

A STUDY ON JOB SATISFACTION AMONG THE NURSES OF CALICUT DISTRICT, KERALA

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Abstract

Job satisfaction is one of the most important determining factors of enhanced efficiency, productivity and also quality of work within an organization. The present study attempted to analysis the job satisfaction in the terms of Compensation & Perks, Work Life Balance, Sense of Accomplishment, Imbalance of Workload, Need for Technology implementation, Sub stand nature of Work, Autonomy and Security, Relationship with Peer, Work Satisfaction and Organization Influence. A structured questionnaire designed and distributed among 150 nurses Calicut district of Kerala. The study highlighted about significant difference between the gender, age, monthly income and experience of the nurses and various factors related to nurses' job satisfaction

Keywords: Job Satisfaction, Nurses, Calicut

Introduction:

Job satisfaction refers to the attitude and feelings people have about their work. Job satisfaction is one of the most important factors that determine efficiency and productivity of human resources. Health care is a labor-intensive industry and the single-largest health care professional groups within it are nurses. In recent years, a major target of the health care delivery system has been the provision of quality care. A fundamental challenge, however, still remains to achieve improved patient outcome. Healthcare system is a labor intensive sector. Over the years, it has undergone a dramatic change as a result of razor edge competition, technological advancement, knowledge transfer, escalating cost and concomitant demand for better-patient care services. Job satisfaction is one of the most important determining factors of enhanced efficiency, productivity and also quality of work within an organization. The phenomenon of job satisfaction has been inversely associated with absenteeism, stress, exhaustion, and increase turnover.

Review of Literature

Dhondiram, Kendre Sharad (2017) studies the assessment of the level and factors influencing job satisfaction among nurses working in selected hospitals. The study attempted to assess the level of job satisfaction among nurses in selected hospital and to assess the factors influencing job satisfaction among nurses working in selected hospitals. The study found the association between the study findings with selected demographic variables of samples. **Jaiswal, Poonam (2017)** assessed the job satisfaction among permanent employees working in a government hospital. The study concluded that there is scope for interventions to enhance job satisfaction and concomitant continuous monitoring can be useful in

determining various service aspects that necessitate improvement. By enhancing job satisfaction, hospital administrator can improve not only the mental, psychological and social well-being of work-force, but also the financial health of an organization. **Semachew, Ayele (2017)** aimed to assess job satisfaction and factors influencing it among nurses in Jimma zone public hospitals, southwestern Ethiopia. One third of nurses had a low level of job satisfaction. Professional commitment, workload, working unit, and mutual understanding at work predicted the outcome variable. **Bacha, Angela Maria (2015)** identified the determinants of job satisfaction of the nursing staff of a public university hospital. Education, hierarchical level and workplace constitute job satisfaction determinants. However, age, gender, job and work period did not show this relationship. More educated workers held low job satisfaction if exercised not graduated nursing functions.

Reddy, K. Ramasubba (2015) studied the job satisfaction among nursing staff for the improvement of organization culture and job prospective. It can be noted that both internal and external factors of job satisfaction influence equally on nurses satisfaction. This suggests that the management should focus on further study on these factors and improve on these areas to achieve better satisfaction among nurses which is indirectly associated with patient care activity. **Sathyajith S (2013)** conducted the study to understand the level of satisfaction among nurses of private hospitals in Kerala. The majority of the nurses working in private hospitals are moderately satisfied in their jobs and the independent variables, age, sex and experience have significant relationship with job satisfaction. It become imperative to identify and address those factors which are stumbling blocks to job satisfaction by the policy makers, administrators and managers. **Lorber , Mateja (2012)** determined the level of job satisfaction of nursing professionals in Slovenian hospitals and factors influencing job satisfaction in nursing. The study examined the correlation between independent variables and the dependent variable by applying correlation analysis and multivariate regression analysis. In addition, factor analysis was used to establish characteristic components of the variables measured. **Pietersen, Charlotte (2005)** examined the job satisfaction of nursing staff at a government hospital. Just more than half of the respondents were generally satisfied. Feelings that nursing is worthwhile and satisfying, and financial stability at the hospital could promote staff retention. Management should use these findings as a basis for staff consultation, developmental strategies, and interventions. Future research on other nursing populations is recommended.

