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STUDY TO ASSESS THE LEVEL OF JOB SATISFACTION AMONG STAFF NURSES WORKING IN SELECTED HOSPITAL AT CHENNAI

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ABSTRACT

Objective: The study was conducted to assess the level of knowledge on job satisfaction among staff nurses working in new block at Sri Ramachandra Hospital and to associate job satisfaction with the selected demographic variables among staff nurses working in new block at Sri Ramachandra Hospital. **Design and methods:** A descriptive non-experimental design was used to assess the formulated objectives. **Setting and participants:** Non probability sampling technique was used to select a sample of 30 staff nurses. **Results:** The results of the study showed that among 30 nurses, 2 (7%) had high level of job satisfaction, 17 (57%) of them had moderate level of job satisfaction and 11 (36%) had low level of job satisfaction. The mean and standard deviation value for job satisfaction was 117 and 16.17 respectively. There was statistically no significant association between demographic variables and job satisfaction. **Conclusion:** The study concludes that majority of the staff nurses have moderate level of job satisfaction. There was no significant association between demographic variables and job satisfaction.

KEYWORDS

Knowledge, Job satisfaction and Staff nurses.

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INTRODUCTION

In a civilized society majority of the people find some job or other to earn their livelihood. To a great extent the job of a person influences his happiness, satisfaction outlook and attitude towards his life. His social living is conditioned by his job. Some people find a job which suits their interest, aptitude, skill, their way of life and physical condition. They are happy, contented and satisfied towards their job as a result of which both the individual and the society are benefited. Even few others find their job

monotonous, uninteresting and unsuited to their interest as result they experience pangs of dissatisfaction every day and it is reflected in their contribution to society and in their job performance. Most of the people spend 50% of their time doing some job or other to earn their livelihood every day. A considerable period of their rest time is also spent on either preparing for the job or thinking about their job requirement. No other activity has that much influence over the life of an employed person. Thus, job and job satisfaction plays an important role in an employee's life¹⁻⁵.

MATERIAL AND METHODS

The conceptual framework of this research was based on Von Ludwing General System model (1968). The tool consisted of demographic variables and five point Likert scale. Non probability sampling technique was used to select a sample of 30 staff nurses. Descriptive statistics (percentage, frequency, mean and standard deviation) and inferential statistics (chi square and correlation) were used to analyze the data.

A descriptive non-experimental design was used to assess the level of knowledge on job satisfaction among staff nurses working in new block at Sri Ramachandra Hospital and to associate job satisfaction with the selected demographic variables among staff nurses working in new block at Sri Ramachandra Hospital. The study was conducted in the new block of Sri Ramachandra Hospital, which is one of the largest tertiary hospital in Tamilnadu and in India with bed strength of 1,675 and round the clock emergency service department.

SAMPLING CRITERIA⁶⁻¹¹

Inclusion Criteria

1. Male and female staff nurses who completed diploma or baccalaureate in nursing.
2. Has minimum of 1 year of experience in nursing.
3. Willing to participate.
4. Read and understand English

Exclusion Criteria

1. Staff nurses with less than 1 year of experience.
2. Nurses in supervisory position.
3. Nurses who are not available during data collection period.

Description of the instrument

The instrument consisted of:

1. Demographic variables of staff nurses like name, age, gender, education, experience, locality, management type, marital status, salary, number of children and occupation of husband (Table No.1).
2. Consisted of Likert five point scale with 35 questions. Each question with 5 options to select from in the form of strongly agree (5), agree (4), undecided (3), disagree (2) and strongly disagree (1). The total score was 175, the scores were grouped as:

Low level of satisfaction - <55

Moderate level of satisfaction – 55-120

High level of satisfaction - >120

FINDINGS

The findings of the study showed that among 30 nurses (Figure No.1), 2 (7%) had high level of job satisfaction, 17 (57%) of them had moderate level of job satisfaction and 11 (36%) had low level of job satisfaction. The mean and standard deviation value for job satisfaction was 117 and 16.17 respectively. There was statistically no significant association between demographic variables and job satisfaction.

Table No.1: Association between the level of job satisfaction and selected demographic variables

Demographic variables	Level of job satisfaction			Chi square
	High level	Moderate level	Low level	
Age				
20-25	1	9	5	2.22
26-30	0	7	2	
31-35	1	3	2	
Education				
GNM	2	12	5	4.82
B.Sc. Nursing	0	8	1	
Post B.Sc. Nursing	0	1	1	
Experience				
<3 years	0	9	6	5.24
4-6 years	1	5	1	
>6 years	2	3	3	

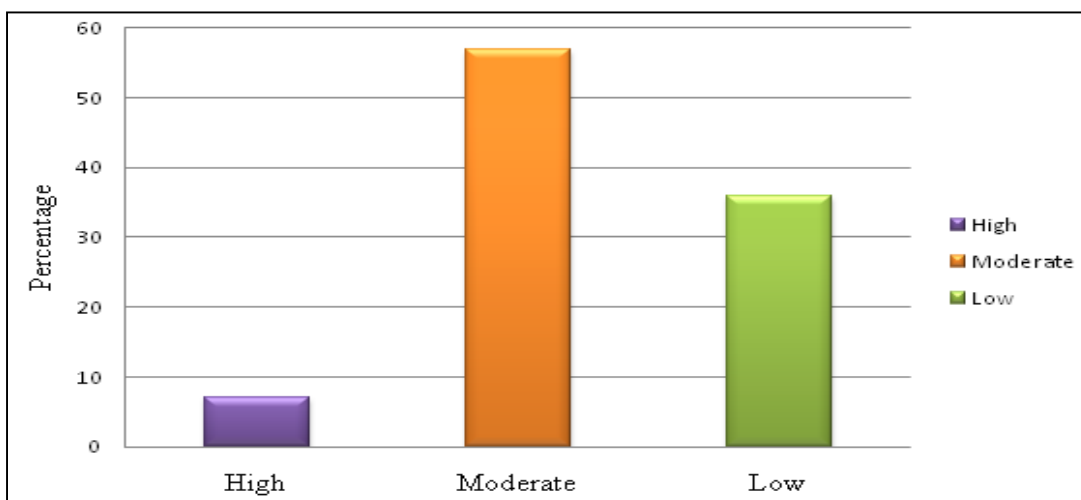


Figure No.1: Percentage distribution of the level of job satisfaction among nurses

RECOMMENDATION

1. Replication of the study can be done with large sample to validate and generate the findings.
2. A phenomenological study can be done among staff nurses to assess the level of job satisfaction.
3. A comparative study can be conducted among diploma and graduate nurses.

CONCLUSION

Nursing personnel can develop skills in communications among themselves, health care professionals, patients and family members. Through job satisfaction the nurse can improve their decision

making and problem solving abilities which in turn enhances quality of nursing care. Nursing administrator can organize in-service education programme on assessment of job satisfaction among nurses. Job description can be given for all the staff nurses to avoid role conflicts. The nurse administrator should plan the meeting for all staff nurses for every week to express their problems. Research adds value to the comprehensive and level holistic care. Nurses can also involve the research activities and implement their findings in their day to day life.

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CONFLICT OF INTEREST

We declare that we have no conflict of interest.

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