

## Job satisfaction among class IV workers

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### Abstract

**Back ground:** Class IV workers play an important role in maintaining the health and hygiene in the hospitals. They exposes to a variety of risk factors such as dust, bio aerosols, volatile organic matter and mechanical stress, which make them susceptible to certain occupational diseases. The important morbid conditions detected in these workers include the diseases of the respiratory system and eye, injuries, cuts and wounds, skin infections, etc. Workers manually collect the wastes. There is little, if any, protection to workers from direct contact and injury and virtually no dust control at the workplaces. Solid waste collectors are exposed to significantly large amount of dusts, microorganisms, toxins and exhaust pollution than the recommended norms.

**Aim:** To assess the level of job satisfaction among class IV workers.

**Material and method:** Study conducted by using the quantitative research approach by using descriptive research design was used to assess the Job satisfaction among class IV workers.

**Statistical Analysis Used:** The collected data was organized, tabulated, analyzed and interpreted by using descriptive and inferential statistics based on the objectives of the study.

**Results and Conclusion:** The study result shows that with regard to level of job satisfaction among class IV workers, 2(6.7%) had very satisfied, 26(86.6%) had moderately satisfied and 2(6.7%) had neither satisfied/nor dissatisfied.

**Keywords:** job satisfaction, class IV workers

### 1. Introduction

Class IV workers play an important role in maintaining the health and hygiene in the hospitals. They exposes to a variety of risk factors such as dust, bio aerosols, volatile organic matter and mechanical stress, which make them susceptible to certain occupational diseases. The important morbid conditions detected in these workers include the diseases of the respiratory system and eye, injuries, cuts and wounds, skin infections, etc. Workers manually collect the wastes. There is little, if any, protection to workers from direct contact and injury and virtually no dust control at the workplaces. Solid waste collectors are exposed to significantly large amount of dusts, microorganisms, toxins and exhaust pollution than the recommended norms

Organization comprises of people. It is their satisfaction which can make the performance of the organization. Employee satisfaction is important in determining how for an organization achieves its goals. Job satisfaction leads to life satisfaction. Job satisfaction is generally regarded as an employee's attitude towards the job and job satisfaction.

In recent years, health and healthy living have become increasingly important issues both in society and large in workplace. Healthy living is about taking responsibility and making smart choices for today and for future.

Job satisfaction as a collection for feeling that an individuals hold towards his or her job. This implies that a person with a high level of job satisfaction will hold positive feeling towards the job and person who he is dissatisfied will hold negative feelings about the job.

Armaily S. 2015 conducted a study to assess the job

satisfaction and absenteeism amongst class IV employee in tertiary care teaching Hospital in Mumbai A total of 171 employees were included for the study. Minnesota Job Satisfaction questionnaire was used to assess the job satisfaction of the participants. Data was analyzed in the form of percentage and proportions and chi-square test. The study result shows that out of the total 171 study participants, 116(67.8%) were males and 55(38.2%) were female. Majority 89(52%) participants prefer to take leave in months of April, May and June. The study conducted that overall satisfaction level was some what satisfied however the determinants of Job satisfaction show variable association.

### 2. Objectives of the Study

- To assess the level of job satisfaction among class IV workers.
- To find out the association between the level of job satisfaction among class IV workers with their socio demographic variables.

### 3. Detailed Research Plan

**Research Approach:** Quantitative Approach.

**Research Design:** Descriptive research design.

**Research Setting:** The setting of the study was conducted in Narayana Medical College Hospital, Nellore

**Sampling Technique:** Non probability convenience sampling techniques was adopted for selection of the subjects.

**Sample Size:** The sample size of the study is 30 class IV workers.

**Description of the tool**

The tool was developed with the help of extensive review from various Text books, Journals, Internet, discussion and guidance from Experts. It was divided into two parts.

**Part-1**

It deals with the demographic data including age, gender, education, religion, type of family, area of residence, marital status, dietary pattern, job position, years of experience, and income.

**Part-2**

It deals with modified MC CLOCKEY/MULLER satisfaction rating scale to assess the Job satisfaction among class IV workers.

