

Job satisfaction level of Nurses in Dindigul District

Dr.R.Rajinikanth, Assistant Professor and Research Advisor, Department of Business Administration, Government Arts College (Autonomous), Kumbakonam

Abstract

This present research aims to analyse the satisfaction level of the nurses towards their job and the relationship between the Job factors and job satisfaction of nurses in Dindigul District. Primary data were used in this research were collected from 190 nurses from Dindigul District. For collecting the primary data from the nurses, Questionnaire schedule method was used to collect the pertinent data from the selected sample respondents. For this purpose, a well structured questionnaire was framed with the help of experts and the Chief Nurses of various Hospitals in Dindigul District. The 190 respondents were chosen by simple random sampling method. The analytical procedure of multiple regression was utilized to determine the predicting strength among job satisfaction and the independent variables, the multiple regression analysis indicated that job factors were most strongly related to job satisfaction. This study provides a view about the importance of nurses' job satisfaction and job factors for work life balance and work performance.

Keywords: Job satisfaction, Work performance, Simple random sampling, Work life balance

Introduction

Organizations those who want to be unbeaten, they have to support and facilitate their work force to be satisfied in their job. The job satisfaction approach considers people as an 'asset' to the organization rather than as 'costs'. The health care sector in India is in growing Phase with certain limitations, which limits potential and strengths of the health sectors' work force. The non availability of infrastructures, reduced resources and limitations creates the pressure, underpay, long working hours, excessive time away from home and family unsystematic working hours and stress on the nurses, which leads to job dissatisfaction.

The dissatisfaction does not simply end at the workplace; it will affect the Life and work of the employee and make them as unhappy, The dissatisfaction cost employers also through increased turnover of labors, more absences, more work complaints and more problems with co-workers. The nursing activities are so important to the health care organization it is highly correlated with patients' satisfaction and quality care. So the health care organization have to consider and eliminate the factors that lead to Job dissatisfaction, by the way of concentrating on stimulating factors of job satisfaction they can enhance the patients' satisfaction and quality care as well as manage the work force.

A nurse is a healthcare expert, who work along with other health care experts, responsible for the treatment, safety, and recovery of acutely or chronically ill or injured people, and assisting individuals, families, and communities in attaining, maintaining, and recovering optimal health and functioning. Modern definitions of nursing define it as a science and an art that focuses on promoting quality of life as defined by persons and families, throughout their life experiences from birth to care at the end of life.

“Nurses are responsible—along with other health care professionals—for the treatment, safety, and recovery of acutely or chronically ill or injured people, health maintenance of the healthy, and treatment of life-threatening emergencies in a wide range of health care settings. Nurses may also be involved in medical and nursing research and perform a wide range of non-clinical functions necessary to the delivery of health care.”

A Nurse Practitioner (NP) is a registered nurse who has completed specific advanced nursing education (generally a master's degree) and training in the diagnosis and management of common as well as complex medical conditions. Nurse Practitioners have to provide a broad range of health care services.

Review of literature

Job satisfaction is defined as an employee's level of positive effect towards job or job situation Job satisfaction of an employee differs in meaning and importance in relations to the facets of work. Ahmed (2000), defines Job satisfaction as “employee satisfaction with a variety of needs through resources, activities, and outcomes stemming from participation in the workplace.”

Some may feel pay and fringe benefits that meet his expectations to be extremely important; another, it may be essential to have a job that provides an opportunity for challenging assignment. Many different perceptions are there about the job satisfaction, such as pay, promotions, supervision, fringe benefits, one's co-workers support, and excessive working hours are associated with levels of satisfaction (Lu et al, 2005).