Objectives and Methodology

The purpose of the study was to determine the job the satisfaction levels of the nurses in the clinic in which they are currently working. The present study attempted to analysis the job satisfaction in the terms of Compensation & Perks, Work Life Balance, Sense of Accomplishment, Imbalance of Workload, Need for Technology implementation, Sub stand nature of Work, Autonomy and Security, Relationship with Peer, Work Satisfaction and Organization Influence. For these objectives, a structured questionnaire designed to collect the data. Simple random sample used to collect the data. 150 nurses were answered the questionnaire in Calicut district of Kerala.

Social Demographic Profile of the Respondents

It is inferred from the table that majorities (67%) of the respondents were female and 33% of the respondents were male. It is noticed from the table that 50% of the respondents were belongs to the age group of 31 to 40 years. Around 33% of the respondents were belongs to below 30 years. 17% of the respondents were aged above 41. It is inferred that 54% of the respondents were working in rural area. 46% of the respondents were working in urban area.

It is clear from the table that 65% of the respondents were married. 36% of the respondents were unmarried. It is inferred from the table that 56% of the respondents were working with B.Sc degree. Around 27% of the

respondents had GNM as qualification. 11% of the respondents were had M. Sc degree. Only 7% of the respondents were working with ANM. It is inferred that 37% of the respondents were belongs to income group of 50001 to 75000. Around 29% of the respondents had monthly income of below 25000. 27% of the respondents were in the monthly income group of 25001 to 50000. It is notable one that 8% of the respondents were earning above 75001. it is clear from the table that 37% of the respondents had 2-4 years of experience. Around 31% of the respondents had 5-6 years of experience. 15% of the respondents had below 2 years of experience and 13% of the respondents had 7-8 years of experience. Only 3% of the respondents had more than 8 years in this field. . It is noticed that 65% of the respondents had below 2 years of experience in this present job. Around 25% of the respondents had 2-4 years of the experience. Only 9% of the respondents had more than 5 years of experience in this present job.

Table no: 1
Opinion about Job satisfaction of nurses

Sl. No	Factors		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total	WAM
1	Compensation & Perks	Salary and financial benefits	N 30	36	23	40	21	150	3.09
			% 20	24	15.3	26.7	14	100	
2	Non-financial incentives		N 21	29	9	64	27	150	2.69
			% 14	19.3	6	42.7	18	100	
3	Work Life Balance	Policies related to employees	N 25	37	38	32	18	150	3.13
			% 16.7	24.7	25.3	21.3	12	100	
4	Facilities for employee comfort		N 23	44	15	41	27	150	2.97
			% 15.3	29.3	10	27.3	18	100	
5	Sense of Accomplishment	Work facilitation	N 31	43	15	41	20	150	3.16
			% 20.7	28.7	10	27.3	13.3	100	
6	Self-achievement and satisfaction		N 25	41	21	52	11	150	3.11
			% 16.7	27.3	14	34.7	7.3	100	
7	Self-esteem		N 25	39	44	22	20	150	3.18
			% 16.7	26	29.3	14.7	13.3	100	
8	Imbalance of Workload	Freedom in job	N 30	33	26	45	16	150	3.11
			% 20	22	17.3	30	10.7	100	
9	Work overload		N 16	42	14	63	15	150	2.87
			% 10.7	28	9.3	42	10	100	
10	Exhaustion from work		N 25	37	18	41	29	150	2.92
			% 16.7	24.7	12	27.3	19.3	100	
11	Need for Technology implementation	Work stress	N 23	54	20	27	26	150	3.14
			% 15.3	36	13.3	18	17.3	100	
12	Innovation through automation		N 33	33	24	37	23	150	3.11
			% 22	22	16	24.7	15.3	100	

