

BRIEF ORIGINAL

Work enthusiasm according to sociodemographic characteristics among physicians and nurses at the Instituto Nacional de Enfermedades Neoplásicas, Peru, 2025

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Objective. To determine the sociodemographic characteristics associated with work enthusiasm among healthcare professionals at the Instituto Nacional de Enfermedades Neoplásicas in Lima, Peru, by 2025. **Methods.** An observational and cross-sectional study was conducted. The sample consisted of 80 healthcare professionals from the Instituto Nacional de Enfermedades Neoplásicas who completed the Work Enthusiasm Scale. Kendall's tau-b test and the chi-square test were used for inferential analysis. **Results.** Of the participants, 37.5% were between 36 and 45 years old, 60% were women, 37.7% reported having 1 to 10 years of work experience, and 65% were nursing professionals. A moderate level of work enthusiasm was found in 52.5% of participants. Inferential analysis revealed a significant association between work enthusiasm and years of work experience ($p = 0.001$), as well as with profession ($p = 0.025$). **Conclusions.** The sociodemographic characteristics associated with work enthusiasm among healthcare professionals at the Instituto Nacional de Enfermedades Neoplásicas were years of work experience and profession.



Entusiasmo laboral según características sociodemográficas en médicos y enfermeras del Instituto Nacional de Enfermedades Neoplásicas, Perú, 2025

Palabras clave:*motivación; rendimiento laboral; práctica profesional; salud pública; bienestar* (fuente: DeCs-BIREME).**RESUMEN**

Objetivo. Determinar las características sociodemográficas asociadas al entusiasmo laboral en profesionales de la salud del Instituto Nacional de Enfermedades Neoplásicas en Lima, Perú, al 2025. **Métodos.** Se realizó un estudio observacional y transversal. La muestra estuvo conformada por 80 profesionales de la salud del Instituto Nacional de Enfermedades Neoplásicas, a quienes les fue aplicada la escala de entusiasmo laboral. Para el análisis inferencial se usó la prueba tau-b de Kendall y el chi-cuadrado. **Resultados.** El 37,5 % de la población tenía entre 36 y 45 años, el 60 % eran mujeres, el 37,7 % indicaron tener de 1 a 10 años de experiencia laboral y el 65 % eran profesionales de enfermería. El 52,5 % tenían un nivel moderado de entusiasmo laboral. Al análisis inferencial, se halló que solo existe asociación entre el entusiasmo laboral con los años de experiencia laboral ($p = 0,001$) y con la profesión ($p = 0,025$). **Conclusiones.** Las características sociodemográficas asociadas al entusiasmo laboral de profesionales de la salud del Instituto Nacional de Enfermedades Neoplásicas resultaron los años de experiencia laboral y la profesión.

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INTRODUCTION

Investigating work enthusiasm in relation to the sociodemographic profile of healthcare professionals at the Instituto Nacional de Enfermedades Neoplásicas (INEN) is particularly relevant given the growing emotional exhaustion and demotivation observed in oncological settings ⁽¹⁾. Understanding these factors makes it possible to specifically address the needs of healthcare personnel, thereby improving their well-being and, consequently, the quality of care provided to patients with complex diseases ^(2,3).

At the global level, Al Badi et al. ⁽⁴⁾ reported that, regardless of job demands, healthcare professionals' work enthusiasm was not affected by demographic factors, emphasizing that nurses provide quality services independent of workload levels. Likewise, Vargas-Benítez et al. ⁽⁵⁾ found a significant inverse correlation between work enthusiasm and the different domains of burnout. Similarly, Mura et al. ⁽⁶⁾ indicated that stronger attachment to the workplace is associated with higher levels of work engagement, and this relationship is positively mediated by perceived environmental comfort and negatively mediated by the perception of having difficult relationships with patients.

In the Peruvian context, Aburto-Moreno et al. ⁽⁷⁾ reported that regarding job performance among healthcare professionals, 42 % demonstrated a moderate level, 34 % a good level, and 24% a deficient level. Saire and Urure ⁽⁸⁾ found a significant relationship between the variables and reported that a high level of burnout predominated among nursing staff with low job satisfaction; all of which negatively affects their psychological balance ⁽⁹⁾.

