

A Comparative Study to Assess the Level of Job Satisfaction among Male and Female Nursing Staff Working in Selected Hospital (M.P.)

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Abstract: *Job satisfaction among nurses has been recognized as a crucial indicator of nurse's performance and quality of patient care. The index of job satisfaction is designed to measure an individual's attitude towards work and to provide the foundation for other instruments. The objective of the study are (a) to assess the level of job satisfaction of male nurses working in selected hospital (M.P.).(b) To assess the level of job satisfaction of female nurses working in selected hospital (M.P.) (c) To compare the level of job satisfaction between male & female nursing staff working in selected hospital (M.P.). The comparative research design was used. The data was obtained from 15 male and 15 female staff nurses those who are working in selected hospital in (M.P.). The findings of the study shows that mean score of job satisfaction level among male nurses was 60 that show male nurses were moderately satisfied. The mean score of job satisfaction level among female nurses was 57.3 that show female nurses were moderately satisfied. The study concluded that majority of nurses working in selected hospital (M.P.) were moderately satisfied.*

Keywords: job satisfaction, nursing staff

1. Introduction

Job satisfaction is a pleasurable emotional state from the perception of one's job, fulfilling important job values. Issues concerning job satisfaction expanded knowledge and better understanding for producing the sources of empowerment for nurses in the health care setting must continue for investigation. Improves job satisfaction results in fewer turnovers, better quality care, less physical and mental injuries to health care staff and betterment to entire organization. Job satisfaction is an important issue to both employer and employee. Job satisfaction is the extent to which nurses felt needs are fulfilled by the job that he/she performs. In today's challenging work environment of hospital health setting, many nurses claim that they have lost the sense of satisfaction they once experience in their work. Serious financial hurdles limited resources, staff conflicts and family demand as well as underestimating or ignoring nurses role in the integrated teamwork of health team are some few factors that affect the joy at work.

The objectives of the study are:

- To assess the level of job satisfaction of male nurses working in selected hospital (M.P.).
- To assess the level of job satisfaction of female nurses working in selected hospital (M.P.).
- To compare the level of job satisfaction between male & female nursing staff working in selected hospital (M.P.).

Hypothesis

H₁: There is a significant difference between job satisfaction among male and female staff nurse at the level of $P < 0.05$.

2. Materials and Methods

A comparative study was carried out among male and female staff nurses of Bombay Hospital Indore (M.P.).

India. The duration for the study was from 12 march to 18 march. A descriptive approach was used in this study to compare the level of job satisfaction between male & female nursing staff. The samples were 15 male and 15 female staff nurses selected by purposive sampling technique. A structured interview survey questionnaire used to assess the background information on the basis of standardized scale and standardized job satisfaction scale was used to assess the level of job satisfaction among nurses.

3. Result

Percentage distribution of staff nurses according to demographic variables most of the (96.6%) of subject were in the age group of 21-30 years, majority (83.3%) of nurses were single, (83.3%) were Christian, (66.6%) staff nurses were G.N.M, (93.3%) from nuclear family, (100%) nurses belong to 3-12 years of duration of service. Descriptive and inferential statistics were used to analysis. It was found that the mean job satisfaction score of male nurse 61 which was higher than the job satisfaction score of female nurses i.e. 59.15 and computed „t“ value ($t_{28} = 1.323$) was more at the level of $P < 0.005$, thus indicated significant differences in job satisfaction among male and female staff nurses.

4. Discussion

The findings of the study showed that out of 15 female samples taken for the study, 53.3% were female staff moderately satisfied, 20% female staff were highly satisfied, 20% were not satisfied and 6.7% were extremely not satisfied.

The findings of the study shows that out of 15 male staff nurses taken for the study, 13.3% were extremely satisfied, 33.3% were very satisfied, 33.3% were moderately satisfied and 20% were not satisfied.

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5. Implications

Nursing Research

- A similar study can be conducted on a large scale.
- A comparison can be done between both male and female nurses in different hospital settings.
- The result of the study should be discussed with the other nurses in hospital and community settings so as to put forward joint efforts on large scale.

Nursing Administrator

- By improving the working conditions of nurses like adequate nurse patient ratio, ensuring essentials supplies and materials creating promotional venues and assigning significant status to nurses, the hospital and nursing administrations could significantly contribute to prevent mainly stress and strains of the nurses.
- Administrations need to talk the nurses, especially staff nurses, regarding what is happening in their organizations and what needs to happen to keep nurses satisfied.

6. Recommendations

From the findings of the study the following recommendations are suggested

- A similar study can be replicated on a large scale.
- An experimental study could be undertaken with a controlled group.
- A descriptive study can be conducted to assess the job satisfaction level of staff nurses.
- A study can be done to assess the practice of the staff nurses working in different hospital settings.

7. Conclusion

Study findings revealed that the majority of nurses working in Bombay hospital, Indore were moderately satisfied.

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