“A STUDY TO ASSESS THE LEVEL OF JOB SATISFACTION AMONG THE NURSING PERSONNEL WORKING IN DINSHA PATEL COLLEGE OF NURSING, NADIAD”

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ABSTRACT

Background of the study: The present study to assess the level of job satisfaction and factors which lead to job satisfaction among nursing personnel in Dinsha Patel College of Nursing, Nadiad was carried out by the researcher. The objectives of the study were: 1) To assess the level of job satisfaction among nursing personnel for the improvement of organization culture and job prospective. 2) To find out the responsible factors which lead to the level of job satisfaction. Research Design: Non Experimental Research approach & A cross sectional developmental research design was used for the study. The researcher used non-probability Convenient sampling technique for selecting the 40 samples. The tool used in the study were: structured demographic questionnaire & 4-Point Likert scale rating for the assessment of job satisfaction. Validity of the tool was assessed by 7 experts. Reliability of the tool was ascertained by using Karl Pearson’s co-relation coefficient formula. Data Analysis & Results: The study revealed that the overall job satisfaction level of the nursing personnel was satisfactory. 63% of the nursing personnel were highly satisfied, 37% were satisfied. In the factors that influenced the overall satisfaction of the employee ‘Training and development (35%)’ was first, ‘Organizational functioning ’ (28%) was second, then Physical facilities (30%) ‘Interpretational relation (18%)’, ‘Job satisfaction (18%)’, ‘Working Condition’ (28%) ‘non-financial incentives’ (43%) and ‘financial incentives’ (40%). Interpretation and conclusion: The study reveals that, overall, nurses were satisfied. The nurses were satisfied with all the factors except financial and non-financial incentives.

Keywords: Job satisfaction, nursing personnel, incentives, work environment

I. INTRODUCTION

Job satisfaction is a central variable in the study of organizational structure and theory, and can be considered a reflection of organizational functioning. Job satisfaction is the extent to which people like or dislike their jobs, and can be defined as feeling or affective reason an individual experience in a certain job role. Teacher job satisfaction, while difficult to define, may be even more difficult to measure. Determinants of job satisfaction are known to vary according to gender, age, experience, and position, and defining job satisfaction for teacher involves many wide-ranging differences as to what contributes to job satisfaction (Shann, 1998). Globally, the health care system is undergoing major changes that not only substantially influence the job satisfaction of nurses but also attributable to the poor quality of nursing care. Issues causative of present circumstances are stress and high workload. In a study by Ning, et al job satisfaction was found to be strongly correlated with workload, lack of professional promotion, work environment and organizational policies. Employees play an important role in the success or failure of a company. There are several elements that contribute to job satisfaction. The most important amongst them are wage structure, nature of work, promotion chance quality of supervision, work...
group, opportunity for advancement, working conditions, a good in-service education programme, interaction with peers, and involvement in decision-making. A good communication system results in better patient care and higher job satisfaction through better team work, rewards, salaries and benefits. The influence of job satisfaction is as powerful as that of wages.

Nursing is a vital aspect of healthcare system and nurses are the vital members of healthcare. Job satisfaction in nurses should be of great concern to any health organization. Nurses hold the majority of positions in most healthcare settings and replacement of nursing personnel is costly and time consuming. So nurses’ job satisfaction is an important issue because of its impact on the quality of the nursing job.

Nurses’ satisfaction is positively linked to patient satisfaction and to the quality of care. Professionally, nurses at the institution are employed to give proper education to students as well as the patients but as human beings they have to satisfy their needs. Therefore the management has the responsibility to provide an environment so as to keep the nurses satisfied and emotionally stable which will in turn improve the quality of education.

II. OBJECTIVES
1. To assess the level of job satisfaction among nursing personnel for the improvement of organization culture and job prospective.
2. To find out the responsible factors which leads to the level of job satisfaction.

III. ASSUMPTIONS
The study assumes that
- The nursing personnel working in Dinsha Patel College Of Nursing, Nadiad will be satisfied with present working condition.
- Majority of the factors will leads to job satisfaction among nursing personnel.

