

A STUDY ON JOB SATISFACTION OF STAFF NURSES IN GOVERNMENT HOSPITAL IN TIRUCHIRAPPALLI

Dr.M.Sowriyar Duraisamy

Assistant Professor

Post Graduate and Research Department of Commerce

National College(Autonomous)

Tiruchirappalli-01.

Abstract

People join various organizations in most part of their lives. The organizations are strong social tools to arrange the relationships between the individuals. An organization is a constitution where two or more people come together to achieve a goal (or goals) whose behaviors are managed according to specified rules (Applewhite, 1965). Another definition is that, organizations are goal directed, boundary maintaining, and socially constructed systems of human activity, which focuses attention on the social processes involved in the genesis and persistence of organizations (Aldrich, 1999). When an individual wants to achieve his goals, which require more power than he has, he must cooperate with others. As above statements, it may be understood that the organizations satisfy the individual's needs with interactive and collaborative working. The present study is descriptive in nature. The present study is used well structure questionnaire for collecting primary data. The sample is selected 120 staff nurse from government hospital Tiruchy. The sampling is selected based on the convenience sampling technique.

Key Words: Job Satisfaction, Staff Nurses, Hospital, Employees.

Introduction

Employee satisfaction refers to a collection of positive and/or negative feelings that an individual holds toward his or her job. Job Satisfaction is a part of life satisfaction. It is the amount of pleasure or contentment associated with a job. Job Satisfaction is an emotional response to a job. Job satisfaction is one of the most popular and widely researched topics in the field of organizational psychology (Spector, 1997). Locke (1976) defines job satisfaction as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences. Job satisfaction has been studied both as a consequence of many individual and work environment characteristics and as an antecedent to many outcomes. Employees who have higher job satisfaction are usually less absent, less likely to leave, more productive, more likely to display organizational commitment, and more likely to be satisfied with their lives.

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rules (Applewhite, 1965). Another definition is that, organizations are goal directed, boundary maintaining, and socially constructed systems of human activity, which focuses attention on the social processes involved in the genesis and persistence of organizations (Aldrich, 1999). When an individual wants to achieve his goals, which require more power than he has, he must cooperate with others. As above statements, it may be understood that the organizations satisfy the individual's needs with interactive and collaborative working.

There are a variety of factors that can influence a person's level of job satisfaction. Some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, the job itself (the variety of tasks involved, the interest and challenge the job generates, and the clarity of the job description/requirements). The happier people are within their job, the more satisfied they are said to be. The concept of job satisfaction has gained importance ever since the human relations approach has become popular. Job satisfaction involves complex number of variables, conditions, feelings and behavioural tendencies

Review of literature

Lease (1998) said that "Employees who have higher job satisfaction are usually less absent, less likely to leave, more productive, more likely to display organizational commitment and more likely to be satisfied with their lives". Otherwise in today's liberalised world there are lots of opportunities present in the job market for the right candidate. Again, because of privatization there is very tough competition among the different units in the industry.

Dr. R. Anitha (sep. 2011) studied the Job Satisfaction of Paper Mill Employees with Special Reference to Udumalpet and Palani Taluk. Satisfaction level of the employees was measured on the basis of employees working conditions, rewards, welfare measures & job security.

Brikend Aziri, (2011) found that Job satisfaction is under the influence of a series of factors such as: The nature of work, Salary, Advancement opportunities, Management, Work groups and Work conditions. It is one of the major challenges for today's organization. Job satisfaction represents a combination of positive or negative feelings that workers have towards their work. Meanwhile, when a worker employed in a business organization, brings with it the needs, desires and experiences which determinates expectations that he has dismissed.

Research Problem

Now a day's government gives importance to the quality services to their people. In Tamilnadu, especially primary health department take initiatives to provide quality services and they instructed staff take care for their patient with concentration and commitment during their duty time. Staff nurses is playing important role for the patient health improvement. They work with concentration and commitment, but they affect many problems like duty shift, lack of leave, no time to take rest, no prober lunch time etc. So they face dissatisfaction in most of the time. It affects their mental health and work importance. So they can't work

effectively. It leads to suffer the patients whose comes under the dissatisfied nurse. Government hospital is main centre of getting medical treatments for the poor, low income and middle class. So it must be rectified with proper way. Employees get appropriate motivational and employee satisfaction programmes for the welfare society. This study is an attempt to know the level of satisfaction.

Objectives

- To find out the level of satisfaction of staff nurses working in Government hospital in Tiruchy.
- To study the factors influencing job satisfaction of staff nurses
- To give suggestions to improve satisfaction and commitment of staff nurses.