13		Information technology requirement	N	35	38	35	31	11	150	3.37
			%	23.3	25.3	23.3	20.7	7.3	100	
14		Technical support of IT	N	27	43	20	33	27	150	3.07
			%	18	28.7	13.3	22	18	100	
15	Sub stand nature of Work	Interesting and motivating	N	19	31	31	56	13	150	2.91
			%	12.7	20.7	20.7	37.3	8.7	100	
16		Skill variety	N	24	47	35	28	16	150	3.23
			%	16	31.3	23.3	18.7	10.7	100	
17		Job security	N	30	49	10	49	12	150	3.24
			%	20	32.7	6.7	32.7	8	100	
18	Autonomy and Security	Responsibilities	N	19	52	18	40	21	150	3.05
			%	12.7	34.7	12	26.7	14	100	
19		Decision making	N	23	73	10	19	25	150	3.33
			%	15.3	48.7	6.7	12.7	16.7	100	
20		Cooperation	N	31	47	38	25	9	150	3.44
			%	20.7	31.3	25.3	16.7	6	100	
21	Relationship with Peer	Trust and support	N	36	37	16	38	23	150	3.17
			%	24	24.7	10.7	25.3	15.3	100	
22		Amicable behavior	N	30	47	21	41	11	150	3.29
			%	20	31.3	14	27.3	7.3	100	
23		Conflict	N	27	41	31	44	7	150	3.25
			%	18	27.3	20.7	29.3	4.7	100	
24		Justice	N	15	44	36	40	15	150	3.03
			%	10	29.3	24	26.7	10	100	
25	Work Satisfaction	Recognition	N	32	33	31	38	16	150	3.18
			%	21.3	22	20.7	25.3	10.7	100	
26		Role clarity	N	25	38	40	38	9	150	3.21
			%	16.7	25.3	26.7	25.3	6	100	
27		Career growth	N	25	64	14	32	15	150	3.35
			%	16.7	42.7	9.3	21.3	10	100	
28		Pride	N	24	28	25	44	29	150	2.83
			%	16	18.7	16.7	29.3	19.3	100	
29	Organization Influence	Organization experience	N	29	48	15	45	13	150	3.23
			%	19.3	32	10	30	8.7	100	
30		Organization identity	N	27	45	15	41	22	150	3.09
			%	18	30	10	27.3	14.7	100	
31		Emphasis on quality	N	25	40	37	33	15	150	3.18
			%	16.7	26.7	24.7	22	10	100	

The table no 1 shows the respondents opinion about the job satisfaction factors. **Among the Compensation & Perks factors**, it is inferred that 20% of the respondents were highly satisfied and 24% of the respondents were satisfied with the salary and financial benefits provided by the hospitals. Around 15% of the respondents were neutral about the salary and financial benefits. 27% of the respondents were dissatisfied

and 14% of the respondents were highly dissatisfied with the present salary and financial benefits. It is clear that 14% of the respondents were highly satisfied and 19% of the respondents were satisfied with the non financial benefits provisions. Around 6% of the respondents were in neutral about the non financial benefits. 43% of the respondents were dissatisfied and 18% of the respondents were highly dissatisfied about the non financial benefits.

Among the Work Life Balance factors, it is clear that 17% of the respondents were highly satisfied and 25% of the respondents were satisfied with the policies related to the employees. Around 25% of the respondents were neutral stand about the policies related to the employees. 21% of the respondents were dissatisfied and 12% of the respondents were highly dissatisfied with the policies related to employees. It is noticed that 15% of the respondents were highly satisfied and 29% of the respondents were satisfied with the facilities for the employee comfort. Around 10% of the respondents were neutral stand about the facilities for the employee comfort. 27% of the respondents were dissatisfied and 18% of the respondents were highly dissatisfied with the facilities for the employee comfort.

Among the Sense of Accomplishment factors, it is clear that 21% of the respondents were highly satisfied and 29% of the respondents were satisfied with the work facilitation. Around 10% of the respondents were in neutral stand about the work facilitations. 27% of the respondents were dissatisfied and 13% of the respondents were highly dissatisfied with the work facilitations. It is clear that 17% of the respondents were highly satisfied and 27% of the respondents were satisfied with the self achievement and satisfaction. Around 14% of the respondents were in neutral stand about the self achievements and satisfaction. 35% of the respondents were dissatisfied and 7% of the respondents were highly dissatisfied with the self achievements and satisfaction. It is noticed that 17% of the respondents were highly satisfied and 26% of the respondents were satisfied with the self esteem factors. Around 29% of the respondents were neutral about the self esteem. 15% of the respondents were dissatisfied and 13% of the respondents were highly dissatisfied with the self esteem factors.