According to Andre Bishay (1996), the employee perceived their work as challenging and secure. They are comfortable with their co-workers, and get enough resources, support from their superiors. Environment characteristics and job characteristics are influencing employees' satisfaction

According to **Richard A. Murray.(1999)** Pay and promotion are two most important factor of job satisfaction. These factor highly influence the job satisfaction

According to **Jennifer S. Skibba(2000)** Job satisfaction represented by several related factors that have been highly correlated with job satisfaction, but two traits have significant correlations, locus of control and negative affectivity Locus of control means ,how much control they have over their job, life. Negative affectivity means negative emotions, independent of the situation

RESEARCH METHODOLOGY

The study adopted the research design which was the combination of descriptive and cross sectional survey. For collecting the primary data from the nurses, Questionnaire schedule method was used to collect the pertinent data from the selected sample respondents. For this purpose, a well structured questionnaire was framed with the help of experts and the Chief Nurses of various Hospitals in Dindigul District. The 190 respondents were chosen by simple random sampling method. The analysis of data was done using SPSS , Regression was the tool used to analyse the variables of the study.

FINDINGS

Based on the responses from the nurses the job satisfaction scale ranging from strongly disagree to strongly agree, the overall level of job satisfaction was 80.95% (n = 155) another 11.1% nurses are dissatisfied with their profession. The overall job satisfaction of females (n = 136) was 71.42% and 9.52% for males (n = 19).Remaining 7.95% nurses are mentioned a moderate opinion about the job satisfaction. 52.4% (n = 101) of the nurses are felt so proud to be a nurse, another 33.3% nurses said this is their

expected position. Another 9.6% nurses replied as without another option the turn towards this profession, remaining 4.9% of nurses are not having any opinion on their job. Regarding enjoyment of work 80.8% (n=155) of the nurses agreed they are enjoying their work, 11.3% of nurses are not having any opinion about enjoyment of job. Remaining 7.6% of the nurses disagreed and opined as work is a despise one.

Regarding salary aspects 39.1% of the nurses said they are receiving the salary in between Rs.10000 – Rs.20000, another 41.7% of the respondents opined they are getting the salary in between Rs.20000 - Rs.30000. In term of salary 50.8 % (n=96) of nurses are satisfied with the current salary, specifically 6.3% (n= 12) of nurses are highly satisfied, but 28% of the nurses in the Dindigul district are not satisfied with their salary. Among the 190 nurses 52.6% are opined as they are getting their salary based on their experience, only 24.2% nurses are refused and opined as they are not receiving the salary based on their experiences.

In term of rigorous work 62.6% of the nurses opined as always they have to work intensively, another 29% nurses responded as often they have to work rigorously, 6.3% of nurses opined as rarely they have to work intensively, remaining respondents said there is no hectic work in their job.

Regarding pressure to work long hours from subordinates and superiors 34.3% of the nurses said as based on the need only I am pressured to work for long hours unnecessarily they are not getting disturbance from both. 23.2% of the respondents opined as they are not getting any disturbance but another 23.2% of the nurses said often they are pressured to work long hours, 12.6% of the nurses opined as always they are pressured to work for long hours. Remaining nurses said seldom they are pressured to work for long hours.

In the subject of work knowledge 91.7% of the nurses of Dindigul district replied as they perfectly known about what they have to do in their job, another 6.4% of respondents replied as they known partially and another 1.7% respondents replied as they doesn't know anything. Based on the responses from the nurses regarding support and recognition from the superiors, 83% of the nurses opined as good and cooperative, only 13.89 % of the nurses opined as worst and critical.

CONCLUSION

The findings indicated that there was a strong association in between job satisfaction and Job factors among nurses. Job satisfaction and job factors were found to be significantly related in the regression to. In conclusion there are many variables in the job which led for satisfaction and dissatisfaction among the nursing professionals, motivating the factors which maximize the satisfaction and suppress the factor which affects the satisfaction will improve and maximize the satisfaction of nurses. So it is inevitable that hospital management should consider more on the issues relating with the factors determining Job satisfaction of their nurses, so that they can bring affective commitment towards their services which is very crucial in society.

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