

A Study on Job Satisfaction of the Nurses Working At a Rural Medical College

Dr Gouranga Biswas¹, Dr Subhrajyoti Naskar²

¹(Assistant Professor Department Of Paediatrics, Malda Medical College Malda.)

²(Corresponding author, Assistant Professor Department Of Community Medicine, Malda Medical College Malda)

Corresponding Author: Dr Subhrajyoti Naskar

Abstract: This study was done on job satisfaction of the nurses working in Malda medical college and hospital, is a hospital based observational descriptive study, the design being cross sectional in nature. Total of 180 samples were taken which were analysed and hence we can derive that Majority of the nurses (73.33%) had good relations with their colleagues. Majority of them enjoying their job and are fully satisfied

Keywords: Job, Nurses, Satisfaction

Date of Submission: 11-01-2019

Date of acceptance: 27-01-2019

I. Introduction

Level of job satisfaction is an extent to which a person likes or dislikes his/her job. The project is relevant as satisfied workers tend to be more productive, creative and committed. Job satisfaction among the nurses is the crucial indicator of good working environment and management of the institution.

Various similar studies and researches conducted earlier on this topic provide a basis for future investigation and throws light on the feasibility of the study and help in relating the findings of different studies with each other. According to a study conducted by Charlotte Pieteron in Govt. Hospital of Capricorn district of Limpopo Province of South Africa, nurses irrespective of age and rank were not satisfied by their working conditions. In a state level research, Sathyajith S and Dr. R Haridas conducted study to assess job satisfaction among nurses of private hospitals in Kerala and found that majority of the nurses are moderately satisfied with their job.

II. Objectives

To determine the level of job satisfaction among nurses working in various departments of Malda Medical College and Hospital.

III. Methodology

TYPE OF STUDY: In this study, hospital based observational descriptive research is used to assess job satisfaction among nurses.

STUDY DESIGN: Design is Cross-Sectional in nature

PLACE OF STUDY: The study was conducted at Malda medical college and hospital, Malda, West Bengal, India

TIME OF STUDY: 2 MONTHS

STUDY POPULATION: All the nurses working in Malda Medical College and Hospital were considered as population of study. During the period of data collection, 200 nurses were enquired for the study.

SAMPLE SIZE: Purposive sampling was done to obtain the data. Nurses at different wards were approached with the permission of head nurse. Total nurses sampled were 180.

CRITERIA FOR SELECTION:

INCLUSION CRITERIA- nurses who have completed at least one month of service in Malda Medical College and Hospital.

EXCLUSION CRITERIA- Nurses who were absent or critically ill and nurses who were not willing to participate in study.

TOOL FOR DATA COLLECTION: Data collection was done during morning and evening shifts. If nurses were free and given permission by the head nurse, they would be asked to fill a Performa.

THE PERFORMA-QUESTIONNAIRE

This is a predesigned and pretested questionnaire.

The questionnaire consist of 3 questions about enjoying the job, perception of job and perception of colleagues with 5, 7 and 4 questions respectively.

Total items are 16 with a score range 1-5. Each question has a perception score of dissatisfied, partially satisfied and fully satisfied with minimum, moderate and maximum score in figures respectively.

STATISTICAL ANALYSIS PLAN: All data was collected, summarized, presented and analysed by using appropriate statistical methods.

ETHICAL CLEARANCE : A proper ethical clearance has been taken for the study from appropriate authority

IV. Results and Discussions

SATISFACTION WHILE DOING THEIR JOB

52.77% of study population are fully satisfied while doing their job.

14.44% of study population are dissatisfied while doing their job.

ENJOYING THE JOB

63.33% of study population enjoy their job.

4.44% of study population do not enjoy their job.

PERCEPTION ABOUT THEIR COLLEAGUES

73.33% of study population are fully satisfied with their colleagues.

10% of study population are dissatisfied with their colleagues.

The results of the study are discussed according to the terms of overall job satisfaction of nurses.

IN TERMS OF DOING THEIR JOB

52.77% of study population were fully satisfied while doing their job in our study as compared to the different studies done in Maharashtra (study by IJSR) and Mumbai (study by Dr sugatapyne) where 12.90% and 59.6% were satisfied and 40% were either unsure or dissatisfied with their job respectively.

