



Assessment of job satisfaction of staff nurses working in selected hospitals of M.P.

Lakshmi Bahar¹, Kavitha AS²

¹ M.Sc. Nursing Student, Department of Mental Health Nursing, Bombay Hospital College of Nursing, Indore, Madhya Pradesh, India

² Assistant Professor, Department of Mental Health Nursing, Bombay Hospital College of Nursing, Indore, Madhya Pradesh, India

Abstract

The pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values. When the nurses are working to the maximum of their efforts and capability in order to cope with the high demand of the health issues. To know about their satisfaction of job is very imperative. Maslow's needs hierarchy theory was one of the first theories to examine the important contributors to job satisfaction. Therefore "A descriptive study was done, with the aimed at finding out the job satisfaction. The objective of the research is to assess the level of job satisfaction of staff nurses working in selected hospitals of M.P. Methodology: A systemic review search was performed to identify the job satisfaction. The review searched through pubmed and oshwiki article 7 February 2018. The samples are taken from the selected hospitals of Indore (M.P.) with the sample size of 30 staff nurses, who were selected through non probability purposive sampling technique. Data analysis was done by descriptive and inferential statistics. The result of the research are Mean score of job satisfaction of staff nurses 70.32. This value indicated, that staff nurses were extremely satisfied and very satisfied. Thus the study revealed that there is good level of job satisfaction in the staff nurses working in selected hospital of Indore (M.P.)

Keywords: job satisfaction, staff nurses

Introduction

People bring mental and physical abilities and time to their jobs. Many try to make a difference in their lives and in the lives of others through working. The reason for wanting a job is often considerably more than just a paycheck. Jobs can be looked at as the means used to achieve personal goals ^[1]. When a job meets or exceeds an individual's expectation, the individual often experiences positive emotions. These positive emotions represent job satisfaction. Job satisfaction in turn is a major contributor to life satisfaction ^[2].

Need for the Study

Nursing has its own identity as a health profession. Due recognition needs to be given to the role and contribution of nursing personnel to health care services in the hospital and the community. There are several studies that are conducted on international, national and state levels focusing on various factors that influence the job satisfaction of staff nurses, ^[3].

Centers and Cantril (1946) have conducted their studies on job satisfaction in relation to the marital status of workers and found that married workers like their jobs more than unmarried workers do, ^[4].

Inflow (1951) has stated that employees are dissatisfied in the early phase of their service and that the first two years of service have the greatest depressing influence on job satisfaction ^[4].

Talachi (1960) has observed that lower job satisfaction should increase both labour turnover and absenteeism ^[4].

Shoukry and Otis (1964) have indicated that the level of job satisfaction increases in the earlier period of employment and declines in the terminal periods ^[4].

Hence the need for inculcating desirable values is felt more important to know more about the level of job satisfaction, different factors that influence the job satisfaction, and this study also helps in finding out the answers of the unanswered questions of being satisfied with the job.

Review of Literature

Savery (1989) focused on the job satisfaction of nurses in Perth, Western Australia. The job satisfaction level of the nurses was greatly due to fascinating and inspiring work which was followed by a feeling of attainment wherein, he even said wage was ranked as a very low satisfier. The job satisfaction level increased as the person grew old where in the variables like gender, time in hospital, position held were controlled. Organizations should always attention on satisfying the three basic needs (Individual motivators, Employee relationships and personal relationships) of an employee which will in return help the employees in achieving job satisfaction.

Melvin (1993) stated that the environmental design of an organization plays a very vital role in job satisfaction at the same time it also plays an important role in employees high job involvement. A good environmental design of an organization helps in solving the conflicts and misperception. The author even names that it is the responsibility of the management to design the environment in such a way that it reduces the dissatisfaction where in the work tasks, working patterns are properly mentioned.

Mac Dermid (1999) calculated the job satisfaction level of workaholics. He said there are six variables of workaholic patterns i.e. Workaholics, Enthusiastic Workaholics, Work

Enthusiastic, Unengaged Workers, Relaxed Workers and Disenchanted Workers. The job satisfaction level and career satisfaction level was much more in Enthusiastic Workaholics, Work Enthusiastic, Relaxed Workers than Workaholics, Unengaged Workers and Disenchanted Workers because of the future career forecasts, working participation, determination and work enjoyment.

Beumont (1982) in his article highpoints the job satisfaction level of general household in United States & Britain where in there is a close fit relationship in U.S than Britain. In the study he found that in U.S there is a positive association between Job Satisfaction and Age where as in Britain it was considerably low.

Partridge (1981) highlighted the job satisfaction level of women in Britain in which he found that the job satisfaction level of women was more as compared with black men, as they normally have low expectations from their jobs. At the same time they have a extra feeling that the alternative jobs available to them differs very less than those available to them.

