Level of job satisfaction among staff nurses in tertiary care hospital, Nellore

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Abstract
The present cross sectional descriptive study was conducted with an aim to identify the level of job satisfaction among staff nurses. 100 staff nurses working in Narayana medical college hospital at Nellore were selected by using non probability convenience sampling technique. The results revealed that, with regard to job satisfaction among staff nurses, 59(59%) had good level of job satisfaction, 40(40%) had moderate level of satisfaction and 1(1%) had low level of job satisfaction. The study findings concluded that the majority of staff nurses had good level of job satisfaction and even more appraisal required to maximizing the job satisfaction among staff nurses.

Keywords: Job satisfaction, staff nurses

Introduction
Level of job satisfaction is an extent to which person likes or dislikes his job. Multiple factors can influence person level of job satisfaction this factor range from the level of pay and benefits, perceived fairness of promotion system within the organization, the quality of working environment and social relationship with others. Job satisfaction and life satisfaction are positively and reciprocally related to each other. Job satisfaction of the nurses is a crucial indicator of good working environment and quality services in an health care organization. The job satisfaction among nurses and the achievement of positive outcome such as a low patient fall rate are issues that affect both quality and cost of the patient care. Although the cost of nurse job dissatisfaction has not been directly measured, the high cost of turnover rate has been well established. Poor patient outcome such as an increased patient fall rate also increase the cost of health care.

Rosales RA (et al, 2014) was conducted a study aimed to determine the level of job satisfaction and burnout among nurses in three government hospitals of Samar, Philippines.100 samples were selected by using random sampling technique. The finding revealed that the highest ranked sub scale was emotional exhaustion; on the other hand, depersonalization subscale was the lowest scored subscale. Analysis also showed that there is a significant relationship between the respondents’ level of burnout and their level of job satisfaction. The result showed a statistically significant relationship between the nurse respondents level of burnout and their level of job satisfaction which may effect on the quality of care given to their patients.

Statement of the Problem
A study to assess the Level of Job Satisfaction among Staff Nurses in Narayana Medical College Hospital, Nellore.

Objectives
- To assess the level of job satisfaction among staff nurses in NMCH at Nellore.
- To find out the association between the levels of job satisfaction among staff nurses with their selected socio demographic variables.

Methodology
A quantitative research approach and descriptive research design was used to assess the level of job satisfaction among staff nurses in Narayana Medical College Hospital at Nellore.
The sample includes all the staff nurses who are working in Narayana Medical College Hospital at Nellore. 100 staff nurses were selected by using non probability convenience sampling technique. The investigator as developed tools to measure level of job satisfaction with the help of Mc Closkey/Mueller satisfaction scale (MMSS). The tool was sent to nursing experts for content validity. The reliability of the tool ‘r’ value was 0.98. The tool was tested for the feasibility by conducting pilot study among 10 staff nurses. Prior formal permission was obtained from ethical committee of Narayana Medical College Hospital at Nellore. The samples were informed by the investigator about the purpose of the study and the written consent was obtained. The data collection was carried out 2 weeks. Data was collected by using socio demographic variables and the level of job satisfaction was measured with the help of standard questionnaire. It took 10-15 minutes to collect the data from each participant. The data was analyzed and tabulated by using descriptive and inferential statistics based on objectives of the study.

Results and Discussion

Section I: Frequency and percentage distribution of socio demographic variables of staff nurses.
Majority of staff nurses with reference to age 80 (80%) are in between the 26-30 years of age group, 94 (94%) staff nurses are female, 50 (50%) staff nurses completed B. Sc (N) course, 90 (90%) nurses are working as staff nurses remaining 10 (10%) are working as head nurse, 52 (52%) staff nurses having 6months to one year experience.

Section II: Percentage distribution of level of job satisfaction among staff nurses.

![Figure 1: Level of job satisfaction](image)

Section III: Mean and standard deviation of level of job satisfaction among staff nurses

<table>
<thead>
<tr>
<th>Category</th>
<th>Mean</th>
<th>Standard deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff nurses</td>
<td>118.52</td>
<td>12.4</td>
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</table>

Section IV: Association between the level of job satisfaction and socio demographic variables
The socio demographic variables have shown non-significant association with the level of job satisfaction.

Conclusion
The study concluded that most of the staff nurses had good level of job satisfaction. Furthermore encouragement is required to gain the complete job satisfaction among all staff nurses.

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