

A study to assess the level of job satisfaction among staff nurses working in Adesh University hospital, Bathinda, Punjab

Nasiru M. Abdullahi & Patience Osose Nasir*

M.Sc Nursing Student, Adesh University Hospital, Bathinda, Punjab.

Corresponding author: *Patience Osose Nasir, M.Sc Nursing Student, Adesh University Hospital, Bathinda, Punjab.

Abstract

Introduction- a Nurse is a person trained and educated to provide care for the sick or disabled, especially one who is licensed and works in a Hospital. When Nurses enjoy their Jobs and intend to stay in their position long term, it can translate to improve job Satisfaction¹.

Methodology-A descriptive design was used to assess the level of job satisfaction among Staff nurses working in Adesh Hospital, Bathinda, Punjab. Convenience sampling technique was used to select 60 staff nurses. Standardized Misener Nurse Practitioner Job Satisfaction Scale was used to measure the level of job satisfaction among the staff nurses. Analysis was done by using descriptive and inferential statistics.

Results-The study results revealed that, 33 (55.0%) of the staff nurses were satisfied with their job, 20 (33.3%) were minimally satisfied with their job while 6 (10.0%) were minimally dissatisfied with their job and 1 (1.7%) was very satisfied with their job.

Discussion and conclusion- In conclusion, there was a significant association between the level of job satisfaction among staff nurses with the marital status ($p=0.003$), work experience ($p=0.002$) and annual income ($p=0.001$) at the level of 0.05. However, no significant association exist between the level of job satisfaction among Staff nurses with selected socio-demographic variables such as age, sex, area of residence, religion, employment type, and language proficiency, working hours, educational qualification and unit/ward.

Keywords: Job, Satisfaction, Staff Nurses and Hospital

Introduction

“You can’t expect your employee’s to exceed the expectations of your clients if you don’t exceed the employee’s expectation of management.” Howard Schultz.

When Nurses enjoy their Jobs and intend to stay in their position long term, it can translate to improve Client Outcome/Satisfaction. Findings of National

Database of Nursing Quality Indicator revealed that positive Clients outcomes are strongly tied to Nurses Job Satisfaction¹. American Nurses Association conducted a Registered nurse survey regarding a quality improvement program of American Nurses, revealed that a 25% increase in Job Satisfaction and a 29% increase in intent to

stay, was associated to overall quality of care increase of 5-20%².

Job Satisfaction in this context is simply a measure of how contented a Nurse is with his/her job. It is the degree of emotional attachment/detachment Nurses have with their Job as well as the extent of satisfaction derived from the Job. Job Satisfaction is derived from the difference what the Job rewards and what the Nurse expect as reward. The dimensions of job satisfaction among nurses have been conceptualized into Intrinsic factors which include personality, personal achievements, sense of accomplishment, prestige and Extrinsic factors which include work conditions, workload, and relationships with colleagues, remuneration, promotion, recognition, benefits, social relationship, nurse autonomy, feedback, task significances, task relevance, and training opportunities³.

The staffing management firm American Nurses healthcare conducted a mail survey in 2012 on 88,288 nurses and received feedback from 2,931. Of those who responded, 91% said they were satisfied with their career; however 44% said they might hesitate before pursuing a career in nursing again. In addition 40% said they either would not recommend nursing as a career for their children or other young people. 17% of nurses planned to seek new nursing job, 31% of nurses said they planned to leave nursing entirely by retiring or pursuing a job not related to nursing or they plan to reduce their clinical hours by working part-time and 50% of nurses thought that the job is negatively affecting their health².

The issue of Global Nurse shortage and the concept of safe staffing have attracted prominent attention of World Health Organization, International and Regional Organizations for decades. Nursing shortage is a Healthcare system problem which results in adverse effect on the Health and wellbeing of the population, the challenges to policy makers and planners in high and low income

countries have never been experienced this way⁴. Hence the researcher finds it necessary to assess the level Job Satisfaction among Staff Nurses working in Adesh Hospital Bathinda Punjab.

Need of the study

In a resource limited and high burden disease setting, satisfied human resources are an asset in terms of high productivity, efficiency and quality care. By enhancing job satisfaction, hospital administrators can improve not only on the Mental, Psychological, or Social wellbeing of the workers but also the Clients and the financial Health of the organization. The Healthcare system has undergone a dramatic change over the years due to razor edge competition, technological advancement, escalating cost and increase in demand for better clients care services.

