JOBSATISFACTION AMONG NURSES: A CASE STUDY OF
SIR SUnderLAL HOSPITAL, BANARAS HINDU UNIVERSITY, VARANASI

SUMMARY

Driven by the pervasive nursing shortage in the Government hospital, this exploratory study “Job satisfaction among nurses: A case study of Sir Sunderlal Hospital, Banaras Hindu University, Varanasi” was devised to explore factors that influence job satisfaction of nurses working in the hospital. The present study examined the relationships between personal, work, and organizational conditions and job satisfaction of nurses based on the conceptual model framed for the study.

In the present study, the final sample consisted of 281 nurses out of total 368 nurses present at the time of data collection in Sir Sunderlal Hospital (30 nursing positions were vacant out of 398 sanctioned position). Predictor variables included personal conditions of age, sex, designation, education, professional qualification, marital status, number of children, habitat, religion, caste, residence, family type, experience prior to the appointment in the hospital, participation in in-service training, area of work and length of service; work conditions includes work itself, group cohesion, nurse-physician collaboration, work relations, quality of care, workload, job competence, team respect, physical work environment staffing and job stress; and organizational conditions included pay, organizational autonomy, and leadership empowering behaviors of value and purpose, participatory decision making, goal achievement, recognition and confidence, and unit autonomy. The outcome variable, job satisfaction, was defined as a general perception of liking and enjoying one's job. Association between personal condition variables and job satisfaction was analyzed using Chi-square test. T-test and one way analysis of variance were used to analyze mean differences between groups based on the socio-demographic variables. Relationships between work, and organizational conditions variables were analyzed using Pearson’s correlations. Stepwise multiple regression analysis was employed to determine which variables explained the most variance in job satisfaction.

No significant association were found between job satisfaction and the personal conditions variables except with age, designation, length of service and
area of work. These variables of personal conditions had significant effect on job satisfaction.

Job satisfaction is strongly correlated with work condition variable of workload and least correlated with group–cohesion. Stepwise multiple regression analysis revealed that 93.8% of variance in job satisfaction was explained by work conditions variables and the workload and work relation are the important determinants of work conditions which influences the nurses’ job satisfaction.

Correlations of job satisfaction with the organizational conditions were also strong with the leadership empowering behaviors of value and purpose, recognition and confidence, and unit autonomy. Pay and benefits had the weak relationship with job satisfaction among organizational conditions variables. Stepwise multiple regression analysis revealed that 93.5% of the variance in job satisfaction was explained by organization conditions. Organizational conditions variables that were found to be significant were value and purpose and unit autonomy. When the intensive care nurses and non-intensive care nurses where compared then it was found that intensive care nurses are more satisfied then the non intensive care nurse in relation to significant organizational and working condition. They differ in their level of job satisfaction particularly in relation to nurse-physician collaboration, physical work environment and staffing among work conditions variables and in with participatory decision making and unit autonomy among organizational conditions.

Based on this, the most important organizational factor contributing to nurses’ job satisfaction in Sir Sunderlal Hospital, Banaras Hindu University, Varanasi was value and purpose that is they feel important and valued within the organization and therefore were motivated to carry out their job effectively and efficiently. The study also revealed that the workload that the nurses have is one of the work conditions which is a strong predictor of their level of job satisfaction.