

An Investigation of Lady Nurses' Job Satisfaction in a Private Hospital of Vijayapura City and Its Correlates

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Abstract: Job satisfaction and job stress among nurses are critical factors that impact turnover rates. Analyzing the job satisfaction levels of female nurses in specific hospitals within Vijayapura City is important for several reasons. Firstly, the healthcare sector relies heavily on nurses to provide essential care and support to patients. Examining the various factors influencing their job satisfaction and its correlates in this study helps further to improve the working conditions of nursing staff.

Keywords: Health Profession, job satisfaction, Job stress, Private Hospital

I. INTRODUCTION

Job satisfaction among health professionals has been a topic of global interest for a long time. Its importance continues to grow, as it directly impacts employees' job performance and in turn, the quality of hospital and healthcare services. In particular, nurses highlight the relationship between job satisfaction and job stress. Research shows that job satisfaction is significantly and negatively correlated with stress and the intention to leave employment, which affects turnover rates within the nursing profession. The shortage of nursing staff is a global issue that affects the availability of healthcare services, the quality of patient care, and the overall management of healthcare resources. Understanding nurses' job satisfaction is essential to grasp the implications of the ongoing nursing shortage.

II. OBJECTIVES

- To measure the level of job satisfaction among lady nurses in Private hospital
- To study job satisfaction and its correlates.

III. METHODOLOGY

The average percentage method was conducted in one of five private hospitals that were randomly selected from a list of hospitals providing services in Vijayapura city. Data was collected through self-completion of structured questionnaires of 70 Lady nurses who are working as full-time and part-time employees. This method was chosen due to its low cost and time efficiency in reaching a sample as well as its flexibility for researchers to access and collect data at the study venue. Additionally, it ensured participant anonymity and minimized researcher bias.

IV. FINDINGS

Here are the key findings from the study on the job satisfaction of female nurses in selected private hospitals in Vijayapura city:

1. 58.1% of respondents are aged between 21-30.
2. 62% of respondents are married and have commitments towards their families.
3. 52% of respondents have children
4. Only 22.6% of respondents have a diploma-level of education.
5. Most Lady nurses (77%) have 2- 5 years of working experience.
6. Sixty percent of respondents have experience only in private-sector hospitals
7. 38% of nurses work shifts, 9% have permanent night duty, and the remaining 53% are on regular duty.
8. Among respondents, 68.8% of female nurses work 8 hours a day.

9. Seventy percent of the nurses reported feeling a great deal of tension and having difficulty falling asleep or staying asleep.
10. Sixty-four percent of respondents reported that their jobs had a direct impact on their health.
11. Most of the respondents have indicated a moderate desire to leave the job.
12. Overall, the job satisfaction of these nurses was found negatively correlated with job stress and intention to quit
13. 73% of the respondents are dissatisfied with their current salary.
14. Only 32% of the nurses receive overtime allowance.

V. SUGGESTIONS

Here are some recommendations based on the findings:

1. Ensure that well-trained and experienced staff receive competitive salaries in Private hospitals as well to enhance job satisfaction
2. Enhance service quality by prioritizing the recruitment of skilled nurses.
3. Hospitals should hire more nurses to reduce overtime and stress levels
4. Nurses with a bachelor's or master's degree show lower job satisfaction than those with lower nursing qualifications hence this should be considered.
5. Hospital administrative staff should aim to improve job satisfaction by ensuring that nurse managers treat all nursing staff fairly.
6. Hospital institutions should regularly introduce training in stress management, coping skills, social activities, and exercises for nurses.
7. To ensure long-term job satisfaction, administrators should prioritize collecting feedback on current organizational policies to maintain nurses' job satisfaction levels.

VI. CONCLUSION

The study examined the relationships between nurses' job satisfaction, job stress, and their demographic characteristics. Overall, nurses in this private hospital of Vijayapura City reported moderate levels of job stress and job satisfaction. There was a negative correlation between job stress and job satisfaction. The study concluded that to maintain overall job satisfaction among nursing staff, it is essential to implement several key factors. These include establishing a recognition program, conducting continuous feedback sessions, prioritizing the health of nursing staff, providing regular training sessions, and recruiting sufficient nursing personnel to manage workload and stress effectively.

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