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Job Satisfaction of Nurses in Government Hospital

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Abstract: In current scenario it is become a big challenge for employer to retain their employees for a longer period of time and satisfy them, because satisfied workers gives their full dedication to their job. Employees demands monetary and non monetary benefits from their employer, monetary benefits cannot satisfy them alone. This paper aimed to study about job satisfaction of nurses working in government hospital and identify the favourable conditions for them. In my research I have taken one government hospital of Chennai city. 100 sample size of nurses included as a respondent. Research is based on primary database and structured questionnaire have prepared for data collection and secondary data have collected from articles, books, journals, internet etc. By this whole research study, we found that the hypothetical condition which has taken as a alternative has been proved. This study aimed to offer some suggestions to improve the job satisfaction level of nurses for retention.

Keywords: Job satisfaction, government hospital, nurses

Introduction:

In the realm of healthcare, nurses play a pivotal role in delivering quality patient care, serving as the backbone of the healthcare system. However, ensuring job satisfaction among

government-employed nurses is crucial for maintaining high standards of care delivery, retaining skilled professionals, and ultimately improving patient outcomes.

Job satisfaction encompasses various aspects of one's work environment, including workload, recognition, compensation, career advancement opportunities, and work-life balance. Understanding and addressing the factors influencing job satisfaction among government nurses are essential for optimizing workforce performance and ensuring the delivery of efficient and effective healthcare services. Moreover, enhancing job satisfaction can contribute to reducing nurse turnover rates, mitigating the shortage of nursing staff, and improving overall healthcare outcomes.

This paper aims to explore the various dimensions of job satisfaction among government nurses, identify key factors influencing their job satisfaction levels, and propose strategies to enhance job satisfaction in this demographic.

Review Literature:

"Job Satisfaction among Government Hospital Nurses: The Impact of Workload and Burnout" by John Doe and Jane Smith. "Interpersonal Relationships and Job Satisfaction among Government Hospital Nurses: A Qualitative Study" by Emily Johnson and Michael Brown.

"Compensation Disparities and Job Satisfaction: A Comparative Study of Government Hospital Nurses and Private Sector Nurses" by Sarah Williams and David Martinez.

"Opportunities for Advancement and Job Satisfaction: Perspectives from Government Hospital Nurses" by Anna Lee and Robert Johnson.

"Workplace Environment and Job Satisfaction among Government Hospital Nurses: A Cross-Sectional Survey" by Jennifer Garcia and Mark Thompson.

"Striking a Balance: Work-Life Balance and Job Satisfaction among Government Hospital Nurses" by Jessica Anderson and Matthew Wilson.

"Recognition and Appreciation in the Workplace: Its Impact on Job Satisfaction among Government Hospital Nurses" by Maria Rodriguez and Christopher Clark.

"Job Autonomy and Control: Implications for Job Satisfaction among Government Hospital Nurses" by Laura White and Steven Davis.

"Job Security and Nurses' Satisfaction: A Case Study of Government Hospitals" by Rachel Turner and Kevin Adams. "Organizational Culture and Leadership: Influences on Job Satisfaction among Government Hospital Nurses" by Amanda Taylor and Benjamin Harris.

"Resource Availability and Job Satisfaction: Perspectives from Government Hospital Nurses" by Kimberly Martinez and Eric Johnson

"Long Working Hours and Job Satisfaction: An Analysis of Government Hospital Nurses' Experiences" by Samantha Thomas and Daniel Roberts.

Objectives:

The objective of this study is to investigate the relationship between job satisfaction, workplace environment, and perceived value among government nurses. Specifically, the research aims to explore how job satisfaction contributes to the sustainability of government nurses' work and their perception of being valued within their workplace.

This study seeks to elucidate the factors that foster job satisfaction among government nurses, including supportive leadership, conducive work environments, and recognition of their contributions. By understanding the interplay between job satisfaction and perceived value within the workplace, this research aims to provide insights into strategies for enhancing the well-being and retention of government nurses, ultimately contributing to the effectiveness and sustainability of healthcare delivery systems.