In a related report from New Delhi Press Trust of India in September 2016; lakhs of nurses in Government hospitals across the country went on an indefinite strike due to poor response from government related to issues of pay and allowances, despite rise in cases of dengue and chikungunya. According to another report from the Thiruvananthapuram Press Trust of India in July 2017, 80,000 nurses working in private and government hospitals in Kerala began an indefinite strike state-wide after hospital management rejected their pay revision demand of 20,000 rupees minimum salary¹⁸. Indian Nurses look for oversea opportunities because of lack of opportunity for professional advancement and skill development at home and also because of poor remuneration, working condition and quality of training⁵.

Studies have been conducted on job satisfaction among various Health professionals, but given the crucial role nurse's play in determining the efficiency, effectiveness and quality of care rendered to clients in different settings of the Healthcare

system, it is therefore imperative to assess the level of job satisfaction among staff nurses working in Adesh Hospital Bathinda Punjab.

Review of literature

The purpose of review of literature is to gain an insight into the various aspect of the problem under study, such as the design, the method, instruments and techniques of data collection that may prove useful in the proposed study.

The literature review of the present study is presented as follows:

A descriptive study was conducted to assess the relationship between Job satisfaction and Nurse to Client ratio with Nurse Burn-out among 10 randomly selected Home Health Nurses in Piedmont, North Carolina USA. Data was collected using structured questionnaire. Results revealed that the overall job satisfaction and the Nurse-Client ratio yield a P-value of 0.0975. Though there was a significant positive relationship between calculated overall job satisfactions with Nurse-Client ratio, there was no conclusive evidence since the P-value of 0.0975 is greater than the significant level of 0.05. The study concluded that several factors contribute to Nurse Burn-out; these factors should be studied in order to establish a potential relationship and eventually methods to alleviate the effects of Burn-out on job satisfaction⁶.

A study was conducted to find out the association between Practice Environment and Job Satisfaction in Patient-Centered Medical Homes among 20 randomly selected Primary Care Practitioner in Rhodes Island and Colorado. Data was collected using structure interview. Results showed that between baseline and 30 months, job satisfaction improved in Rhodes island ($p=0.03$) but not in Colorado. Both pilot projects reported difficulties in providing safe, high quality care (p less than 0.001), but emphasis on quality and the level of office

chaos did not change significantly. The study concluded that medical home transformation should emphasize on quality and open communication while minimizing office chaos may offer the best chance of improving job satisfaction⁷.

A prospective study was conducted on Job Satisfaction among Staff Nurses in a Tertiary Healthcare Hospital among 100 randomly selected Nurses in Nizam's Institute of Medical Science, Hyderabad. Data was collected using structured questionnaire. The results showed only 42% of Nurses were satisfied with their jobs indicating importance of improvement of environment and culture of organization. The study concluded that management should focus on improving both the intrinsic and extrinsic factors to achieve better satisfaction among nurses which is indirectly associated with patient care activities⁸.

A descriptive cross-sectional study was done to assess the relationship between Staff Nurse Team work and Job Satisfaction among 3675 randomly selected Staff Nurses from 18 different units within 5 Hospitals in USA. Data was collected using Nursing Team work Survey (NTS). The results revealed that participants level of Job Satisfaction with current position and Satisfaction with occupation were higher when related to team work (P less than 0.001), type of unit also influenced both satisfaction variables (P less than 0.05). Additionally education, gender, and job title also influenced satisfaction with occupation (P less than 0.05) but not with current position. The study concluded that a higher level of team work and perception of adequate staffing leads to greater job satisfaction with current job position and occupation⁹.

A descriptive cross-sectional study was conducted to explore the level of job satisfaction and organizational commitment among 317 Nurses who were randomly selected from the 12 departments in the

University of Port-Harcourt Teaching Hospital, Nigeria. Data was collected using Organization commitment scale (OCS), the results revealed that more than half (51%) of respondents were satisfied with their jobs however, low pay, poor working conditions and low motivation were the principal cause of dissatisfaction. The study concluded that the management of the hospital should put more effort towards correcting these lapses in order to achieve its organizational goal¹⁰.

