

Job Satisfaction among Nursing Faculties of Chitwan District

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ABSTRACT

Background: A healthier and harmonious working environment, ample of opportunity to grab in, considerable payable amount, a sound professional growth and many others are the major backbone for a satisfaction in the work. Nursing is a profession who has a long working hours, plenty of paper work, and a lot of pressure to make a naive practice in a real environment. Thus, this study focuses on job satisfaction among nursing faculties. **Materials and Methods:** A cross-sectional analytical study was conducted among 62 nursing faculties. involved in teaching graduate nursing students. All the nursing faculties who are involved in teaching graduate nursing students were included in the study. Sample were collected from all five nursing college of chitwan district regulating graduate nursing program. Census method was used to collect the data. Job satisfaction survey was used to collect the data. The data gathered was analyzed using both descriptive and inferential statistics in SPSS software. **Results:** Among total of 62 participants, more than three fourth 79% of the participants were ambivalent (neither satisfied nor dissatisfied) whereas, 21% were dissatisfied in their jobs. Also, age ($p=0.003$)/ among all the socio demographic variable, internet facility ($p=0.044$) and increment in grade system ($p=0.004$) among the variable regarding organizational climate was found to be statistically significant with the job satisfaction. **Conclusions:** A healthier working environment with certain aspects for the personal and professional growth is vital to improve the job satisfaction thus empowering the nursing faculties for their best performances.

Keywords: chitwan; nursing; satisfaction.

INTRODUCTION

A sense of satisfaction and accomplishment in a job is most crucial to improve the productivity of an individual and a success outcome. Job satisfaction is the key ingredient the leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfilment.¹ Among various profession, nursing profession is one among where an individual is threatened by heavy workload, multiple role expectations, insufficient time, lack of mentoring, and lack of collegial support,² which leads to decreased job performance, negative attitudes toward work, lack of motivation, and eventually detachment from the job.³

Job satisfaction among nurses is a great concern throughout the world but the satisfaction of nurse teachers has received less attention.⁴ The nurse educator role is essential to the ongoing development of the profession and the ability of the discipline to meet society's needs for quality nursing care. Lower level of job satisfaction tend to

lower the quality of nursing teaching and learning.⁵ Therefore, this study aims to assess the level of job satisfaction among nursing teachers..

MATERIALS AND METHODS

A cross-sectional analytical study was conducted among 62 nursing teachers involved in teaching graduate nursing students of Chitwan district. Ethical approval was received from the Institutional Review Board of College of Medical Sciences and permission from all five nursing college was obtained. Written consent was signed from all study participants. Institutional Census method was used for collecting the sample. Nursing faculties who were involved in teaching graduate nurses; bachelor degree with at least 5 years of experience and masters degree with at least 1 years of experience were included in the study. Semi-structured questionnaire regarding socio-demographic and organizational climate was formulated and a standardized tool; Job satisfaction survey was used to collect the data.⁶ Data was entered in Excel and

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SPSS version 20 was used for statistical analysis. Descriptive statistics was used to analyze socio-demographic and organizational climate variable, whereas statistical test was used to find out the association between different variables and job satisfaction.

RESULTS

Among total of 62 participants, more than half belong to age group 30-40, where majority were female and 6.5% were male. Three fourth of the

participants had completed post graduate of nursing, and majority 67.7% had more than 3 years of experience. Almost 50% of the participants were on tenure of contract basis working and more than 80% were working in private institution (Table 1). The organization climate in terms of personal involvement, opportunity for education, internet facility, increment in grade system, provision of provident fund, payment of supervision has been summarized in Table 2.

Table 1. Respondents’ socio-demographic characteristics.

Characteristics	Frequency	Percentage
Age		
<30	13	21.0
30-40	36	58.1
40-50	6	9.7
>50	7	11.3
Gender		
Male	4	6.5
Female	58	93.5
Education		
BN	3	4.8
Bsc	1	1.6
MN	44	71.0
Msc	12	19.4
Ph.D in nursing	2	3.2
Designation		
Assistant lecturer	1	1.6
Lecturer	44	71.0
Assistant professor	6	9.7
Associate professor	11	17.7
Year of teaching experience (in completed years)		
1 year	9	14.5
2 years	7	11.3
3 years	4	6.5
more than 3 years	42	67.7
Number of years of teaching		
1 years	14	22.6
2 years	7	11.3
3 years	6	9.7
more than 3 years	35	56.5
Tenure status		
Contract	28	45.2
Temporary	16	25.8
Permanent	18	29.0
Total Hour of classes		
<200	60	96.8
>200	2	3.2
Type of Institute		
Government	8	12.9
Semi government	2	3.2
Private	52	83.9

Table 2. Organizational climate variables.