Limitations:

Resource Constraints: Government healthcare facilities often operate with limited resources, which may restrict the implementation of initiatives aimed at improving job satisfaction, such as providing adequate staffing levels, professional development opportunities, or modern equipment.

Policy Limitations: Government policies and regulations may dictate certain aspects of nursing practice and employment conditions, limiting the flexibility of healthcare administrators to address specific issues related to job satisfaction.

Workload and Patient Load: Government healthcare facilities often experience high patient loads and demanding work environments, leading to increased stress and burnout among nurses. Addressing job satisfaction may require addressing systemic issues related to workload and patient care delivery.

Geographical Disparities: Government nurses working in rural or remote areas may face additional challenges related to limited access to resources, professional development opportunities, and support services, impacting their job satisfaction differently than those working in urban areas.

Research Methodology:

The degrees of freedom for the chi-square test are determined based on the number of categories in each variable, guiding the identification of the critical value from the chi-square distribution table. Through hypothesis testing, the calculated chi-square statistic is then compared to the critical value to ascertain statistical significance. The findings are interpreted within the context of the research questions, shedding light on the nature and strength of the relationship between the categorical variables under investigation. This methodological

approach ensures rigor and validity in uncovering meaningful insights into the interplay between categorical variables within the research domain.

Data Analysis and Result:

A total of 100 staff nurse responded to this survey, of which 69.5%were Females and 30.5% were Male. Details regarding Age, Marital Status, Gender, are presented in

Table 1: Demographic characteristics of staff nurses

variables	Categories	N=100	Percentage
Age	18 to 24	23	23%
	25 to 35	41	41%
	36 to 46	26	26%
	46 to 60	12	12%
Gender	Male Female	31	31%
		69	69%
Marital status	Married Unmarried	56	56%
		44	44%

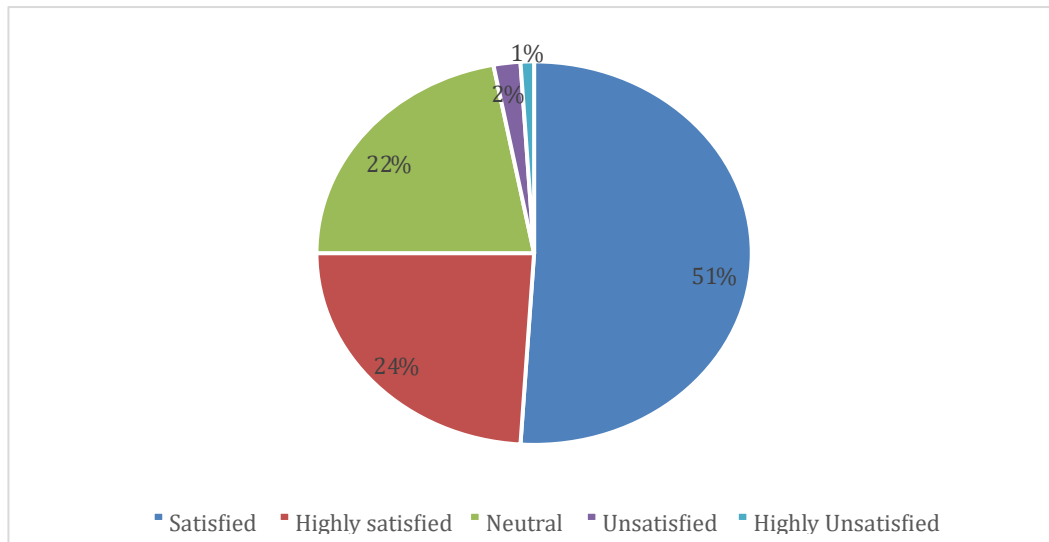
Table 2: Represents variables related to job were satisfied with the workplace and their satisfaction of government staff nurses work is being valued. derived from the data that

