

## Assess the job satisfaction of staff nurses working in tertiary care hospital at Nellore

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### Abstract

Job satisfaction may be proportional to the degree with which the individual views the importance of various needs and how well they are being satisfied. The present cross sectional descriptive study was conducted with an aim to identify the level of job satisfaction among the nurses. 30 nurses working in General wards of Narayana Medical college Hospital were selected by using the nonprobability sampling technique. Standard MC Closkey /Mueller satisfaction scale [MMSS] was used to assess the job satisfaction. The study findings revealed that majority of staff nurses 50% were moderately satisfied followed by 43% are had good job satisfaction and only 7% had poor job satisfaction it indicates there is a need of continuous staff performance appraisal programmes and decreasing work related stress by maintain standandards in the staff recruitment by health care organizations.

**Keywords:** job satisfaction, nurses, tertiary care hospital

### Introduction

Job satisfaction can be evaluated on several level like Profits, job performance intrinsic work values, and patient care issues. Profits referral not to personal financial gain but to the organization's profits. Many of the intrinsic work values of nurses response were derived from "patient care activities or by making a difference in the life of a patient "when considering care Issues, many respondents voiced concern over the idea the patient care lowered due to the organizational changes in staffing and assignment. Nurse's job satisfaction is important indicator of nurses, intent to study quality of nursing care and professional performance.

### Problem of the statement

Study to assess the knowledge regarding job satisfaction of staff nurses working in tertiary care hospital at Nellore.

### Objectives

- To assess the level of job satisfaction of staff nurses
- To associate the level of job satisfaction among staff nurses with their selected socio demographic variables

### Material and Methods

This cross sectional descriptive study was carried out to assess the level of job satisfaction among nurses working in tertiary care hospital. After obtaining ethical clearance 30 nurses working in wards were selected by using non probability convenience sampling technique. Informed consent was obtained from the samples. The data collected from sample by using standard MC Closkey /Mueller satisfaction scale [MMSS] responses were documented. Statistical analysis was performed by using descriptive and inferential statistics.

### Criteria for sample selection

#### Inclusion criteria: Nurses who are

- Available at the time of data collection
- Working in general wards of Narayana Medical College Hospital
- Willing to participate in study
- Able to read and speak English

#### Exclusion criteria: Nurses who are

- Not willing to participate
- All not having registration
- Not available during the period of data collection
- Working in OT and ICU

### Description of the Tool

- The tool was developed with the help of related literature from various text books, journals, website, discussion and guidance from experts.
- **Part-I:** It consist of socio demographic variables of age, sex, education, qualification, job satisfaction, salary, experience, working place service training during employment.
- **Part-II:** It consists of 30 items to assess the level of job satisfaction of staff nurses working in wards of NMCH. With the help of get MC Closkey / Mueller satisfaction scale [MMSS]. It has their response of highly satisfied, moderately satisfied, neither satisfaction nor dissatisfaction, moderately dissatisfaction, highly dissatisfaction.

### Plan for Data Analysis

The data was analyzed in terms of objectives of the study using descriptive and inferential statistics.

Table 1

Sl. No	Data Analysis	Method	Remarks
1	Descriptive Statistics	Frequency, and Percentage distribution, Mean and Standard Deviation	*Distribution of socio demographic variables To assess the job satisfaction of staff nurse working
2	Inferential statistics	Chi-Square	* To find out the association between level of job satisfaction of staff nurse with their selected score demographic variables

**Results**

The data were organized and presented under the following Headings.

**Section 1**

Frequency and percentage distribution of socio demographic variables of staff nurses

**Section 2**

Frequency and percentage distribution of job satisfaction level among staff nurses

**Section 3**

Mean and standard deviation score of job satisfaction level among staff nurses

**Section 4**

Association between job satisfaction level among staff nurses with their selected socio demographic variables

**Section-I**

**Frequency and percentage distribution of socio demographic variables of staff nurses**

Majority of staff nurses with respect to age 30(100%) are 22-27 years of age and with regard to gender 27(90%) are females, in view to education 23(77%) are Bsc (N), with respect to salary 23(77%) are Rs.6000 to10000 per month.

**Section-II**

**Percentage distribution of level of job satisfaction among staff nurses.**

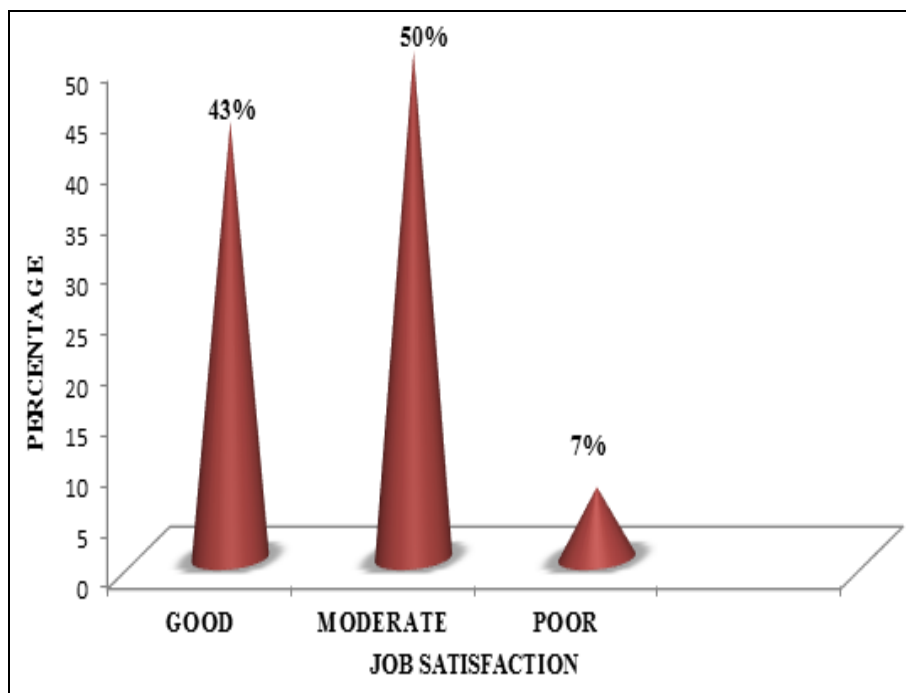


Fig 1

**Section-III**

**Mean and standard deviation of level of satisfaction**

Table 2

Category	Mean	Standard deviation
Staff nurses	92.86	16.99

**Section- IV**

**Association between level of knowledge and socio demographic variables of staff nurses**

The study finding reveals that there is no association between the job satisfaction and socio demographic variables of staff nurses

**Conclusion**

The study findings revealed that majority of staff nurses are having the moderate level of job satisfaction. Hence there is a need of improvement of job satisfaction among nurses by giving good opportunities.

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