Among the imbalance of workload factors, it is clear that 20% of the respondents were highly satisfied and 22% of the respondents were satisfied with the freedom in job. Around 17% of the respondents were neutral about the freedom in their job. 30% of the respondents were dissatisfied and 11% of the respondents were highly dissatisfied about the freedom in their job. It is inferred that 11% of the respondents were highly satisfied and 28% of the respondents were satisfied with the work overload. Around 9% of the respondents were neutral about work overload factors. 42% of the respondents were dissatisfied and 10% of the respondents were highly dissatisfied with the work overload. It is clear that 17% of the respondents were highly satisfied and 25% of the respondents were satisfied with the exhaustion from their work. Around 12% of the respondents were neutral on exhaustion from work. 27% of the respondents were dissatisfied and 19% of the respondents were highly dissatisfied with the exhaustion from their work.

Among the need for technology implementation factors, it is noticed that 15% of the respondents were highly satisfied and 36% of the respondents were satisfied with the work stress. Around 13% of the respondents were neutral on work stress. 18% of the respondents were dissatisfied and 17% of the respondents were highly dissatisfied with the work stress. It is clear that 22% of the respondents were highly satisfied and another 22% of the respondents were satisfied with the innovation through the automation in the works. Around 16% of the respondents were neutral about the automation in the work. 25% of the respondents were dissatisfied and 15% of the respondents were highly dissatisfied about the innovation through the automation in the works. It is clear that 23% of the respondents were highly satisfied and 25%

of the respondents were satisfied with the requirement of information technology. Around 23% of the respondents were neutral stand in information technology aspects. 21% of the respondents were dissatisfied and 7% of the respondents were highly dissatisfied with the requirement of information technology.

Among the sub stand nature of work factors, it is clear that 18% of the respondents were highly satisfied and 29% of the respondents were satisfied with the technical support of IT. Around 13% of the respondents were neutral on technical support. 22% of the respondents were dissatisfied and 18% of the respondents were highly dissatisfied with the technical support for the IT. It is inferred that 13% of the respondents were highly satisfied and 21% of the respondents were satisfied with the interesting and motivating from the administration. Around 21% of the respondents were neutral about the interesting and motivation. 37% of the respondents were dissatisfied and 9% of the respondents were highly dissatisfied with the interesting and motivating activities from the administration. It is clear that 16% of the respondents were highly satisfied and 31% of the respondents were satisfied with the skill variety. Around 23% of the respondents were neutral about the skill variety. 19% of the respondents were dissatisfied and 11% of the respondents were highly dissatisfied with the skill variety.

Among the autonomy and security factors, it is clear that 20% of the respondents were highly satisfied and 33% of the respondents were satisfied with the job security factors. Around 7% of the respondents were neutral about the job security factors. 33% of the respondents were dissatisfied and 8% of the respondents were highly dissatisfied with the job security factors. It is noticed that 13% of the respondents were highly satisfied and 35% of the respondents were satisfied with the additional responsibilities given by the administration. Around 12% of the respondents were neutral about the additional responsibilities. 27% of the respondents were dissatisfied and 14% of the respondents were highly dissatisfied with the additional responsibilities given by the administration. It is clear that 16% of the respondents were highly satisfied and 49% of the respondents were satisfied with decision making process of the administration. Around 7% of the respondents were neutral about the decision making. 13% of the respondents were dissatisfied and 17% of the respondents were highly dissatisfied with the decision making process by the administration.

Among the relationship with peer factors, it is noticed that 21% of the respondents were highly satisfied and 31% of the respondents were satisfied with the cooperation of the others. Around 25% of the respondents were neutral about the cooperation factor. 17% of the respondents were dissatisfied and 6% of the respondents were highly dissatisfied with the cooperation factors. It is noticed that 24% of the respondents were highly satisfied and 25% of the respondents were satisfied with the trust and support of the management. Around 11% of the respondents were neutral on trust and support. 25% of the respondents were dissatisfied and 15% of the respondents were highly dissatisfied with the trust and support of the management. It is clear 20% of the respondents were highly satisfied and 31% of the respondents were satisfied with the amicable behavior. Around 14% of the respondents were in neutral stand. 27% of the respondents were dissatisfied and 7% of the respondents were highly dissatisfied with the amicable behavior. It is noticed that 18% of the respondents were highly satisfied and 27% of the respondents were satisfied with the conflict management process. Around 21% of the respondents were neutral about the conflict. 29% of the respondents were dissatisfied and 5% of the respondents were highly dissatisfied with the conflict management.