A descriptive study was conducted on job satisfaction among 200 hospital staffs working in a government teaching hospital in India through systemic random sampling. Data was collected using a structured interview based on a modified job satisfaction scale (MJSS). The results revealed that the mean job satisfaction index was computed to be in similar range, but was found to be highest for nurses (0.68) followed by doctors (0.66), support staff (0.63) and technician (0.62). A positive association was reported between job satisfaction and factor scores of communication (0.133), benefits (0.110), working conditions (0.027) co-worker (0.032) and a negative relation with organizational supervision system (0.118), work load (0.093), reward (0.035), pay/salary (0.034) and career prospects (0.017) respectively. The study concluded that the scope for intervention to enhance job

satisfaction and continuous monitoring is important in determining various service aspects that necessitates improvement¹¹.

Aims and objectives

Statement of the problem:

“A study to assess the level of job satisfaction among Staff nurses working in Adesh Hospital, Bathinda, Punjab.”

Aims of the study:

To assess the level of job satisfaction among staff nurses using Misener Nurse Practitioner Job Satisfaction Scale.

Objectives of the study:

1. To assess the level of Job Satisfaction among Staff nurses working in Adesh Hospital.
2. To find out the association between the level of Job Satisfaction among Staff nurses with their selected Socio-demographic variables.

Hypothesis:

H_{0.2}: There will be no significant association between the level of job Satisfaction among staff Nurses with their selected Socio-demographic variables.

H_{1.2}: There will be a significant association between the level of Job Satisfaction among staff Nurses with their selected Socio-demographic variables.

