INTRODUCTION
We identify everyday work factors that help nurses avoid engaging in counterproductive work behavior (CWB), defined as volitional behavior that harms an organization or its members (e.g., cutting corners, stealing resources, gossiping, making fun of someone, aggression). Given that state meaningfulness—nonjudgmental attention toward and awareness of present moment experiences (1)—is associated with improved behavioral regulation at work (2), we expect that in moments that nurses experience greater meaningfulness, they will be better equipped to resist engaging in CWBs.

How can nurses become more mindful in their everyday work tasks and interactions with patients? We know that an individual’s mindfulness levels can ebb and flow throughout the day and week, even in the absence of any type of training (3). However, we know little about factors that cause these natural fluctuations.

We expect perceived meaningfulness—a positively valenced, subjective experience in which one’s work is viewed as significant and purposeful—to be an important predictor of nurse meaningfulness. Meaningful work draws employees into the present moment and makes them feel more attentive and connected to the work at hand (4). Thus, during moments that nurses perceive greater meaning in their work, they should experience increased levels of state mindfulness, and in turn be less likely to commit CWBs.

OBJECTIVES
• Understand the role of state meaningfulness in reducing the occurrence of CWB
• Uncover everyday work factors that can be used to harness meaningfulness in nurses (e.g., through increased meaningfulness) without having to implement large scale interventions.
• Examine whether perceived meaningfulness may reduce instances of CWB through increased state meaningfulness

METHODS
Design: Experience Sampling Methodology (ESM) Field Study
Participants: 120 Moses Cone Hospital (MCH) Clinical RNs who were 94% female, 38 years of age on average, and reported an average 6.84 year tenure with MCH.
Procedure:
1) Intake Survey: consent, work schedules, demographic information
2) ESM Surveys: two-minute surveys were completed via text or email twice per shift over a total of 10 shifts. On average, 19 of 20 possible surveys were completed, resulting in N=2278 observations nested within 120 individuals.

ESM Survey Measures
Instructions: Please indicate the extent that you agreed you experienced the following during the last 6 hours of work:

- The work I did was meaningful
- RHU job activities were personally meaningful to me
- The work I did was very important to me
- It has been difficult to stay focused on what was happening in the present moment
- I have done jobs or tasks automatically, without being aware of what I was doing
- I have rushed through job activities without being attentive to them
- I have done jobs or tasks automatically, without being aware of what I was doing
- I told people what a lousy place I work for
- I have done jobs or tasks automatically, without being aware of what I was doing
- I have told people what a lousy place I work for
- I have rushed through job activities without being attentive to them
- I have done jobs or tasks automatically, without being aware of what I was doing
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RESULTS

% of Within-Individual Variance for the Model Variables

<table>
<thead>
<tr>
<th>Variable</th>
<th>Within-Individual Variance (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perceived Meaningfulness</td>
<td>0.41</td>
</tr>
<tr>
<td>State Meaningfulness</td>
<td>0.91</td>
</tr>
<tr>
<td>CWB</td>
<td>0.27</td>
</tr>
</tbody>
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Note: N = 2278 observations nested within 120 individuals; N = 2278 nested observations.

In the moments that RNs perceive greater meaning in their day-to-day tasks, they also experience increased levels of state meaningfulness.

When RNs perceive greater meaningfulness in their work tasks, they experience increased levels of state meaningfulness, and ultimately engage in fewer CWBs during those moments.

REFERENCES

NURSING IMPLICATIONS
• Employee meaningfulness can be used as a resource to protect against suboptimal behaviors that harm MCH, its members, and patients.
• Large scale meaningfulness interventions may not always be necessary; simply helping RNs to understand the meaning in their daily work tasks helps to harness the beneficial effects of meaningfulness.
• Leaders may actually foster counterproductive behavior in RNs by neglecting to emphasize the meaning in day-to-day tasks.