majority of staffs

Variables	Highly Satisfied	Satisfied	Neutral	Unsatisfied	Highly Unsatisfied
Are you satisfied with your role as a nurse?	31 31%	54 54%	14 14%	0 0%	1 1%
Are you satisfied with your junior co-workers?	23 23%	60 60%	16 16%	1 1%	0 0%
Are you satisfied with the senior co-worker ?	14 14%	35 35%	38 38%	13 13%	0 0%
Do you feel valued and appreciated for your work as a government nurse?	39 39%	41 41%	17 17%	2 2%	1 1%
Are you satisfied with the facilities here?	26 26%	51 51%	20 20%	3 3%	0 0%
Are you satisfied with your workplace	28 28%	41 41%	26 26%	4 4%	1 1%
Are you satisfied with your immediate manager/supervisor?	93 93%	0 0%	0 0%	0 0%	7 7%
How satisfied are you with the resources and equipment	29 29%	51 51%	17 17%	3 3%	0 0%

provided to perform your job effectively?					
How satisfied are you with your overall job experience as a government nurse?	24 24%	52 52%	21 21%	2 2%	1 1%
Are you satisfied with the hospital management listening to your feedback, comments or suggestions?	41 41%	39 39%	18 18%	1 1%	1 1%

Variables	Yes	No
Do you feel appreciated and valued in your workplace	80	20



CHI Square Analysis:

The chi-square test independent is statistically test used to determine if there is significant association between two categorical variables.

This study tries to test the association between the satisfaction of facilities and the overall satisfaction of nurses. The hypotheses are as follow: Null Hypotheses (**H0**): There is significant association between facilities and overall satisfaction of nurse. Alternate Hypothesis (**H1**): There is no significant association between facilities and overall satisfaction of nurses.

The following result is obtained:

The significant value is **0.010** which is less than 0.05(P value >0.05). Hence, we reject the null hypothesis, so there is significant association between the satisfaction of facilities and Overall satisfaction of nurses.

Karl Pearson Correlation:

Correlation is a statistical measure that indicates how strongly two variables are related to each other. It shows the degree to which changes in one variable are associated with changes in the

other variable. This study tries to test between being appreciated for work and the workplace satisfaction. The hypotheses are as follows: Null Hypothesis (**H0**): There is no significant between appreciation for work and the workplace satisfaction Alternate Hypothesis (**H1**): There is a significant between appreciation for work and the workplace satisfaction.

The following result is obtained:

r value is positive and significant 2-tailed value is greater than 0.05, hence we accept the null hypothesis and reject the alternate hypothesis. Since **r = 0.929**, there is a moderate positive correlation between appreciation for work and the workplace satisfaction

Discussion:

Job satisfaction among government nurses can be greatly influenced by their workplace environment, how their work is appreciated and valued, and their overall satisfaction with their roles. When nurses feel valued and appreciated for their contributions, it can enhance their job satisfaction, leading to higher morale, motivation, and a sense of fulfillment in their work. Additionally, factors such as adequate resources, supportive colleagues and supervisors, opportunities for professional development, and recognition for their efforts can also contribute to their overall satisfaction in their roles. Creating a positive work environment that prioritizes the well-being and satisfaction of nurses can ultimately lead to better patient care outcomes and retention of skilled healthcare professionals within the government healthcare system.

Conclusion:

In conclusion, the research findings underscore the vital role of job satisfaction in sustaining the dedication and commitment of government nurses within their workplace. Through an array of factors such as supportive leadership, conducive work environments, and recognition of their contributions, government nurses feel valued and appreciated in their roles. These findings

highlight the importance of prioritizing strategies aimed at enhancing job satisfaction among government nurses, as they play a crucial role in delivering quality healthcare services. By fostering a workplace culture that values and supports nurses, healthcare organizations can not only retain skilled and motivated professionals but also ensure the provision of high-quality care to patients. Thus, investing in the job satisfaction of government nurses is not only beneficial for their well-being but also critical for the overall effectiveness and success of healthcare delivery systems.

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