Among the work satisfaction factors, it is clear that 10% of the respondents were highly satisfied and 29% of the respondents were satisfied with the justice mechanism. Around 24% of the respondents were neutral about the justice. 27% of the respondents were dissatisfied and 10% of the respondents were highly

dissatisfied about the justice mechanism. It is inferred that 21% of the respondents were highly satisfied and 22% of the respondents were satisfied with the recognition methods followed by the management. Around 21% of the respondents were neutral stand about the recognition factor. 25% of the respondents were dissatisfied and 11% of the respondents were highly dissatisfied with the recognition methods followed by the management. It is noticed that 17% of the respondents were highly satisfied and 25% of the respondents were satisfied with the role clarity. Around 27% of the respondents were neutral about the role clarity. 25% of the respondents were dissatisfied and 6% of the respondents were highly dissatisfied with the role clarity. It is clear that 17% of the respondents were highly satisfied and 43% of the respondents were satisfied with the career growth. Around 25% of the respondents were neutral about the career growth. 21% of the respondents were dissatisfied and 10% of the respondents were highly dissatisfied with the career growth.

Among the organization influence factors, It is noticed that 16% of the respondents were highly satisfied and 19% of the respondents were satisfied with the pride. Around 17% of the respondents were neutral about the price. 29% of the respondents were dissatisfied and 19% of the respondents were highly dissatisfied about the pride. It is clear that 19% of the respondents were highly satisfied and 32% of the respondents were satisfied with the organization experience. Around 10% of the respondents were neutral about the organization experience. 30% of the respondents were dissatisfied and 9% of the respondents were highly dissatisfied about the organization experience. It is noticed that 18% of the respondents were highly satisfied and 30% of the respondents were satisfied with the organization identity. Around 10% of the respondents were neutral about the organization identity. 27% of the respondents were dissatisfied and 15% of the respondents were highly dissatisfied with the organization identity. It is inferred that 17% of the respondents were highly satisfied and 27% of the respondents were satisfied with the emphasis on quality. 25% of the respondents were neutral about the emphasis on quality. 22% of the respondents were dissatisfied and 10% of the respondents were highly dissatisfied with the emphasis on quality.

Table no: 2

Regression between gender and the factors related to nurses' job satisfaction

H₀: There is no difference between the gender of the nurses and nurses' job satisfaction

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.540 ^a	.291	.105	.445

a. Predictors: (Constant), Emphasis on quality, Freedom in job, Skill variety, Non-financial incentives, Amicable behavior, Cooperation, Pride, Justice, Information technology requirement, Work facilitation, Self-esteem, Career growth, Work stress, Work overload, Interesting and motivating, Responsibilities, Facilities for employee comfort, Self-achievement and satisfaction, Recognition, Technical support of IT, Organization experience, Policies related to employees, Innovation through automation, Conflict, Exhaustion from work, Role clarity, Salary and financial benefits, Trust and support, Decision making, Job security, Organization identity

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	80.791	31	2.606	2.385	.000 ^a
	Residual	128.969	118	1.093		
	Total	209.760	149			

a. Predictors: (Constant), Emphasis on quality, Freedom in job, Skill variety, Non-financial incentives, Amicable behavior, Cooperation, Pride, Justice, Information technology requirement, Work facilitation, Self-esteem, Career growth, Work stress, Work overload, Interesting and motivating, Responsibilities, Facilities for employee comfort, Self-achievement and satisfaction, Recognition, Technical support of IT, Organization experience, Policies related to employees, Innovation through automation, Conflict, Exhaustion from work, Role clarity, Salary and financial benefits, Trust and support, Decision making, Job security, Organization identity

b. Dependent Variable: Gender

The table no 2 shows the regression test results between the gender of the nurses and nurses' job satisfaction. From the table, it is inferred that the significant values are between 0.000 which is lesser than 0.05. Hence the null hypothesis is rejected and the alternative hypothesis is accepted. The alternative hypothesis is being "*There is a significant difference between the gender of the nurses and nurses' job satisfaction*"

Table no: 3

Regression between age and the factors related to nurses' job satisfaction

H₀: There is no difference between the age of the nurses and nurses' job satisfaction

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.533 ^a	.284	.096	.658

a. Predictors: (Constant), Emphasis on quality, Freedom in job, Skill variety, Non-financial incentives, Amicable behavior, Cooperation, Pride, Justice, Information technology requirement, Work facilitation, Self-esteem, Career growth, Work stress, Work overload, Interesting and motivating, Responsibilities, Facilities for employee comfort, Self-achievement and satisfaction, Recognition, Technical support of IT, Organization experience, Policies related to employees, Innovation through automation, Conflict, Exhaustion from work, Role clarity, Salary and financial benefits, Trust and support, Decision making, Job security, Organization identity