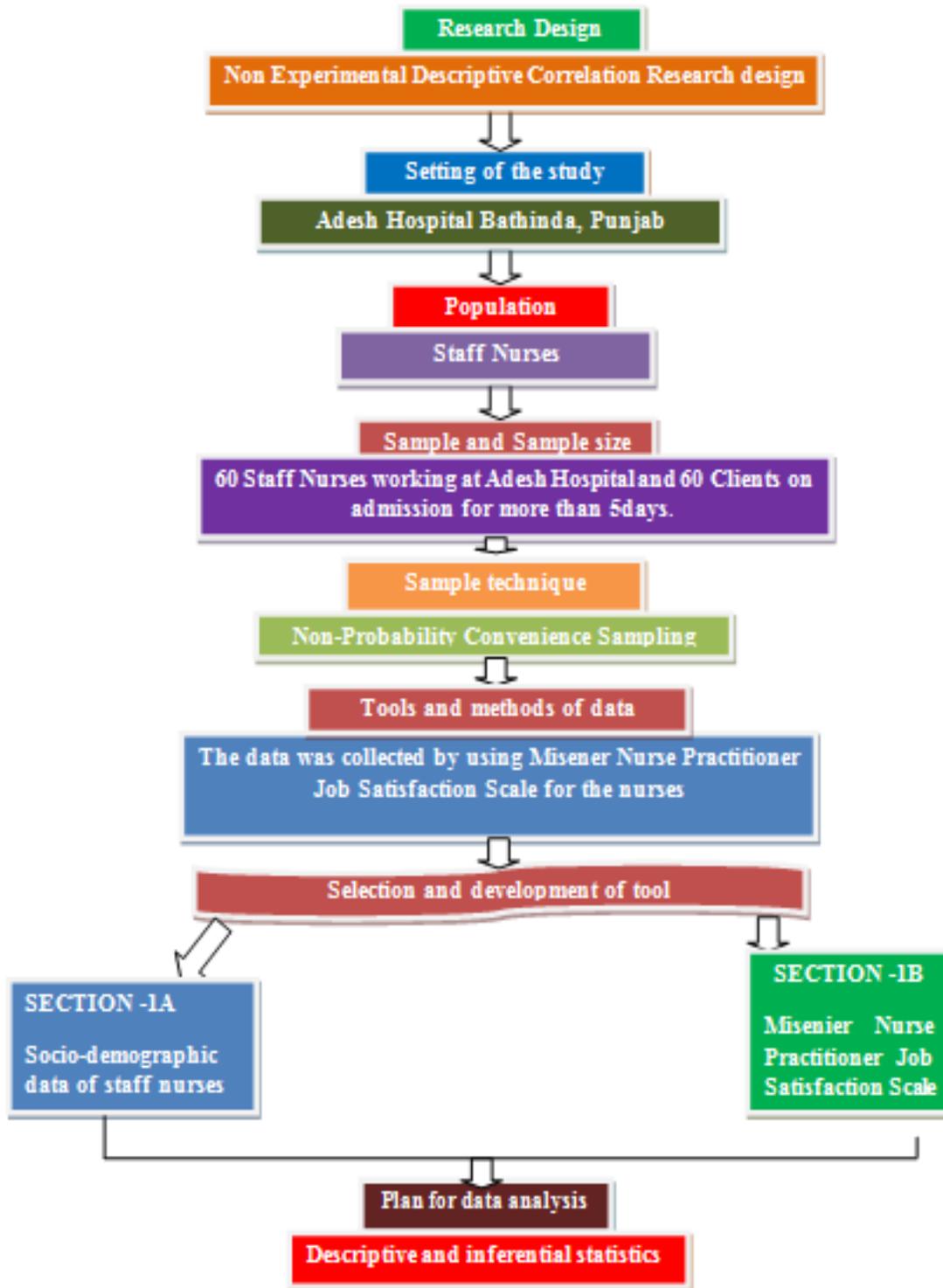


Figure-1 Schematic representation of Research Methodology

Materials and methods

This chapter deals with the description of the research methodology adopted by the investigator, Research methodology is a way

to systematically solve research problems and serves as a framework for conducting the study.

Research methodology refers to the various steps that are generally adopted by the researcher in studying the research problem along with the logic behind them. This chapter deals with the research methodology used to assess the level of job satisfaction among Staff nurses working in Adesh Hospital Bathinda, Punjab.

Research approach

A Quantitative Exploratory Research Approach was used for the present study which aim to determining the level of Staff nurse's job

Research design

A Non Experimental Descriptive Correlation Research Design was used for this study.

Research setting:

The setting refers to the physical location and conditions where data collection takes place. The setting chosen for this study was Adesh Hospital, Bucho Khurd, Bathinda, Punjab.

Population:

The population is an aggregate of element showing some common set of criteria.

Target population:

Refers to the elements, people, objects to which the investigator want to generalize the findings. In this study, the target population was the Staff nurses

Accessible population:

Refers to the part of the target population that is available to the investigator. In the present study, the accessible population was Staff nurses working in Adesh Hospital and

Sample:

The samples for the study were Staff nurses working at Adesh Hospital, Bathinda, Punjab.

Sampling technique:

Non-probability convenience sampling technique was used for the present study to select the sample that fulfills the sampling criteria.

Sample size:

The sample size consisted of 60 Staff nurses working in the various units of Adesh Hospital, Bathinda, Punjab.

Research variables:

Variables are qualities, properties or characteristics of a person, things or situations that changes or varies and are manipulated or measured in a research. Two types of variables was included in this study: Research variables and Socio-demographic variables

Research variables:

In this study, the research variables are Staff nurse job satisfaction

Demographic variable:

This contains baseline information of Staff nurses such as (age, sex, and religion, area of residence, educational qualification, language proficiency, work experience, work hours, marital status, units/wards and annual income).

Sampling criteria:

These are those criteria for selecting the samples based on certain inclusion and exclusion criteria.

Inclusion criteria

1. Staff Nurses working in Adesh Hospital Bathinda.

Exclusion criteria:

1. The Staff nurses who were not present on the day of data collection.
2. The staff nurses who were not willing to participate in the study.

Description of the tools for data collection

The tools for data collection consist of two parts;

Part 1: Socio-demographic Information of the Staff nurses

Part 2: Standardized Misener Nurse Practitioner Job Satisfaction Scale

Part 1: Staff nurse’s Socio-demographic Information

It includes baseline information of the Staff nurses such as age, sex, religion, area of residence, educational qualification, language proficiency, work experience, work hours, marital status, units/wards and annual income,

Part 2: Standardized Misener Nurse Practitioner Job Satisfaction Scale (MNPJSS)

It was developed by Misener TR; Cox DL in the year 2001 used for the assessment of job satisfaction among primary care Nurse Practitioners. It consists of 44 items each measured using a 6 point likert scale. Response option: 6= very satisfied, 5=satisfied, 4=minimally satisfied, 3=minimally dissatisfied, 2=dissatisfied and 1=very dissatisfied. The administration time is 15-20 minutes, the scoring ranges from 44 and the internal validity using Cronbach alpha was 0.96