**Score Interpretation**

**Table 1**

Score level	Interpretation
Very satisfied	121-150
Moderately satisfied	91-120
Niether satisfied nor dissatisfied	61-90
Moderately dissatisfied	31-60
Very dissatisfied	>30

**4. Results and Discussion**

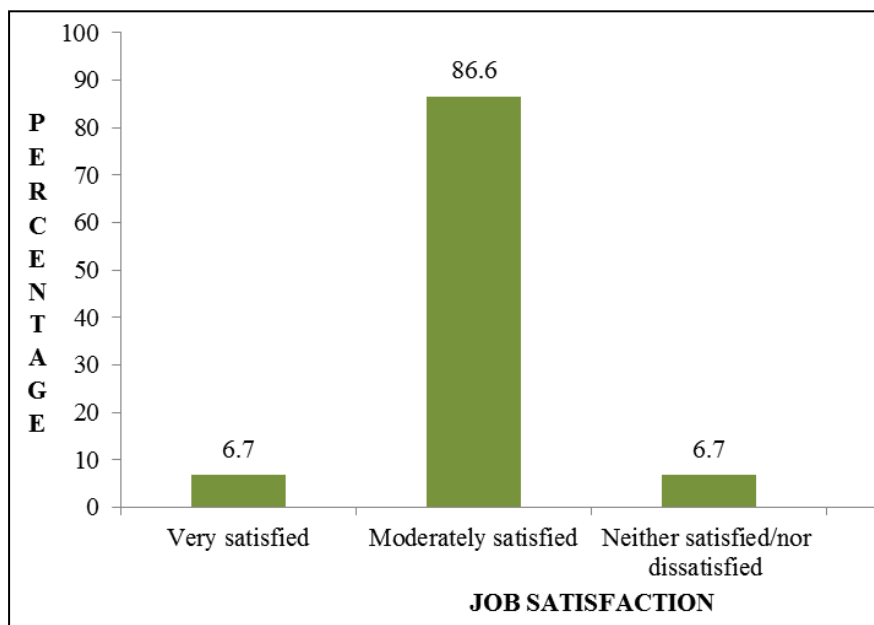
**Description of demographic variables of among class IV workers**

- 15(50%) of class IV workers belongs to above 38 years
- 22(73.3%) of class IV workers were females
- 18(60%) of class IV workers studied primary school,
- 19(63.3%) of class IV workers were Hindus
- 19(63.3%) of class IV workers belongs to nuclear family
- 19(63.3%) of class IV workers were lives in rural area
- 24(80%) of class IV workers were married
- 29(96.7%) of class IV workers were non-vegetarians.
- 21(70%) of class IV workers were sweepers.
- 29(96.7%) of class IV workers earns below Rs.5000/-.
- 13(43.3%) of class IV workers had 1-3 years of experience

**Table 2:** Frequency and percentage distribution of Level of job satisfaction among class IV workers. (N=30)

Level of job satisfaction	Frequency (f)	Percentage (%)
Very satisfied	2	6.7
Moderately satisfied	26	86.6
Neither satisfied/nor dissatisfied	2	6.7
Total	30	100

Table 2 shows that with regard to level of job satisfaction among class IV workers, 2(6.7%) had very satisfied, 26(86.6%) had moderately satisfied and 2(6.7%) had neither satisfied/nor dissatisfied.



**Fig 1:** Percentage distribution of class IV workers based on job satisfaction level

**5. Implications of the Study**

The scientific knowledge and skills level of job satisfaction among class IV workers and know their level of job satisfaction. The findings of the study have implications nursing education, nursing administration and nursing research.

**Nursing Practice**

- This study helps to know the duties and responsibility of

class IV workers.

- This study helps to know the infection and diseases suffering of class IV workers.
- This study helps to know the problem which ever leading or making them to feel dissatisfaction towards their job in different aspects.
- This study helps to provide good standards towards their jobs to have satisfaction in their jobs.

### **Nursing Education**

Educational programmes should emphasize more on class IV workers to improve their level of job satisfaction

### **Nursing Administration**

- Nursing administration should organize in service education / workshop/ simulation /CNE/ Seminar on job satisfaction among class IV workers.
- The nursing administration should develop certain plans and policies to be implemented to improve the level of job satisfaction among class IV workers

### **Nursing Research**

- Extensive research can be carried out to assess the level of job satisfaction among class IV workers.
- Research on job satisfaction among class IV workers can be conducted in industrial, factories and hospital settings.
- The study be valuable reference and pathway for future researcher.

## **6. Conclusion**

The findings of the study revealed that 2(6.7%) class IV workers were very satisfied, 26(86.6%) of class IV workers were moderately satisfied and 2(6.7%) of class IV workers were not satisfied. Hence the study concluded that class IV workers had less Job satisfaction especially in some aspects regarding salaries, working hours, timing schedules, leaves among class IV workers working in NMCH, Nellore. There was necessity to meet the demands and increase their job satisfaction.

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