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
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1	Regression	25.480	31	.822	2.457	.000 ^a
	Residual	39.480	118	.335		
	Total	64.960	149			

a. Predictors: (Constant), Emphasis on quality, Freedom in job, Skill variety, Non-financial incentives, Amicable behavior, Cooperation, Pride, Justice, Information technology requirement, Work facilitation, Self-esteem, Career growth, Work stress, Work overload, Interesting and motivating, Responsibilities, Facilities for employee comfort, Self-achievement and satisfaction, Recognition, Technical support of IT, Organization experience, Policies related to employees, Innovation through automation, Conflict, Exhaustion from work, Role clarity, Salary and financial benefits, Trust and support, Decision making, Job security, Organization identity

b. Dependent Variable: Age

The table no 3 shows the regression test results between the age of the nurses and nurses' job satisfaction. From the table, it is inferred that the significant values are between 0.000 which is lesser than 0.05. Hence the null hypothesis is rejected and the alternative hypothesis is accepted. The alternative hypothesis is being *"There is a significant difference between the age of the nurses and nurses' job satisfaction"*

Table no: 4

Regression between monthly income and the factors related to nurses' job satisfaction

H₀: There is no difference between the monthly of the nurses and nurses' job satisfaction

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.682 ^a	.465	.324	.768

a. Predictors: (Constant), Emphasis on quality, Freedom in job, Skill variety, Non-financial incentives, Amicable behavior, Cooperation, Pride, Justice, Information technology requirement, Work facilitation, Self-esteem, Career growth, Work stress, Work overload, Interesting and motivating, Responsibilities, Facilities for employee comfort, Self-achievement and satisfaction, Recognition, Technical support of IT, Organization experience, Policies related to employees, Innovation through automation, Conflict, Exhaustion from work, Role clarity, Salary and financial benefits, Trust and support, Decision making, Job security, Organization identity

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	60.445	31	1.950	3.308	.000 ^a
	Residual	69.555	118	.589		
	Total	130.000	149			

- a. Predictors: (Constant), Emphasis on quality, Freedom in job, Skill variety, Non-financial incentives, Amicable behavior, Cooperation, Pride, Justice, Information technology requirement, Work facilitation, Self-esteem, Career growth, Work stress, Work overload, Interesting and motivating, Responsibilities, Facilities for employee comfort, Self-achievement and satisfaction, Recognition, Technical support of IT, Organization experience, Policies related to employees, Innovation through automation, Conflict, Exhaustion from work, Role clarity, Salary and financial benefits, Trust and support, Decision making, Job security, Organization identity
- b. Dependent Variable: Monthly income of the Family

The table no 4 shows the regression test results between the monthly income of the nurses and nurses’ job satisfaction. From the table, it is inferred that the significant values are between 0.000 which is lesser than 0.05. Hence the null hypothesis is rejected and the alternative hypothesis is accepted. The alternative hypothesis is being “*There is a significant difference between the monthly income of the nurses and nurses’ job satisfaction*”

Table no: 5

Regression between experience in present hospital and the factors related to nurses’ job satisfaction
H₀: There is no difference between the experience of the nurses in the present hospital and nurses’ job satisfaction

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.626 ^a	.392	.233	.578

a. Predictors: (Constant), Emphasis on quality, Freedom in job, Skill variety, Non-financial incentives, Amicable behavior, Cooperation, Pride, Justice, Information technology requirement, Work facilitation, Self-esteem, Career growth, Work stress, Work overload, Interesting and motivating, Responsibilities, Facilities for employee comfort, Self-achievement and satisfaction, Recognition, Technical support of IT, Organization experience, Policies related to employees, Innovation through automation, Conflict, Exhaustion from work, Role clarity, Salary and financial benefits, Trust and support, Decision making, Job security, Organization identity