The study of work enthusiasm in relation to the sociodemographic profile of healthcare professionals at INEN responds to the need to better understand the human factors influencing staff performance in highly demanding hospital settings ⁽¹⁰⁾. By exploring how variables such as age, work experience, and profession are associated with levels of work enthusiasm, patterns can be identified to guide interventions aimed at strengthening team motivation. This research is relevant due to its potential direct impact on improving institutional management and human resource well-being ⁽¹¹⁾.

Based on the aforementioned evidence, the fundamental relevance of exploring the relationship between work enthusiasm and the sociodemographic

characteristics of healthcare science professionals is supported ⁽¹²⁾. Accordingly, the objective of this study was to determine the sociodemographic characteristics associated with work enthusiasm among healthcare professionals at the Instituto Nacional de Enfermedades Neoplásicas, located in Lima (Peru), as of 2025.



METHODS

Study type and area

The research design was observational and cross-sectional, with a comparative scope ⁽¹³⁾, as it sought to determine significant differences between the study variables. It was also a quantitative and cross-sectional study ⁽¹⁴⁾, since data collection was conducted through the self-administration of a measurement scale. The research was conducted from August 2024 to June 2025.

Population and sample

The total population consisted of 1,300 healthcare science professionals at INEN. The sample was non-probabilistic and purposive ⁽¹⁵⁾, in order to ensure the feasibility of the study, and comprised a total of 80 healthcare professionals at INEN (nurses and physicians). The following inclusion criteria were applied: being a physician or nurse and completing the informed consent form. The exclusion criteria were submitting an incomplete instrument and participating in another research study.

Variables and data collection instruments

Regarding the conceptualization of the dependent variable, work enthusiasm is an emotional state characterized by energy, dedication, and proactivity toward work tasks ⁽⁵⁾. To measure it, the Work Enthusiasm Scale for Health Sciences Professionals, developed by Schaufeli et al. ⁽¹⁶⁾, was used. The instrument comprised three dimensions: "vigor", "dedication", and "absorption", with a total of 15 items. Item responses were recorded on a Likert-type scale with four options and corresponding scores, ranging from "Strongly disagree" (1 point) to "Strongly agree" (4 points). Accordingly, the instrument had a minimum score of 15 and a maximum of 60. Based on the total score, work enthusiasm was categorized as low (15-29), moderate (30-45), or high (46-60).

An Aiken's V value ⁽¹⁷⁾ of 0.92 was obtained, which was considered highly satisfactory. The instrument showed excellent reliability in a pilot test: vigor ($\alpha = 0.89$), dedication ($\alpha = 0.91$), and absorption

($\alpha = 0.84$). To verify construct validity, an exploratory factor analysis (EFA) was conducted ⁽¹⁸⁾, preceded by the Kaiser–Meyer–Olkin measure of sampling adequacy (KMO = 0.951) and Bartlett’s test of sphericity ($\chi^2 = 1798.281$; $df = 100$; $p < 0.001$). The results indicated that applying EFA was appropriate. Items were coherently distributed across their respective dimensions, with satisfactory values and a well-defined factor structure explaining 69.92 % of the total variance.

Regarding the independent variable, sociodemographic characteristics, a data collection form was used to ask participants about their age, sex, work experience, and profession.

Data collection techniques and procedures

Data were collected using an online survey. Participation in the study occurred only after obtaining informed consent from each participant, which was provided in person. Each participant received a clear, understandable, and truthful explanation of the study’s objectives, benefits, risks, and alternatives. Subsequently, the instrument was provided through a Google Forms® questionnaire distributed via WhatsApp.

Data analysis

Once data were collected through Google Forms®, they were exported to the statistical software SPSS, version 18. A descriptive analysis was conducted

for the sociodemographic characteristics and the variable “work enthusiasm”. In addition, since ordinal and nominal variables were used, cross-tabulations were generated. To assess the association between sociodemographic characteristics and work enthusiasm, Kendall’s tau-b and the chi-square test of independence were applied. Values of $p < 0.05$ were considered statistically significant.

Ethical considerations

The study was conducted in accordance with the ethical principles set forth in the Declaration of Helsinki issued by the World Medical Association. Compliance with the four fundamental principles of research ethics was ensured: respect for persons, beneficence, non-maleficence, and justice. Informed consent was obtained in person, ensuring that participation was a free, voluntary, and autonomous decision. The study was also approved by the Institutional Research Ethics Committee of INEN, under code No. 0319-2025.



