Research Article

Level of Job Satisfaction among Registered Nurses Working in Clinical Area at DHQ Teaching Hospital, Dera Ghazi Khan

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ABSTRACT

To assess the level of job satisfaction among registered nurses working in clinical area at Teaching Hospital Dera Ghazi Khan. Method: A cross sectional descriptive survey was used to assess the level of job satisfaction among registered nurses. Random sampling technique was used to collect the data. Sample size consists of 102 registered nurses, out of 121, working in clinical area at DHQ Teaching Hospital Dera Ghazi Khan. I developed one Likert scale with consisted 30 questions to measure the Level of Job satisfaction among registered Nurses. Computer analysis was done with statistical package for social sciences (SPSS) version 18. Descriptive statistics were taken out depending on the type of variable under study. Result: Study included 102 registered nurses to assess the level of job satisfaction. Results showed that from 102 respondents, 18 (17,65% answers in strongly satisfied category,45 (44.12% answers in satisfied category, 25 (24.51%) answers in neutral category, 08 (7.83%) answers in dissatisfied category and 06 (5.89%) answers in strongly dissatisfied category. It is evident that the corresponding falls in the category of strongly satisfied and satisfied 61.77%, which is comparatively greater than remaining categories. Furthermore, it is also submitted that the frequency of such outcome decreases vertically indicating that the scale is adjusted for convince, otherwise it can be integrated to 70% to 80%, it means that overall sample size is ranging strongly valid the result. Discussion: Nurses are not fully satisfied with their work. When the workload of Nurses increase then the level of Job satisfaction decreases because both are against each other.

Keywords: job satisfaction, professional ranking, age, marital status, working experience

Introduction

Now a day's nurses are suffering from different problems. Due to that they are not performing their duty well. The care standard of nurses is decreasing day by day. Many nurses want to change their profession. If we do not work on this issue in the future we will face much shortage of nurses in the clinical side. They are satisfied with their jobs. Quality affirmation in wellbeing incorporates every one of the moves made to advance and improve wellbeing care [1, 2].

Human performs ideally when happy with their work. Occupation fulfillment is controlled

by how much the qualities of a vocation satisfy an indi-vidual's needs. The higher the fulfillment over disappointment, the more probable it is that an individual will assume a functioning job in the satisfy of hierarchical goals [3].

The writing recognizes a few variables impacting levels of employment fulfillment among attendants. Constructive relational connections (reliability, trust, sharing of normal qualities) and nature of consideration have been related with more elevated levels of occupation fulfillment. At the point when medical caretakers see patient consideration as being fundamental to their work, their activity fulfillment improves. Plainly characterized jobs and duties, a fair remaining burden, compensate for exertion are likewise identified with more significant level of occupation satisfaction [4, 5]. Conversely with this, high patient to nurture proportion, disappointment with the nature of work, poor initiative, and deficient strengthening at work have been demonstrated to be related with burnout and poor employment satisfaction [6–8].

A good literature review about knowledge assessment among nurses was very helpful in assessing their prescription about the topic itself. Several studies found that job satisfaction is influenced by salary and social relationship, including relationships with direct supervisors and other nurses, attitude of the patients and paramedic staffs, dealing with doctors [9–12]. Others are steady workplace, relational connections, compensation and pay related advantages [13]. Moreover, another study revealed that Shared understandings and expert duty demonstrated a huge and positive association with generally speaking occupation fulfillment, while working at an inpatient unit and outstanding burden were contrarily related [14].

Job satisfaction is influenced by multi factors as describe above. This study wanted to explore factor related to job satisfaction, included age, marital status, level of education and working experience.

Methods

A cross sectional descriptive survey is used to assess the level of job satisfaction among registered nurses. The frequencies and percentage of correct and incorrect responses were found in the form of prevalence where cross sectional are more suitable designs. During this study the data was collected at one point in time simultaneously, there for cross sectional design is effective. Here the aim is not to have an analysis of the findings in the form of tables and graphs as frequencies and percentage that is why descriptive study design is preferred.

The targeted population for this study is the registered nurses of teaching Hospital, Dera Ghazi Khan, who were working in different unit of the Hospital. Inclusion Criteria: The registered nurses who are working in patients units are recruited, those who have registered at Pakistan Nursing Council., who are present during period of data collection and are willing to Participate in the study, Nurses those who are appointed on regular basis, Female registered nurses are included in the study. Exclusion Criteria : Nurses at the out patients Departments are not part of the study, Nurses those who are appointed at adhoc or contract bases, those who are not present during data collection and those who are not willing to participate in the study, Nursing superintendent, head nurses, nursing students and nursing supervisors are not part of my study.

