

A STUDY ON JOB SATISFACTION AMONG NURSES IN A SPECIALTY HOSPITAL IN BANGALORE

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Abstract - Job satisfaction is considered a global concern. However, it is also important to improve the quality of medical care provided and to create favorable working conditions in medical institutions. The study focuses on the job satisfaction of the nurses working in a specialty hospital. Nurse satisfaction has been linked to and has influenced many issues in the health care system, such as treatment outcomes, patient satisfaction, and organizational commitment .The objective of the study is to analyse the factors which influences the job satisfaction of the nurses.

Key Words: Hospital, Job Satisfaction , Nurses.

1.INTRODUCTION

Nursing is the most stressful job in the healthcare sector. As a frontline workers, nurses often have to keep their emotions under control during service delivery, which affects emotions and job satisfaction. Job dissatisfaction of nurses can be affect the quality of care and patient satisfaction. Job satisfaction can be viewed as measuring the employee,gap between the expectations and realities of real-life work place experience. Job satisfaction is a multidimensional, stable, important and widely studied concept in the field of organizational behavior. This study aims to explore the factors which affects the satisfaction level of nurses in workplace.

OBJECTIVE OF THE STUDY

To measure job satisfaction level of nurses .

To analyse the factors influencing the job satisfaction of the nurses in the workplace.

2.REVIEW OF LITERATURE

According to Wali R, Aljohani H, Shakir M Jahn A, Alhindi H 2023 the study aimed to measure job satisfaction among nurses working in national guard primary healthcare center PHCs and to determine the different sources of pressure at their workplace. The result demonstrates that many nurses showed dissatisfaction in various areas like rate of payment, working hours, and future chances of promotion. Moreover, sources of nurses pressure at work varied between the shortage of staff and the amount of workload.

According to Ms.Shobha Jagadale ,Ms Supriya Chinchpure this study focused of selected hospitals of pune city which would in turn help the management to bring about

the desired changes so as to improve nursing quality, quality of patient care and effectiveness of health care team as well as hospital as on organization.

3.METHODOLOGY

3.1 RESEARCH MEANING

Research is the carefull consideration of study regarding a particular concern or research problem using scientific methods.

3.2 RESEARCH DESIGN

The research design used in this study is a Descriptive research design.

3.3 METHOD OF DATA COLLECTION

Primary data collection is used in the study.

3.3.1 PRIMARY DATA

This survey is designed to collect data on the level of knowledge and understanding of satisfaction level. Here the survey is done using primary data. All the questionnaires or filled by respondents using the primary data collection method.

3.4 Population and Sample

The target population consider nurses who were working in a specialty hospital .

The population size is 170 out of that 118 sample size just because of Krjcie and Morgan Table.

3.5 Sample Technique

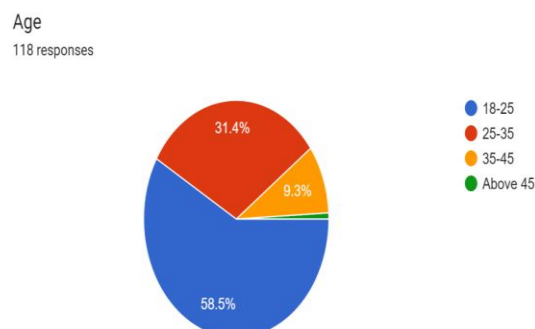
With in total nurse count of 170, the researcher have used Krejcie and Morgan Table for selecting sample size. As per KM table 118 is the sample size for 170 population.

3.6 Analysis tool

The analysis used in this study is Simple percentage analysis,

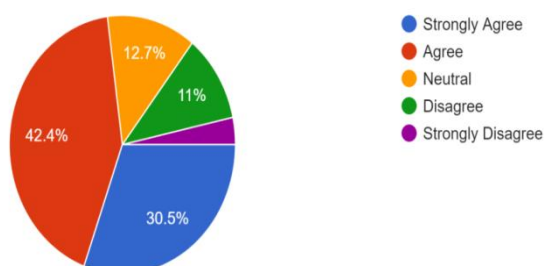
4. ANALYSIS

Chart – I shows the Age of the respondents



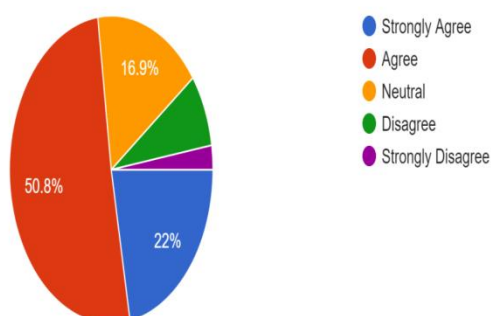
The above chart I shows age of the respondents, 58% of the respondents were under the age of 18-25 years, 31% of the respondents were under the age of 25-36 years, 9% of the respondents were under the age of 35-45 years and 1% of the respondents were above 45 years. Collected 118 data from all department of nursing in the hospital.

Chart II showing that the respondents are getting regular breaks during the working hours.



From the Chart II 30.5% are strongly agree with that they are getting regular breaks, 42% are Agree with that, 12.7% are Neutral with that, 11% are Disagree with that and 3% of the respondents were Strongly disagree the statement.

Chart III showing that the respondents were response according to that they were feeling empowered at their work.



The above table shows that 22% of the respondents were strongly agree with the statement, 50.8% respondents were agree with the statement, 16.9% were neutral with that statement and 7.6% were Disagree with the statement and 2.5% were Strongly disagree with the statement.

5. FINDINGS AND SUGGESTIONS

- Among the respondents 74% of the were female nurses and 27% of the nurses were male.
- The study shows that 50% of the nurses were getting opportunities to develop their abilities and getting proper training for their career development.
- The small age group people are getting dissatisfaction of their jobs.
- The 50% of the respondents (nurses) were feeling empowered at their work
- As per the findings the 60% of the respondents showed that the rewards system of the hospital majorly affects their quality of work.

6. CONCLUSION

Nurses are vital human resource of hospital. Satisfaction of the nurses is directly related to quality health care and patient care. Job satisfaction among nurses is one of the most important factors that they quiet their jobs, which increases the need for more nurses subsequently, augments the workload of current nurses leading to their dissatisfaction. The final research indicate that the freshers had less job satisfaction compared to the experienced employees. This study came up with some suggestions to improve the job quality and their roll.

ACKNOWLEDGEMENT

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