
A study to assess the job satisfaction among nurses among nursing staff with reference to age, gender, qualification, experience, income, distance from work place, number of family members, nature of work , department of work

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ABSTRACT

Objective: The present study was undertaken to study on job satisfaction among nurses. **Materials and methods:** A total of 50 participants were selected by stratified random sampling. A questionnaire is prepared to assess the job satisfaction. It is prepared on the basis of literature on the topic. **Results:** Results were presented in table no 1-10. Our results reveal that the nurses of our hospital show job satisfaction. **Conclusion:** This study helps the researchers to understand job satisfaction of nurses. We recommend the managements to take measures and provide opportunity for growth and development, to make the communication effective and there is only satisfaction level towards that variable organizing factor. The management should adopt training and development programmes like conducting seminars, conferences.

Key words: Job satisfaction, Nurses.

Introduction

Most of the hospitals are confronting great competition and scarcer resources than even before. They are also severely challenged by external and internal environment to achieve their goals effectively and efficiently. Nurses, as the largest group of professionals, play an important role in determining the quality and cost of health care. It is argued that they have potential to be part of solutions to key problems in health care systems. [1] The integral part of any management process is to manage the people at work. A well managed organization sees workers as the root cause of quality and productivity. Research reported that commitment does indeed contribute to a reduction in turnover. Motivated employees are needed in our rapidly changing work places. Motivated employees help organizations survive as motivated employees are more productive.

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To be effective, managers need to understand what motivates employees within the context of the roles they perform. The present study was undertaken to study on job satisfaction among nurses.

Materials and methods

The present descriptive study was conducted at Andhra Medical College, Visakhapatnam, Andhra Pradesh. The study was approved by institutional ethical committee and informed consent was obtained from all the participants.

Participants

A total of 50 participants were selected by stratified random sampling. Total nursing staff of hospital was stratified according to ward wise: causality, medical, private ward, surgical wards, pediatric, cardiac, gynec, operation theatre.

Tools

Questionnaire

A questionnaire is prepared to assess the job satisfaction. It is prepared on the basis of literature on the topic. First part of questionnaire deals with demographic factors, second part deals with factors of job satisfaction. There are 15 questions regarding job

satisfaction. The questionnaire administered to the respondents by the researcher himself.

Statistical analysis

Data was analyzed by SPSS 20.0. data was expressed as frequency and percentage.

Results

Results were presented in table no 1-10. Our results reveal that the nurses of our hospital show job satisfaction.

Table no:1 Job satisfaction among nurses

Q. no	Questions	Total score	Average	Remarks
1	I enjoy my work	213	4.26	Highly satisfaction
2	I am able to maintain responsible balance between family life and work life	185	3.7	satisfaction
3	Minor problems did not affect my work	203	4.06	Highly satisfaction
4	If someone criticizes my work, I take it s a challenge	219	4.38	Highly satisfaction
5	Even if I have physical problem I forget about the problem when I involve in work	204	4.08	Highly satisfaction
6	I feel proud in working in this hospital	208	4.16	Highly satisfaction
7	I have opportunity for growth and development in this hospital	203	4.06	Highly satisfaction
8	I feel that communication inside the hospital is very effective.	181	3.62	Satisfaction
9	I am satisfied with the working condition prevailing in this hospital	173	3.46	Satisfaction
10	I am satisfied with the job security in this hospital	168	3.36	satisfaction
11	I had enough freedom to express my ideas	177	3.54	satisfaction
12	I am satisfied with the nature of supervision in the department	192	3.84	satisfaction
13	I receive feedback that helps me to improve my performance	211	4.22	Highly satisfaction
14	My in charge takes responsibility for shaping the attitude and relationship with in our department	214	4.28	Highly satisfaction
15	I feel my staff with in the department support each other	202	4.04	Highly satisfaction

Table no: 2 Age wise job satisfaction

S. no	Age group (years)	No of participants	Average score	Remark
1	20-25	36	4.0	Satisfaction
2	25-30	6	3.8	Satisfaction
3	30-35	5	3.7	Satisfaction
4	>35	3	3.9	Satisfaction

Table no: 3 Gender wise job satisfaction

S. no	Gender	No of participants	Average score	Remark
1	Males	5	3.8	Satisfaction
2	Females	45	3.9	Satisfaction

Table no: 4 Qualification wise job satisfaction

S. no	Qualification	No of participants	Average score	Remark
1	Diploma	22	3.9	Satisfaction
2	BSc Nursing	28	4.0	Satisfaction

Table no: 5 Experience wise job satisfaction

S. no	Experience	No of participants	Average score	Remark
1	<1 year	27	4.0	Satisfaction
2	1-3 years	9	3.9	Satisfaction
3	3-6 years	11	3.9	Satisfaction
4	>6 years	3	3.6	Satisfaction

Table no: 6 Income wise job satisfaction

S. no	Income per month	No of participants	Average score	Remark
1	<10,000	37	4.0	Satisfaction
2	10,000-12000	12	3.7	Satisfaction
3	12,000-15,000	1	4.2	Satisfaction

Table no: 7 Distance to work place wise job satisfaction

S. no	Distance kilometers	No of participants	Average score	Remark
1	nearby	23	4.1	Highly Satisfaction
2	1-5km	18	3.9	Satisfaction
3	6-10km	6	3.6	Satisfaction
4	>10km	3	3.8	Satisfaction

Table no: 8 Number of family members wise job satisfaction

S. no	Family members	No of participants	Average score	Remark
1	1-2	2	4.1	Highly Satisfaction
2	3-4	36	4.0	Satisfaction
3	5-6	11	3.7	Satisfaction
4	>6	1	3.9	Satisfaction

Table no:9 Nature of job wise job satisfaction

S. no	Job nature	No of participants	Average score	Remark
1	Temporary	32	4.0	Satisfaction
2	Permanant	15	3.9	Satisfaction
3	Contract	3	3.7	Satisfaction

Table no: 10 Department wise job satisfaction

S. no	Ward	No of participants	Average score	Remark
1	Emergency	6	3.8	Satisfaction
2	Operation	5	4.3	High Satisfaction
3	Private	10	3.8	Satisfaction
4	Medical	6	4.3	High Satisfaction
5	Cardiac	6	3.91	Satisfaction
6	Surgical	5	3.8	Satisfaction

Discussion and conclusion

Nursing is a profession focused on advocacy in the care of individuals, families and communities in attaining, maintaining and recovering optimal health and

functioning. Nursing care plays a crucial role because they are the providers and put the patient care plan prescribed by the physicians and surgeons into action. The increased pressure of modern day living can lead

to a greater number of physical and mental problems which in turn effects the satisfaction. So it is essential to learn how to deal with satisfaction in a positive way. To make the nurse's professional as well as personal life a whole lot easier and happier experience, which in turn leads to improve hospital productivity. This study helps the researchers to understand job satisfaction of nurses. We recommend the managements to take measures and provide opportunity for growth and development, to make the communication effective and there is only satisfaction level towards that variable organizing factor. The management should adopt

training and development programmes like conducting seminars, conferences.

Limitations

Major limitation of our study was less sample size.

References

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