understands the positive relationship between social support and nurse's work engagement, they can conduct interventions to enhance the support structure within the healthcare organization. For example, promoting teamwork, providing consulting services and creating social interactions opportunities among employees within the organization. If the administrator puts more emphasis on nurse well-being by creating a supportive workplace policy, this will eventually lead to less burnout and more job satisfaction among nurses.

The study has several strengths that contribute to the reliability of the research. One of the key strengths is that the study employs Kendall's Tau correlation, a non-parametric statistical method suitable for assessing associations between ordinal variables. This approach provides a direct association between Social Support and Work Engagement.

The study has few limitations. One limitation of the study is the time alignment of the researchers and the nurse respondents. Choosing appropriate time to conduct the survey without disrupting the nurses' working schedule was difficult. These difficulties posed a significant challenge leading to delays in the data collection.

Another limitation is time and resource constraints, given the scope of our research and the resources available, we are limited to conducting our survey to one hospital, which may not fully represent all the registered nurses. Hence, the generalizability of the results may be limited.

According to the findings, nurses expressed a generally positive relationship with work engagement, high energy levels, involvement, and resilience. They are self-conscious and committed to their job duties. Family support is also significant, providing emotional and practical support.

However, the source of support may influence specific aspects of engagement differently. Support from significant others was found to be positively correlated with vigor and absorption, but not with dedication. Overall, social support plays a vital role in promoting nursing staff's engagement at work, leading to more satisfying professional lives. Overall, the study suggests that social support plays a vital role in promoting nursing staff's satisfaction in their professional lives.

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