Characteristics	Frequency	Percentage
Professional involvement		
Yes	45	72.6
No	17	27.4
Opportunity for education		
Yes	16	25.8
No	46	74.2
Internet facility		
Yes	54	87.1
No	8	12.9
Increment in grade system		
Yes	47	75.8
No	15	24.2
Provident fund		
Yes	41	66.1
No	21	33.9
Supervise on research		
Yes	56	90.3
No	6	9.7
Payment for research supervision		
Yes	22	35.5
No	40	64.5

Seventy nine percent of the participant are neither satisfied nor dissatisfied where as 21 percent are dissatisfied with the job (Figure 1). Age group in demographic variables (Table 3) and facilities like

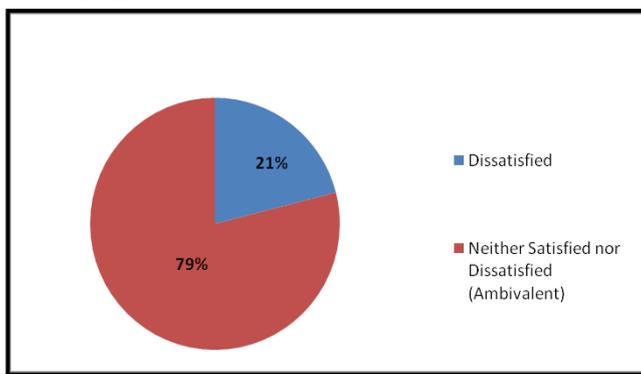


Figure 1. Job satisfaction among nurses.

availability of internet and increment in grade was found to be significantly associated with the job satisfaction (Table 4).

Table 3. Association among Level of Job satisfaction among nursing teachers and Socio-Demographic Variables.

Characteristics	Ambivalent	Dissatisfied	Chi-square	P-value
Age				
<30	13(100.0%)		8.845	.031
30-40	28(77.8%)	8(22.2%)		
40-50	3(50.0%)	3(50.0%)		
>50	5(71.4%)	2(28.6%)		

Table 4. Association among Level of Job satisfaction among nursing teachers and Organizational Variables.

Characteristics	Ambivalent	Dissatisfied	Chi-square	P-value
Internet Facility				
Yes	41 (75.9%)	13 (24.1%)	4.069	.044
No	8 (100.0%)	0		
Increment in grade system				
Yes	34 (72.3%)	13 (27.7%)	8.245	.004
No	15 (100.0%)	0		

DISCUSSION

Every individual demands to be satisfied with the job, but the relationship of job dissatisfaction and satisfaction depends upon what an individual expects and obtains from his job.⁷ A nurses hold many responsibilities under a hat, where nurse educator is one among the most challenging job for a nurse.⁸ Thus, dissatisfaction of nursing faculties may threaten the ecosystem integrity of work place which is reflected from one’s behaviour.⁹

The findings of the present study indicated that 93.5% of participants were female. It is very obvious in our context where nursing is regarded as a female dominant profession. This finding is consistent with the findings of other Asian countries like Malaysia,¹⁰ Thailand¹¹ where 98.6 %, 100 % were female respectively. Three fourth

of the participants had pursued post graduate degree, which depicts that majority of the postgraduate nursing are involved in teaching graduate nurses. Considering the tenure status, very minimum (29%) participants are in permanent service; this may be due to the maximum involvement of nurses in private sectors. Regarding the organizational climate, majority of the participants were satisfied with having the facilities like increment in the grade system, provident fund, availability of the internet, supervision of the research, professional involvement but only few 25.8% only have the opportunity for the education. Many studies conclude that Organizational climate has been a major factor for job satisfaction,^{9,12} where as some studies contradict the findings concluding that organizational climate has a low predictive or a negligible relationship with Job satisfaction.^{8, 13}

The main findings of the study indicates that 79 percent of the participant are neither satisfied nor dissatisfied where as 21 percent are dissatisfied with the job. This finding is comparable with the study done in Malaysia, which demonstrates a moderate level of job satisfaction.⁹ Whereas, many studies conducted in India,¹⁴ Australia¹⁵ and different parts of United States: Florida,¹⁶ California¹⁷ contradict the findings illustrating that nurses are completely satisfied and passionate with their job. The findings may vary due to different socio-economic status in developed countries.

CONCLUSION

Though job satisfaction is an individualized subjective feeling, the result may not be static; but the factor hindering the job satisfaction among nursing faculties should be given attention and further opportunities for the professional growth and employee expectation need to be addressed, so that they can actively involve in the development of healthcare services and education.

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Baral et al. Job Satisfaction among Nursing Faculties of Chitwan District

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