Statement of the Problem

“A descriptive study to assess the job satisfaction of staff nurses working in selected hospitals of M.P.”

Objectives of the Study

To assess the level of job satisfaction among the staff nurses working in selected hospitals of M.P

Assumptions

The study is assume to assess the level of job satisfaction of staff nurses working in selected hospitals of M.P.

Methodology

A quantitative descriptive research approach was used in the study, 30 staff nurses of selected hospital of Indore, were selected by using non probability purposive sampling technique. Data was collected by standardized structured questionnaire & analysed through descriptive statistics.

Results and Findings

This section deals with the, findings related to assessment of job satisfaction. This is assessed by finding out the scores that tells about the degree of satisfaction.

Table 1

Score	Degree of satisfaction	Percentage
74 or above	Extremely satisfied	36.666%
63-73	Very satisfied	36.666%
56-62	Moderately satisfied	0%
48-55	Not satisfied	3.3%
47 or below	Extremely dissatisfied	13.3%

- 36.666% were extremely satisfied and 36.666% were very satisfied.

The below mentioned data shows the category and percentage of job satisfaction of the staff nurses.

1st category-13.3%

2nd category-3.3%

3rd category-0%

4th category-36.666%

5th category-36.666%

The table is showing the percentage and mean scoring of the job satisfaction of the staff nurses of selected hospitals of M.P.

Table 2

S. No	Score	Frequency	Percentage	Mean Score
1	Extremely Satisfied 74 Or Above	4	13.3%	70.32
2	Very Satisfied 63-73	1	3.3%	
3	Moderately Satisfied 56-62	0	0%	
4	Not Satisfied 48-55	11	36.666%	
5	Extremely Dissatisfied 47 Or Below	11	36.666%	

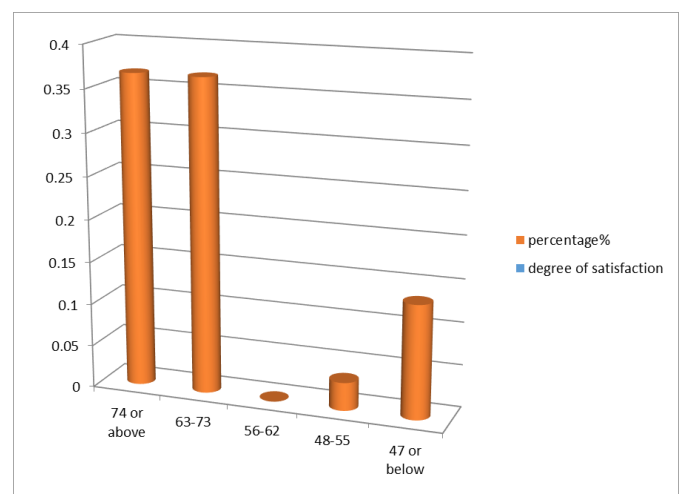


Fig 1

The above table and graph revealed that 36.666% of staff nurses are extremely satisfied and 36.666% staff nurses are very satisfied.

Mean value of staff nurses are extremely satisfied and staff nurses who are very satisfied was 70.32 and this value comes under very satisfied.

Conclusion

This study revealed that the staff nurses working in the selected hospital of Indore (M.P.) are very satisfied by their job.

The overall experience of conducting the study was enjoyable. The response of the participants was an encouraging hand for the investigators. The constant help and support of the guide and co-guide provided a positive reinforcement for successful completion of the study. The study was a new learning experience for the investigator.

Implications

In nursing, as in life generally, you are presented with all sorts of issues and situations to which you will react. The way you deal with problems that arise will be based on the values that you have and the moral standpoint you take [5].

Many of the problems you face have to do with things like honesty, doing good, having a choice, valuing someone's worth and being fair about something. Philosophers have tried to put these issues into a coherent order. When providing healthcare, pre-registration students in particular (but not exclusively) often experience a challenge to their own values and face situations that are new and require them to make decisions that oppose their own beliefs ^[5].

The NMC states that the nursing and midwifery professionals must provide anti-discriminatory healthcare, thus issues such as responsibility, accountability and negligence need to be explored in relation to personal and professional values.

Recommendations

From the findings of the study the following recommendations are suggested:

- A similar study can be replicated on large samples.
- A methodological study can be carried out to assess the job satisfaction of staff nurses.

References

1. <https://en.wikipedia.org/wiki/Wikipedia>
2. <http://shodhganga.inflibnet.ac.in>
3. <https://www.ncbi.nlm.nih.gov/books/NBK209867>.
4. shodhganga.inflibnet.ac.in/bitstream
5. www.independentnurse.co.uk/