Research Design

- Descriptive research has been applied, which is also known as statistical research, describes data and characteristics about the population or phenomenon being studied.

Sources of Data

To cater the need of the research we have used primary (self constructed structured Questionnaire) as well as secondary sources of data collected from Journals, books ,magazines, websites, official records etc.

Data Collection Tool

Structured questionnaire was prepared to interview the employees of the organization.

Sampling Method and sampling size

The present study is descriptive in nature. The present study is used well structure questionnaire for collecting primary data. The sample is selected 120 staff nurse from government hospital srirangam, Tiruchirapalli District. The sampling is selected based on the convenience sampling technique.

Table 1

Percentage Analysis of Gender

S.No	Gender	Frequency	Percentage
01	Male	32	26.67
02	Female	88	73.33
	Total	120	100.0

Source: Primary Data

The above table percentage analysis of Gender shows that 88(73.33%) respondents belongs to the female and rest of 32(26.67)respondents belongs to Male.

It concluded that maximum 73.33% of the respondents belongs to Female.

Table 2**Percentage Analysis of Marital Status**

S.No	Marital Status	Frequency	Percentage
01	Single	76	63.33
02	Married	44	36.67
	Total	120	100.0

Source: Primary Data

The above table percentage analysis of Marital status shows that 63.33% of the respondents belong to the Single. 36.67% of the respondents belongs to the Married.

It is concluded that maximum 63.33% of the respondents belongs to Single.

Table 3**Percentage Analysis of Monthly income**

S.No	Income group	Frequency	Percentage
01	Up to Rs. 5000	34	28.3%
02	Rs. 5000 – 10000	27	22.5%
03	Rs. 10001 – 15000	18	15.0%
04	Rs. 15001 – 20000	20	16.7%
05	Above Rs. 20001	21	17.5%
		120	100.0%

Source: Primary Data

The above table Percentage analysis of Monthly income shows that 28.3% of the respondents are earning as their monthly income of upto Rs. 5000. 22.5% of the respondents are earning as their monthly income of Rs. 5000-10000. 17.5% of the respondents are earning as their monthly income of above Rs. 20001. 16.7% of the respondents are earning as their monthly income of Rs.150001-20000. and rest of 15% of the respondents are earning as their monthly income of Rs.10001-15000.

Table 3**Karl Pearson co-efficient of Correlation test**

Sl. No	Factors influencing job satisfaction	R value	Statistical inference
1	Adequate compensation	0.757	0.023 < 0.05 Significant
2	Job security	0.844	0.044 < 0.05 Significant
3	Supervisor relationship	0.574	0.231 > 0.05 Not Significant

4	Relationship with management	0.493	0.768 > 0.05 Not Significant
5	Work environment	0.279	0.435 > 0.05 Not Significant
	Overall satisfaction	2.765	0.145 > 0.05 Not significant

Source: Primary Data

The above table shows that the Karl Pearson Co-efficient of Job satisfaction in the year 2017-18. that there is no significant relationship between the performance of my work of the respondents and their overall satisfaction. Hence, the calculated value is greater than the table value. So the research hypothesis is rejected and the null hypothesis is accepted.

Research hypothesis

There is no significant relationship between the performance of my work of the respondents and their overall satisfaction

Null hypothesis

There is no significant relationship between the performance of my work of the respondents and their overall satisfaction

Suggestions:

- Provide necessary education, training and coaching that increases employees skills and shows the employee that you are interested in their success and readiness for new responsibility.
- Organisation should adapt virtuous strategies for overcome with the problem related to fatigue and boredom. Hospital management would be change the job for decay the fatigue and boredom.
- Organisation should divide the work equally for workload or else appoint more employees. As workload stimulus stress, so company has to take some action

Conclusion

Job satisfaction is a worker's sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfilment.

Job satisfaction is the collection of feeling and beliefs that people have about their current job. People's levels of degrees of job satisfaction can range from extreme satisfaction to extreme dissatisfaction. In addition to having attitudes about their jobs as a whole. People also can have attitudes

about various aspects of their jobs such as the kind of work they do, their co-workers, supervisors or subordinates and their pay.

Job satisfaction represents one of the most complex areas facing today's managers when it comes to managing their employees. Policy makers and managers have turned their attention to provide different kinds of facilities to their employees in order to satisfy their employees. A good work environment and good work conditions can increase employee job satisfaction and the employees will try to give their best which can increase the employee work performance.

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