

Research Paper

A Study on Job Satisfaction among Nurses

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ABSTRACT

Nursing is one of the stressful jobs in health sector. The level of job satisfaction in the profession remains a matter of concern. Globally, there are mounting concerns about nurses' job satisfaction because it's pivotal role in nurse turn over and quality of care of patients. Poor job conditions and limited resources are reducing job satisfaction and motivation among nurses in low income countries. Here, in this research study, the aim was to discover the job satisfaction among nurses (BSc and General). A group of 60 nurses from Thrissur district were recruited to participate in the study via random sampling technique. The data were collected using the IJS (Index of job satisfaction) Scale. Result shows that there is no significant difference among BSc and general nurses with regard to their job satisfaction.

Keywords: *Job Satisfaction, Nurses*

Nursing is a profession within the health care sector focused on the care of individuals, families, and communities so they may attain, maintain or recover optimal health and quality of life. They also take on vital roles of education, assessing situations, as support. Nurses may be differentiated from other health care providers by their approach to patient care, training and scope of practice. Nurses practice in many specialties with differing levels of prescription authority. Nurses comprise the largest component of most health care environments; but there is evidence of international shortage of qualified nurses. Many nurses provide care within the ordering scope of physicians, and this traditional role has shaped the public image of nurses as care providers.

Satisfaction means the simple feeling of attainment of any goal or objective. Job dissatisfaction brings an absence of motivation at work. Research workers differently describe the factors contributing to job satisfaction and job dissatisfaction. Hoppok (1935) describes job satisfaction as "any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say that I am satisfied with my job"

Siegal and Lance (1987) stated that 'job satisfaction is an emotional response defining the degree to which people like their job'. Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It is not self-satisfaction,

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Received: July 19, 2024; Revision Received: December 16, 2024; Accepted: December 20, 2024

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happiness or self-contentment but the satisfaction of the job. Its satisfaction relates to the total relationship between an individual and the employer for which is paid.

M Lorber found that there was a slight positive correlation between job satisfaction of nurses and their level of education and a negative correlation between job satisfaction and the type of job which means that nurse leaders have higher job satisfaction than nurses, and that job satisfaction increases with the level of education.

Need and Significance

Job satisfaction is an important part of the nurse's lives that can significantly affect patient safety, performance, and productivity and quality of care to the patient and commitment to the job as well as organization. Job satisfaction among nurses is an indicator of excellent working environment and management of the institution. The study of job satisfaction has relevance to nursing from economic, humanitarian, and professional perspectives. Using data from the American Nurses Association's National Database of Nursing Quality Indicators, researchers discovered that 25 percent increase in nurse job enjoyment over a two-year span was linked with an overall quality of care increase between 5 and 20 percent. The most significant change in nursing over the last ten years has been nursing educator women's caretakers, so nursing was just an extension of what their roles at home were anyway. Today, the nursing profession has changed drastically; there are extensive training programs, mere diversified staff, and a level of prestige associated with this era of the medical field that wasn't there before.

Objective of the Study

The main objective of the present study is as follows:

- The major objective of the study is to understand the job satisfaction among nurses.

Hypothesis of the Study

The main null hypothesis formulated in the present study is as follows:

- **Ho:** there will be no significant job satisfaction among BSc and general nurses.

Research design

The present research is descriptive in nature. Among the important methods to conduct descriptive research, the questionnaire method was employed in the study. Standardized and well-established tool were used for purpose. Random sampling method was used for the purpose of sample selection. Scoring was done, as per manual the data were analyzed and findings are reported systematically.

METHODOLOGY

Sample

The sample for the study consisted of 60 participants selected from the hospitals and clinics in Thrissur district of Kerala, and all 60 were nurses (both male and female).

Inclusion criteria

Nurses who are working in hospitals and clinics in Thrissur districts of Kerala are included in the study. People who are physically and mentally stable are included for study.

Exclusion Criteria

Individuals other than the nursing profession are excluded from the study; people who weren't physically and mentally stable are excluded for study.

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Variables

Variable which are taken in the present study are as follows:

- **Dependent variable:**
Job Satisfaction
- **Independent variable:**
Level of education (BSc, general)

Instruments

Two measures were used in the study

1. Personal data sheet

Personal data sheet is used to collect the data regarding the demographic characteristics of the subject.

2. Index of job satisfaction (175) prepared by Cathy King Pike and Wolter W. Hudson.

The IJS is a 25-item instrument designed to provide Information about job satisfaction among employees: This type of information is sought for use in many different types of reports and research undertakings. Despite the need of such information, it is often difficult to obtain with the use of Standardized, reliable and valid measurement tools. The IJS appears to be a measure that can meet some of the gaps in the current literature. The IJS also may be used as an index of change for clients who are experiencing job dissatisfaction. That is, scores that improve overtime may reflect positive results due to clinical interventions or to organizations. One advantage of the IJS is that it is one of several scales of the WALMYR Assessment Scales package reproduced here, all of which are administered and scored the same way.

- **Scoring:** Like most WALMYR Assessment scales instruments the IJS is scored by first reverse-scoring items listed at the bottom of the instrument (1,2,4,5,6,9,11,15,18,19,21,22), summing these and the remaining scores, subtracting the number of completed items, multiplying this figure by 100, and dividing by the number of items completed times 6. This will produce a range from 0 to 100 with higher scores indicating greater magnitude or degree of job satisfaction
- **Reliability:** The IJS has excellent internal consistency with an alpha of 0.94. The IJS also has a good, low SEM of 3.46. The data on stability weren't available.
- **Validity:** The IJS has been investigated with regard to content, construct, and factorial validity. It nearly always achieves validity coefficients of 0.60 or greater.