Initial data was collected through semi structured interview. Secondary data was obtained with the help of closed ended multiple choice self-administered questionnaire. The questionnaire composed of different question about the level of job satisfaction among nurses. Questionnaire consisted closed ended structured questions along with different answer option as satisfied or dissatisfied. The participants were instructed to fill the questionnaire in about 30 minutes and return the complete questionnaires. The complete returned questionnaire will be undergone to the process of analysis. The variables that will be used in this research study are age, qualification, working experience and marital status. The study were randomly selected 102 participants out of 121 regular populations.

The researcher visited them and gave them questionnaire to fill out. The researcher

collected data in eight times because 57 registered nurses were present in morning shift, 16 in evening shift and 29 in night shift. After collecting the data, descriptive statistics was used for analysing the socio demographic characteristics. Mean, standard deviation, correlation and linear regression were used in determining relationship among age, working experience, professional ranking and marital status and level of job satisfaction. Computer analysis was done with statistical package for social sciences (SPSS) version 18, From questionnaire data is compiled in a simple tabulation from which contain ns a column of respondent ID, total marks of questionnaire that is 450, each question contain 15 marks and total questions are 30 and obtain marks & Percentage. The total duration for the study of "Level of Job Satisfaction among registered nurses working in clinical area at Teaching Hospital Dera Ghazi Khan" is from 1 November 2018 to 31 October 2019.

Results and Discussion

Age of the participants was between 20 to 40 years, with a mean standard deviation 26.08±7.33 All respondents for this study were female with a percentage of 100% (n=102) as shown on the table 1. The majority of respondents is married participants 56.9.%, more than 6 months working experience 48.0%, diploma in general nursing 87.3%,

From 102 respondents, 63 (61.77%) answers in satisfied category, 25 (24.51%) answers in neutral category, 14 (13.72%) answers in dissatisfied category. It is evident that the corresponding falls in the category of satisfied, 61.77%, which is comparatively greater than remaining categories.

Furthermore, level of education and working experience are significant factors of the level of job satisfaction. Higher education and more experience will influence their way to think of satisfaction about their job.

The findings of this study indicate that half of the nurses in this example were happy with their present place of employment. Medical caretakers in open parts needed to take care of 20 to 30 patients during night shift. This finding is predictable with past examinations where occupation stress has been contrarily connected with work fulfillment. Attendants are disappointed because of less odds of advancement, further examination, over remaining task at hand, negative workplace. In open division, most of attendants were neither advanced after numerous long stretches of administration nor was their compensation structure influenced by execution. Absence of profession progress added to disappointment also.

From the discoveries, medical caretakers were happy with their freedom at work however disappointed with compensation, benefits, proficient status, absence of regard, childcare offices, and absence of odds of advancement [12]. The findings recommend that arrangement producers and medical clinic troughs can target improving the nursing pay rates, benefits, status for better attendant employment fulfillment [15]. Strategy underpins for medical caretakers to show signs of improved wages and for more bedside attendants thinking about patients to improve the nature of care, would improve the patients' regard for nurses.

The discoveries of past investigation show that medical caretakers in both the private and open parts were disappointed with their occupations, yet their complaints varied, as portrayed in the three accounts. Those working in the open area for over 5 years were not happy with their work. Albeit the majority of the respondents had picked the nursing calling to serve humankind and were bolstered by their families in their choice to seek after their profession, many were currently battling to stay aware of their activity satisfaction [16, 17]. Others studies discovery to writing on burnout, work fulfillment and expectation to leave of emergency clinic nurture in China by portraying these three attendant activity fulfillment results in detail and outlining their associations with medical clinic workplace. The discoveries additionally feature the relationship of a steady workplace to medical attendant occupation outcomes [18].

Table 1. Demographic of the respondent results

Indicator	Frequency (n = 102)	Percentage%
Age		
26-30	55	55.92%
31-35	32	31.37%
36-40	15	14.71%
Marital status		
married	58	56.9%
unmarried	44	41.1%
Level of education		
Diploma in g/nursing	89	87.3%
BSN (post RN)	8	7.8%
BSN	5	4.9%
Working experience		48.0%
>.6month	49	31.4%
>.5yrs	32	20.6%
>.10yrs		21%
Job satisfaction		
satisfied	63	61.77%
Neutral	25	24.51%
dissatisfied	14	13.72%

Table 2. Study analysis

Variables	Mean	S.d	Correlation Co-efficient	Std.err	Linear regression
Age	26.078	7.333	0.052	0.73-0.74	0.147
Marital status	1.43	0.498	0.146	0.499	0.146
Level of education	1.176	0.495	-0.258	9.561	6.147**
Working experience	114.78	15.65	0.979	15.728	0.897*

**=<0.01; *=<0.05

Conclusion

We saw the strong relationship between level of education and level of job satisfaction among registered nurses, observed that the positive relationship between working experience & level of job satisfaction is present among registered nurses, observed that the relationship between.

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