Scoring key for (MNPJSS)

Items	Maximum	Minimum
1-44	264	44

Table: 1 Level of Staff nurses satisfaction

Satisfaction scores	Percentage (%)	Level of satisfaction
221-264	100%	Very satisfied
177-220	83.3%	Satisfied
133-176	66.7%	Minimally satisfied
89-132	50%	Minimally dissatisfied
45-88	33.3%	Dissatisfied
44	16.7%	Very dissatisfied

Content validity

This is degree to which the items in an instrument adequately represent the universal meaning of the contents. The valuable suggestion of experts was incorporated in the final preparation of the Socio-demographic tool. The standardized Misener Nurse Practitioner Job Satisfaction Scale version were only available in English; hence the tools were translated by a language expert from English to Punjabi.

Reliability

The tool were tested for reliability during the pilot study which was obtained by spilt half technique using Karl Pearson correlation coefficient formula giving a reliability scores for both the Misener Nurse Practitioner Job Satisfaction Scale to be 0.7, hence the tool was considered to be highly reliable to proceed for the study.

Pilot study

The pilot study was conducted at Adesh University Hospital in the month of February 2018, to assess the feasibility of the study. 6 Staff nurses out of the total population were selected using Non probability convenience sampling technique. The subjects for the pilot study possess the same characteristics as that of the samples for the final study but were not included in the main study. Prior to the study, permission was obtained from the concerned authorities. Following a brief self introduction, the selected respondents were informed about the purpose of the study and written consent was obtained. Assessment of the level of Staff nurse’s job satisfaction was done using the Misener Nurse Practitioner Job Satisfaction Scale; the collected data were analyzed using descriptive and inferential statistics.

After conducting the pilot study it was found that the study was feasible, the concerned authorities and subjects were cooperative, the scales were relevant, and the time and cost of the study was within the limits.

Ethical consideration

The proposal for the study was approved by the Institutional Ethics Committee of Adesh University Bathinda, Punjab. Written permission from the Medical Superintendent and Nursing Superintendent was obtained. Anonymity and confidentiality of the data was assured the nurses were informed that participation in the study was voluntary and they could withdraw from it at any point time. The Staff nurses who were interested in the study were asked to sign the consent form and fill the Misener Nurse Practitioner Job Satisfaction questionnaires then return it to the researcher immediately; the routine works of the Staff nurses was not disrupted.

Procedure for data collection

Data collection was done in the month of March 2018, samples of 60 Staff nurses working in Adesh Hospital, Bathinda were selected by using Non-probability convenience sampling technique.

Formal permission was taken from the Medical Superintendent and Nurse Superintendent of Adesh Hospital, Bathinda for conducting the study. Informed written consent was taken from the sample after explaining the purpose of the study, data was collected by using a standardized self administered questionnaires related to Staff nurses job satisfaction and Clients satisfaction of nursing care.

Methods of data analysis and presentation

It was decided to analyze the data using descriptive and inferential statistics on the bases of the study objectives and hypothesis; hence the collected data was carefully recorded, analyzed, summarized, and tabulated using SPSS-16, through the following techniques

Descriptive analysis

1. Frequency and percentage analysis was used to describe the Socio-demographic characteristics of the Staff nurses.

2. Mean scores and Standard deviation was used to assess the level of satisfaction among the Staff nurses.

Inferential statistics

1. One-ANOVA was used to find the association between Staff nurse's job satisfaction and also the association between staff nurse's satisfaction with their selected socio-demographic variables.

Summary

This chapter has explained the research methodology, research design, research approach, population, sample, sampling techniques; it has also expatiated on the validation and reliability of the tools, pilot study, plan for data collection and analysis.

Results

Kerlinger (1976) defined analysis as the process of categorizing, ordering, manipulating, and summarizing data obtained to answer the research hypothesis.

This chapter deals with the analysis and interpretation of data collected from 60 Staff nurses working in Adesh Hospital Bathinda, Punjab, to assess their level of job satisfaction.

The analysis was based on the following objectives:

1. To assess the level of Job Satisfaction among Staff nurses working in Adesh Hospital.
2. To find out the association between Job Satisfaction among staff nurses with their selected Socio-demographic variables.