Procedure

The scale was administered to the subject individually. The scales were administered according to standard instruction. Nurses were chosen belonging to both genders randomly. The subjects were contacted through online and online mode, and established a good rapport to make them feel comfortable. They are assured about confidentiality of the response. A brief introduction of the topic was given and a questionnaire was administered. Instructions were presented clearly in the beginning of the test. They were requested to be honest in their response. After data collection data was consolidated.

Statistical Analysis

The following statistical test was employed to the test the hypothesis of the study. The technique used for study is student's t-test. The data collected were analyzed using t-test.

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The t-test is any statistical hypothesis test in which the test statistics follow a student distribution under the null hypothesis. The t-test can be used to determine, if 2 sets of data are significantly differ from each other. The t-test was introduced by Willam scaly crosset in 1905.

RESULTS AND DISCUSSION

The present chapter contains the result obtained through statistical analysis of data collected or information collected properly with the help of a test, chosen data were labeled symmetrically, scored, processed, and inserted logically. The objective of the study was to understand the difference in the job satisfaction among nurses who are pursuing general and B.Sc. Nursing. The participants were asked to indicate their level of education, demographic form and respond to the items in the questionnaire to measure their job satisfaction. Their responses were calculated and reported in Table.1.

Table 1 Mean, Standard deviation of the score in job satisfaction among nurses and corresponding T-value.

Group	N	Mean	SD	t-value	Level Of Education
General	16	130.3	-11956.8	0.15078	5%
BSc	44	115.08	-9082.391		

The result in table 1 shows that the mean score of general and BSc nurses were compared using a t-test of independent samples. The mean values of general nurses were 130.3, and Standard deviation was -11956.81 and mean values of B.Sc. nurses were 115.08 and Standard deviation were -9082.391. The t-value is 0.15078. The sample provides evidence to show there is no significant difference in job satisfaction among nurses (Bsc and general). In this study, the t-value is 0.15078 it is less than the corresponding T-value, with degrees of freedom 58 (n_1+n_2-2) and $\alpha=5\%$, that value is 2. Thus, we accept the hypothesis; there is no significant difference in job satisfaction among nurses between BSc and General.

DISCUSSION

The study is intended to measure job satisfaction among nurses. From the study it is concluded that there is no significant difference in job satisfaction among nurses who fall in the general and BSc nursing category. By theory the calculated values of t-test statistics is less than the table value we accept hypothesis, there is no significant difference in job satisfaction among nurses between BSc and General. The factors influencing job satisfaction for nurses, the clear and reasonable company and administrative policies, positive and fair supervision, adequate compensation across salaries, raises and bonuses, interpersonal relations including a sense of camaraderie and teamwork and comfortable working environment. These are methods to improve Job satisfaction among nurses, build a strong employer brand, communicate ethics and core values, led by example, drive engagement through daily huddles, provide a great onboarding experience etc.

CONCLUSION

Nursing is among the important professions in health care; hence, it gives very important care and support to patients. Nurses' job satisfaction is a critical element affecting not only themselves as workers but also the quality of services they will offer. High levels of job satisfaction of nurses mean better patient outcomes and reduced turnover rates, thus a positive work atmosphere. The major finding of the present study is, there is no significant difference in job satisfaction among nurses who fall in the general and BSc nursing category. In conclusion the current research revealed there is no significant difference

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between BSc and general nurses, in the job satisfaction. Job satisfaction comes from the attitude that employees have towards their work. There is a close relationship between the degree of satisfaction and the motivation level of an employee.

Major Findings

There is no significant difference in job satisfaction among nurses who fall in the general and BSc nursing category.

Implications

Based on the result obtained in the present study, the following implications were suggested: Job satisfaction is an important component of nurses' lives that can impact on patient safety, productivity & performance, quality of care, retention and turnover, commitment to the organization & the profession. A health care system with a limited number of nurses cannot function effectively.

Positive interpersonal relationships (loyalty, trust, sharing of common values) & quality of care have been associated with higher levels of job satisfaction. When nurses perceive patient care as being central to their work, their job satisfaction improves. The literature identified several factors influencing levels of job satisfaction among nurses. Clearly defined roles and responsibilities, a balanced workload, and reward for effort are also related to higher levels of job satisfaction. Continuing professional education is an excellent way to manage stress and other challenges in nursing. Up skilling & training can offer fresh perspectives to health care practices and new career opportunities.

Limitations

- Despite all the attempts to carry out the study significantly and systematically, the study has following limitation:
- The sample size is relatively small; therefore the result can't be generalized.
- The lack of sufficient time also was another limitation of the present study.
- The Study lacks sufficient literature to support the finding.

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Acknowledgement

We are extremely grateful to the almighty god for his abundant grace, mercy, unconditional love and blessings throughout this endeavor, with whom it would not have been possible. We are indebted to all my department faculties for all the guidance they have given me. It's our duty to thank all the nurses who willingly agreed and cooperated throughout the study with whom the research could not have been possible. We express our sincere gratitude to our friends who helped us a lot to complete this work. Last but not the least we are grateful to our parents, whose love and guidance are with us in whatever we pursue.

Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: Sageer, A., Harsha, P.K., Kulsom, F.K. & Menon, M.G. (2024). A Study on Job Satisfaction among Nurses. *International Journal of Indian Psychology*, 12(4), 2138-2143. DIP:18.01.204.20241204, DOI:10.25215/1204.204