RESULTS

With respect to age, 37.5 % of the health professionals were 36–45 years old. Regarding sex, the proportion of female professionals was higher (60.0 %) than that of male professionals (40.0 %). In terms of work experience, the most prevalent range was 1–10 years (37.5 %). Regarding profession, 65.0 % were nurses and 35.0 % were physicians (see Table 1).

Table 1. Sociodemographic characteristics of health professionals at the Instituto Nacional de Enfermedades Neoplásicas, Peru 2025

Sociodemographic characteristics	n = 80	
	fi	%
Age group		
25-35 years	22	27.5
36-45 years	30	37.5
46-60 years	24	30.0
> 60 years	4	5.0
Sex		
Male	32	40.0
Female	48	60.0
Years of work experience		
1-10 years	30	37.5
11-20 years	28	35.0
21-30 years	15	18.7
> 30 years	7	8.8
Profession		
MD	28	35.0
Nurse	52	65.0

Table 2. Descriptive statistics of work enthusiasm by dimensions and items

Work enthusiasm	n = 80					
	High		Moderate		Low	
	fi	%	fi	%	fi	%
Vigor						
At my work I feel full of energy	22	27.5	46	57.5	12	15.0
I can continue working for long periods of time	26	32.5	44	55.0	10	12.5
When I get up in the morning, I feel like going to work	20	25.0	48	60.0	12	15.0
I am very persistent in my work	24	30.0	42	52.5	14	17.5
I am strong and vigorous at my work	25	31.2	45	56.2	10	12.5
Dedication						
My work is challenging	23	28.7	43	53.7	14	17.5
My work inspires me	28	35.0	42	52.5	10	12.5
I am enthusiastic about my work	21	26.2	47	58.7	12	15.0
I am proud of the work that I do	24	30.0	44	55.0	12	15.0
My work is full of meaning and purpose	30	37.5	40	50.0	10	12.5
Absorption						
When I am working, I forget everything that is happening around me	27	33.7	41	51.2	12	15.0
Time flies when I am working	29	36.3	39	48.7	12	15.0
I get "carried away" by my work	26	32.5	42	52.5	12	15.0
I am immersed in my work	15	18.7	43	53.7	22	27.5
I feel happy when I am absorbed in my work	16	20.0	40	50.0	24	30.0

Within the work enthusiasm variable, in the Vigor dimension, the item with the highest frequency at the moderate level was: "When I get up in the morning, I feel like going to work" (fi = 48; 60.0 %). In the Dedication dimension, the item with the highest predominance at the moderate level was: "I am enthusiastic about my work" (fi = 47; 58.7 %). Finally, in the Absorption dimension, the item with the highest percentage at the moderate level was: "I am immersed in my work" (fi = 43; 53.7 %) (see Table 2).

Regarding overall work enthusiasm, the most prevalent level was moderate (fi = 42; % = 52.5) (see Table 3).

Regarding the assessment of the association between work enthusiasm and the sociodemographic characteristics of the study population, statistically significant associations were found for work experience ($p = 0.001$) and profession ($p = 0.025$) (see Table 4).

Table 3. Work enthusiasm level among health professionals at INEN

Work enthusiasm level	n = 80	
	fi	%
High	16	20.0
Moderate	42	52.5
Low	22	27.5

Table 4. Work enthusiasm by sociodemographic characteristics among physicians and nurses at the Instituto Nacional de Enfermedades Neoplásicas, Peru 2025

Sociodemographic characteristics	Work enthusiasm						Kendall's tau-b coefficient	p-value
	High		Moderate		Low			
	fi	%	fi	%	fi	%		
Age group							0.164	0.147*
25-35 years	5	6.2	12	15.0	5	6.2		
36-45 years	6	7.5	16	20.0	8	10.0		
46-60 years	4	5.0	12	15.0	8	10.0		
> 60 years	1	1.2	2	2.5	1	1.25		
Sex								0.632**
Male	6	7.5	17	21.3	9	11.3		
Female	10	12.5	25	31.3	13	16.3		
Years of work experience							0.638	0.001*
1-10 years	6	7.5	16	20.0	8	10.0		
11-20 years	6	7.5	15	18.8	7	8.8		
21-30 years	3	3.8	8	10.0	4	5.0		
> 30 years	1	1.2	3	3.8	3	3.8		
Profession							0.589	0.025*
MD	6	7.5	15	18.8	7	8.8		
Nurse	10	12.5	27	33.8	15	18.8		

* Kendall's tau-b

** Chi-square test

DISCUSSION

The main finding of the study was the confirmation of an association between work enthusiasm and sociodemographic characteristics, specifically years of work experience and profession. This contributes evidence aligned with the objective of this research.