Organization and presentation of the data

The data collected were edited, tabulated, analyzed, interpreted and findings obtained were presented in the form of tables and diagrams under the following sections.

SECTION-I: Findings related to Level of Satisfaction among Staff nurses and Clients

SECTION-II: Association between the level of Satisfaction among Staff nurses with their selected Socio-demographic variables

satisfied with their job, 20 (33.3%) were minimally satisfied with their job while 6 (10.0%) were minimally dissatisfied with their job and 1 (1.7%) was very satisfied with their job

SECTION I: Finding related to Level of Satisfaction among Staff nurses

Table 2: Frequency and percentage distribution of the Level of Job Satisfaction among Staff nurses (N=60)

Level of satisfaction	Staff nurses	
	f	percentage (%)
Very Dissatisfied	0	0.0
Dissatisfied	0	0.0
Minimally Dissatisfied	6	10.0
Minimally Satisfied	20	33.3
Satisfied	33	55.0
Very Satisfied	1	1.7

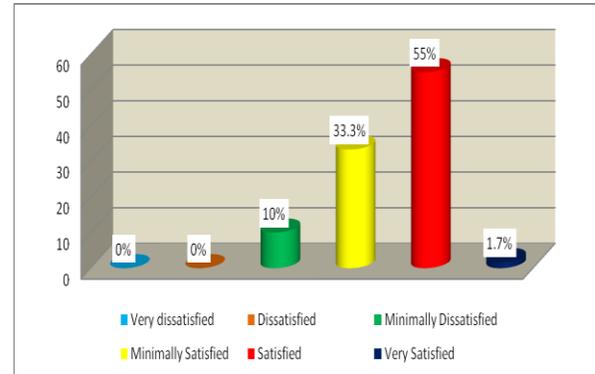


Figure-2: The column diagram shows frequency and percentage distribution of Staff nurse according to the level of satisfaction

Table-2 and Figure-2 depicts the distribution of the Staff nurses according to their level of satisfaction, majority 33 (55.0%) were

SECTION II: Association between the level of Satisfaction among Staff nurses with their selected Socio-demographic variables

Table 3: Association between the Level of Job Satisfaction among Staff nurses with their selected Socio-demographic variables (N=60)

Variables	f	Mean	SD	df	P Value
Age					
24-29years	42	4.4048	0.66478	59	0.033 ^{NS}
30-35years	13	4.5385	0.77625		
36-42years	5	5.0000	0.70711		
Sex					
Male	8	4.7500	0.88641	59	0.048 ^{NS}
Female	52	4.4423	0.66902		
Marital status					
Unmarried	21	4.0000	0.70711	59	0.003 ^S
Married	35	4.7429	0.56061		
Divorce	4	4.7500	0.50000		
Widow	0	0.0000	0.0000		
Religion					
Hindu	8	4.3750	0.91613	59	0.281 ^{NS}
Muslim	0	0.00000	0.00000		
Christian	3	5.0000	0.00000		
Sikh	49	4.4694	0.68014		

Others	0	0.0000	0.00000		
Area of residence					
Urban	33	4.4545	0.75378	59	0.742 ^{NS}
Rural	27	4.5185	0.64273		
Employment type					
Permanent	34	4.5294	0.66220	59	0.479 ^{NS}
Temporary	25	4.4000	0.76376		
Contract	1	5.0000	0.00000		
Others	0	0.0000	0.00000		
Language proficiency					
Punjabi	23	4.6957	0.55880	59	0.137 ^{NS}
English	37	4.3514	0.75337		
Work experience					
6 month- 1year	17	4.0000	0.70711	59	0.002 ^S
Above 1- 3years	18	4.5000	0.61835		
Above 3years	25	4.8000	0.57735		
Working hours					
8 hours	60	4.4833	0.70089	59	0.000 ^{NS}
12hours	0	0.0000	0.00000		
16hours	0	0.0000	0.00000		
Others	0	0.0000	0.00000		
Educational qualification				59	0.810 ^{NS}
GNM	31	4.5484	0.67521		
	13	4.2308	0.83205		
BSc. (Nursing)	15	4.5333	0.63994		
P.B.BSc (Nursing)	1	5.0000	0.00000		
MSc. (Nursing)					
Unit/ ward				59	0.412 ^{NS}
Male med/surg. ward	8	4.7500	0.88641		
Female med/surg. ward	8	4.3750	0.51755		
Psychiatric ward	5	4.6000	0.54772		
ENT ward	4	4.7500	0.50000		
Chest and T.B ward	3	4.0000	1.00000		
Chest and T.B ward	4	4.2500	0.95743		
Paediatric ward	4	4.2500	0.95743		
Paediatric ward	5	4.8000	0.44721		
OBG ward	5	4.8000	0.44721		
Special ward	5	4.4000	0.89443		
ICU	5	4.4000	0.89443		
ICU	4	4.5000	0.57735		
Cardiac care unit	4	4.5000	0.57735		
Cardiac care unit	4	4.2500	0.50000		
Orthopedic ward	4	4.2500	0.50000		
Orthopedic ward	5	4.0000	1.00000		
Emergency unit	5	4.0000	1.00000		
Annual income				59	0.001 ^S
Rs. 50,000-100,000	15	4.2000	0.67612		
Rs. 101,000-150,000	13	4.0000	0.70711		
Rs. 151,000-200,000	20	4.7500	0.63867		
Above RS. 2 Lakh	12	4.9167	0.28868		

