**ABSTRACT**

This exploratory research examined the relationship of a personal and an organizational resource, optimism and levels of hospital support respectively, on a variety of work and well-being outcomes in a sample of nurses in Turkey. Data were collected from 212 nurses using anonymously completed questionnaires. Feelings of psychological empowerment was positioned as a mediator between resources and work and well-being outcomes which included job satisfaction, work engagement, affective hospital commitment, work-family conflict, family-work conflict, and intent to quit. The sample scored at moderate levels on the measures of resources and work outcomes, though scoring higher of feelings of psychological empowerment. These data indicate potential room for improvement in the work experiences of our nursing respondents. Hierarchical regression analyses controlling for personal demographics indicated that levels of hospital support were significantly and positively associated with most work and well-being outcomes, with levels of optimism significantly and positively associated with fewer of these outcomes. Practical implications of the findings are offered. Hospital efforts to increase levels of optimism and hospital support are described.