Regarding the association between variables, a significant relationship was found between work enthusiasm and years of work experience. This is consistent with several studies showing how length of service directly influences intrinsic motivation and perceptions of the professional role. For example, a study by Wang et al. ⁽²¹⁾ conducted in 10 hospitals in Hunan Province, China, reported that the main predictors of work enthusiasm were years of experience and gender. Along similar lines, Szilvassy et al. ⁽²²⁾ argued that work enthusiasm and engagement are linked to effective hospital management, appropriate leadership styles, and adequate working conditions in highly complex environments.

However, other studies do not support this relationship. Allande-Cussó et al. ⁽²³⁾, in a study conducted in Spain among 501 healthcare professionals, reported that work enthusiasm was significantly associated with sex and the unit where participants worked. They also indicated that the lowest levels of work enthusiasm were observed in the "vigor" dimension, findings that do not align with this study, which identified lower values in the "absorption" dimension. In addition, Karaferis et al. ⁽²⁴⁾ emphasized the significant role of salary, organizational policies, professional growth, and job stability, noting that each category of hospital staff is affected differently in both form and magnitude by each factor.

Moreover, the significant association between work enthusiasm and profession found in this study supports the idea that the functions and responsibilities inherent to each role within the healthcare team influence motivation and work engagement levels ⁽²⁵⁾. In agreement with this, the study by Lee-Peng et al. ⁽²⁶⁾

among healthcare professionals in Malaysia showed that work enthusiasm and job satisfaction are related to healthcare profession, as well as to positive work behavior and civic-mindedness. Similarly, Ge et al. ⁽²⁷⁾ found a significant relationship between work enthusiasm and healthcare profession, emphasizing that, to improve healthcare workers' well-being, managers should balance effort and reward and provide opportunities for professional development and training.

Nevertheless, the systematic review by Aunguroch et al. ⁽²⁸⁾ did not find significant differences between physicians and nurses regarding enthusiasm, highlighting that organizational factors such as work climate and institutional support were more influential determinants. Likewise, Moisoglou et al. ⁽²⁹⁾ reported that nursing staff, despite facing higher workloads, exhibited levels of enthusiasm comparable to, or even higher than, those of physicians, due to stronger emotional identification with direct patient care. These findings suggest that, although profession may be associated with work enthusiasm, this relationship is neither linear nor universal; rather, it depends on the institutional context, working conditions, and the symbolic value assigned to each role ⁽³⁰⁾.

This study stands out for its applicability in health human resource management, as it provides background evidence for future research to further explore the study population. The quantitative methodology, with an observational cross-sectional design, facilitates the identification of association patterns between sociodemographic variables and work enthusiasm. The use of robust statistical tests such as Kendall's tau-b and the chi-square test strengthens the validity of the findings.

The study has limitations related to its cross-sectional design, which prevents establishing causality between variables, and to the small sample size selected through non-probabilistic sampling, which restricts generalizability. In addition, the use of online surveys may have introduced selection and self-report biases. The absence of a qualitative approach and the possible influence of uncontrolled external factors also limit interpretation of the findings.

Future studies should conduct more advanced analyses, including regression and multivariable models, use probabilistically selected populations with larger sample sizes and greater statistical power, and consider longitudinal analyses of work enthusiasm in relation to organizational variables,

such as institutional climate, leadership style, and opportunities for professional development, in order to understand its dynamics over time and its impact on the quality of oncological services.

Conclusions

The sociodemographic characteristics associated with work enthusiasm among healthcare professionals at the Instituto Nacional de Enfermedades Neoplásicas are work experience ($p = 0.001$) and profession ($p = 0.025$).



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