IV. MATERIAL AND METHODS
- Research approach: Quantitative approach.
- Research design: A cross sectional developmental study
- Target population: Nursing personnel working in Dinsha Patel College Of Nursing, Nadiad.
- Sampling technique: non probability convenient sampling technique
- Sample size: 40 nursing personnel
- Data collection tool: 1. structured questionnaire was used for demographic data of samples.
- 2. 4 point Likert scale rating
- Data analysis: Descriptive statistics and Inferential statistics
- Criteria measure: level of job satisfaction among nursing personnel in Dinsha Patel College Of Nursing.

V. RESULTS AND DISCUSSION
Findings related to demographic variables of samples
Most of the nursing personnel (65%) belonged to the age group of 21-25 years. Majority nursing personnel females(85%) and majority of the nursing personnel (65.0%) were unmarried. Most of the nursing personnel (67.50%) were B.sc Nursing holders and majority (45%) had 1-3 years of experience.

Findings related to the assessment of job satisfaction of nursing personnel
Organizational functions
Based on the study conducted by the investigator it was found that the level of job satisfaction in relation to the organizational functions of the institution was satisfactory: 77.55% were highly satisfactory, 22.5% were satisfied. The findings are statistically significant.

Work environment
The study revealed that the level of the nursing personnel job satisfaction with regard to work environment of the institution was Highly satisfactory. 85% of the nursing personnel were highly satisfied, 15% nursing personnel were satisfied. The findings are statistically Highly significant.

Physical facilities
The physical facilities that governed job satisfaction were ‘ventilation and lighting of the college 45%, ‘rest rooms available in the college 45% and ‘facilities like toilet, drinking water 23%.

Satisfaction regarding job
Regarding job, the factors that gave satisfaction were ‘job security’ first, ‘fulfillment about the work’ second, ‘freedom to take decision about the work’ third and ‘workload’ fourth (Table6).

Financial incentives
The study revealed that the level of job satisfaction regarding the financial incentives was satisfactory. 22.5% of the sample were Highly satisfied with the financial incentives and 32.5% were satisfied, 40 were dissatisfied and 5% were Highly dissatisfied. The finding is not statistically significant.

Non-financial incentives
The study revealed that the level of job satisfaction in relation to non-financial incentives of the institution was satisfactory. 20% percent of the employee were Highly satisfied, 58% were satisfied and 28% were dissatisfied. The findings are statistically significant. The factors that led to dissatisfaction with regard to non-financial incentives were ‘recognition’ and ‘appreciation’ (Table 10).

Training and development
The study indicated that the level of job satisfaction in relation to training and development in the institution was satisfactory; 45% of the nursing personnel were highly satisfactory, 47.5% were satisfied, 7.5% were dissatisfied. The findings are statistically Highly significant.

Interpersonal relationship
The level of job satisfaction in relation to the interpersonal relationship of the institution was satisfactory. The study revealed that 30% of the nursing personnel were highly satisfactory and 70% were satisfied. The findings are significant.

Overall satisfaction level
The study revealed that the overall job satisfaction level of the nursing personnel was satisfactory. 63% of the nursing personnel were highly satisfied, 37% were satisfied. The finding is statistically significant.
VI. CONCLUSION

The present study revealed that nursing personnel were satisfied with the job, but were dissatisfied with the financial incentives. While assessing the factors leading to satisfaction, it was found that in the factors that influenced the overall satisfaction of the employee “Training and development stood first, ‘Organizational functioning’ was second and followed by ‘Physical facilities, ‘Interpretational relation, ‘Job satisfaction, ‘Working Condition’, ‘non-financial incentives’ and finally ‘financial incentives’.

Ethical Approval And Informed Consent:

The ethical approval was taken from Dinsha Patel College of nursing institutional ethical committee. Informed consent was taken from all the participants who are participated in the study.

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Conflict Of Interests: None

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