IN TERMS OF ENJOYING THEIR JOB

Malda Medical College has the maximum percentage i.e. 63.33% of nurses that enjoy their job followed by 63% both in studies of Karachi and Maharashtra tertiary care hospitals.

PERCEPTION ABOUT THEIR COLLEAGUES

73.33% of study population are fully satisfied with their colleagues in our study as compared to 58.06% and 79% from Gauteng and Maharashtra (study by IJSR) respectively .

60% of nurses in Mumbai and 62.5% nurses working in Islamabad hospital were dissatisfied with their colleagues.

Table no:1 Distribution of study population (nurses) about perception of enjoying their job

| PERCEPTION SCORE | NUMBER OF PARTICIPANTS | PERCENTAGE |
|----------------------------|------------------------|------------|
| 5-11 (DISSATISFIED) | 8 | 4.44 |
| 12-18(PARTIALLY SATISFIED) | 58 | 32.22 |
| 19-25(FULLY SATISFIED) | 114 | 63.33 |

63.33% of study population fully enjoying their job

Table no: 2 Distribution of study population according to perception of doing their job

| PERCEPTION SCORE | NUMBER OF PARTICIPANTS | PERCENTAGE |
|----------------------------|------------------------|------------|
| 7-16 (DISSATISFIED) | 26 | 14.44 |
| 17-26(PARTIALLY SATISFIED) | 59 | 32.77 |
| 27-35(FULLY SATISFIED) | 95 | 52.77 |

52.77% of the study population are fully satisfied while doing their job

Table no: 3 Distribution of study population according to the perception of their colleagues

| PERCEPTION SCORE | NUMBER OF PARTICIPANTS | PERCENTAGE |
|----------------------------|------------------------|------------|
| 4-9 (DISSATISFIED) | 18 | 10 |
| 10-15(PARTIALLY SATISFIED) | 30 | 16.66 |
| 16-21(FULLY SATISFIED) | 132 | 73.33 |

73.33% of the study population are fully satisfied with their colleagues

References

- [1]. 2012 nurses survey questionnaire, www.jacksonhealthcare.com
- [2]. Curatorials September 2007: Job satisfaction among nurses in a public hospital in Gauteng by C Selebi and A Minnaar
- [3]. International journal of science and research (IJSR) , volume 3 issue 6, June 2014 :job satisfaction among nurses working at selected tertiary care hospitals by NamrataMohite, MahadeoShinde and ApekshaGulavani , www.ijsr.net
- [4]. American journal of nursing science, vol.4, no. 4,2015: job satisfaction among nurses in public hospitals in Calabar, Cross river state Nigeria, by Samson-Akpan patience Edoho ,EdetOlaideBamidele, OjongIdangNeji, AsuquoEkaette Frank <http://www.sciencepublishinggroup.com/j/ajns>
- [5]. Job satisfaction of nurses and their productivity by Md Dilnawaz ,MBA (HM) http://www.slideshare.net/MDDILNAWAZ1/job-satisfaction-of-nurses-and-their-productivity?from_m_app=android
- [6]. http://www.slideshare.net/novelty3/level-of-job-satisfaction-among-nurses-at-a-private-tertiary-care-hospital-in-karachi-pakistan-7039356?from_m_app=android
- [7]. http://www.slideshare.net/iaeme/job-satisfaction-among-nurses-of-private-hospitals-20180826?from_m_app=android
- [8]. http://www.slideshare.net/sblueboy/nurse-satisfaction-survey?from_m_app=android
- [9]. J MultidiscipHealthc v.7;2014;PMC3887073:Job satisfaction among nurses working in the private and public sectors: a qualitative study in tertiary care hospitals in Pakistan <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3887073/>
- [10]. Nursing research and practice, volume 2012,article ID 210509:job satisfaction of Finnish nursing staff: the development of a job satisfaction scale and survey results <http://dx.doi.org/10.1155/2012/210509>

Acknowledgements

6TH SEMESTER MBBS Students Of Malda Medical College
All the nurses working in the Malda Medical College and Hospital.
All the Group-C members Of Malda Medical College

Dr Gouranga Biswas. "A Study on Job Satisfaction of the Nurses Working At a Rural Medical College." IOSR Journal of Dental and Medical Sciences (IOSR-JDMS), vol. 18, no. 1, 2019, pp 41-43.