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25.480	31	.822	2.457	.000 ^a
	Residual	39.480	118	.335		
	Total	64.960	149			

a. Predictors: (Constant), Emphasis on quality, Freedom in job, Skill variety, Non-financial incentives, Amicable behavior, Cooperation, Pride, Justice, Information technology requirement, Work facilitation, Self-esteem, Career growth, Work stress, Work overload, Interesting and motivating, Responsibilities, Facilities for employee comfort, Self-achievement and satisfaction, Recognition, Technical support of IT, Organization experience, Policies related to employees, Innovation through automation, Conflict, Exhaustion from work, Role clarity, Salary and financial benefits, Trust and support, Decision making, Job security, Organization identity

b. Dependent Variable: Experience in present hospital

The table no 5 shows the regression test results between the *experience of the nurses in the present hospital and nurses' job satisfaction*. From the table, it is inferred that the significant values are between 0.000 which is lesser than 0.05. Hence the null hypothesis is rejected and the alternative hypothesis is accepted. The alternative hypothesis is being “*There is a significant difference between the experience of the nurses in the present hospital and nurses' job satisfaction*”

Findings and discussion

- ❖ Among the Compensation & Perks factors, it is inferred that 44% of the respondents were satisfied with the salary and financial benefits provided by the hospitals, 33% of the respondents were satisfied with the non financial benefits provisions.
- ❖ Among the work life balance factors, it is noticed that 42% of the respondents were satisfied with the policies related to the employees and 44% of the respondents were satisfied with the facilities for the employee comfort,
- ❖ Among the sense of accomplishment factors, the study highlighted that 50% of the respondents were satisfied with the work facilitation, 44% of the respondents were satisfied with the self achievement and satisfaction. 43% of the respondents were satisfied with the self esteem factors,
- ❖ Among the imbalance of workload factors, the study pointed that 44% of the respondents were satisfied with the freedom in job, 39% of the respondents were satisfied with the work overload and 42% of the respondents were satisfied with the exhaustion from their work,
- ❖ Among the need for technology implementation factors, it is noticed from the study that 51% of the respondents were satisfied with the work stress, 44% of the respondents were satisfied with the innovation through the automation in the works and 48% of the respondents were satisfied with the requirement of information technology.
- ❖ Among the sub stand nature of Work factors, it is clear from the study that 47% of the respondents were satisfied with the technical support of IT, 34% of the respondents were satisfied with the interesting and motivating from the administration and 47% of the respondents were satisfied with the skill variety.
- ❖ Among the autonomy and security factors, it is noticed that 53% of the respondents were satisfied with the job security factors, 48% of the respondents were satisfied with the additional responsibilities given by the administration and 65% of the respondents were satisfied with decision making process of the administration,
- ❖ Among the relationship with peer factors, it is noticed that 52% of the respondents were satisfied with the cooperation of the others, 49% of the respondents were satisfied with the trust and support of the management. 51% of the respondents were satisfied with the amicable behavior, 45% of the respondents were satisfied with the conflict management process.
- ❖ Among the work satisfaction factors, the study indicated that 39% of the respondents were satisfied with the justice mechanism, 43% of the respondents were satisfied with the recognition methods followed by the management, 42% of the respondents were satisfied with the role clarity and 60% of the respondents were satisfied with the career growth.
- ❖ Among the work satisfaction factors, it is noticed that 35% of the respondents were satisfied with the pride, 51% of the respondents were satisfied with the organization experience, 48% of the

respondents were satisfied with the organization identity and 44% of the respondents were satisfied with the emphasis on quality.

- ❖ The hypothesis proved that “*There is a significant difference between the gender of the nurses and nurses’ job satisfaction*”
- ❖ The hypothesis proved that “*There is a significant difference between the age of the nurses and nurses’ job satisfaction*”
- ❖ The hypothesis proved that “*There is a significant difference between the monthly income of the nurses and nurses’ job satisfaction*”
- ❖ The hypothesis proved that “*There is a significant difference between the experience of the nurses in the present hospital and nurses’ job satisfaction*”

Conclusion:

Health care organizations are multifaceted innumerable of challenges. Maintaining a cadre of well-qualified, dedicated employees is one of the greatest challenges faced by an organization Turnover has a voluntary process where an employee decides for whatever reason that the nurses no longer required to be worked at a particular hospital. Nursing is a hard job. Nurses who sick patients, worried families and stressed doctors with smiling faces. It is solid adequate to find these accomplished clinicians. Even more nurses were maddening that they stop, immediately when they should be reconciling into their new jobs. As a nurse for many years in patient care administration and clinical practice, many nurses were experienced with huge commitment the job requires such as mentally, physically and emotionally.

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