Table- 3 represents the association between the Level of Job Satisfaction among Staff nurses with their selected Socio-demographic variables. The study findings revealed that there was a significant association between the level of job satisfaction among staff nurses with the marital status ($p=0.003$), work experience ($p=0.002$) and annual income ($p=0.001$) at the level of 0.05. However, no significant association exist between the level of job satisfaction among Staff nurses with selected socio-demographic variables such as age, sex, area of residence, religion, employment type, and language proficiency, working hours, educational qualification and unit/ward.

Discussion

This chapter deals with detailed discussion on the findings of the study interpreted from statistical analysis. It is presented in line with the objectives of the study which was conducted to assess the level of job satisfaction among Staff nurses and Client's satisfaction of nursing care in Adesh Hospital Bathinda Punjab. In order to achieve the objectives of the study a non experimental descriptive research design was selected and the samples was selected by non-probability convenient sampling technique.

The study was conducted for about 4 weeks and data was collected from 60 Staff nurses by administering Misener Nurse Practitioner Job Satisfaction Scale for the Staff nurses

The majority of the staff nurses i.e. 33 (55.0%) were satisfied with their job, 20 (33.3%) were minimally satisfied with their job while 6 (10.0%) were minimally dissatisfied with their job and 1 (1.7%) was very satisfied with their job.

The findings of the present study were consistent with the findings of a descriptive cross-sectional study which was conducted to explore the level of job satisfaction and organizational commitment among 317 nurses who were randomly selected from the 12 departments in the University of Port-

Harcourt Teaching Hospital, Nigeria. Data was collected using a structured self-administered questionnaire, results revealed that more than half (51%) of respondents were satisfied with their jobs.

The study findings revealed that there was a significant association between the level of job satisfaction with the marital status ($P=0.003$), work experience ($P=0.002$) and annual income ($P=0.001$) at the level of 0.05. Hence the null hypothesis ($H_{0.2}$) was rejected and the research hypothesis ($H_{1.2}$) was accepted. There was no significant association between the level of job satisfaction with the selected socio-demographic variables such as age, sex, area of residence, religion, employment type, language proficiency, working hours, educational qualification and unit/ward

Conclusion

This chapter presents the conclusion drawn, implications, limitations, suggestions and recommendations. This study was conducted to assess the level of job satisfaction among Staff nurses and Client's satisfaction of nursing care in Adesh hospital Bathinda Punjab.

A descriptive exploratory research approach was used for this study. The 60 sample was selected using non-probability convenience sampling technique. The data was collected by using standardized Misener Nurse Practitioner Job Satisfaction Scale for the staff nurses, which was further analyzed and interpreted by applying statistical methods. Findings revealed that majority of the staff nurses were more satisfied with their jobs.

Implication of the study:

The findings of the study have implication for Nursing Practice, Nursing Education, Nursing Administration and Nursing Research.

Nursing practice

1. The nurse should view the client as a person and not the disease by providing a holistic care that would lead to clients satisfaction

Nursing education

1. The nurse need to be fully equipped with updated knowledge on nursing management of various illness because clients are very much aware and informed about their health condition ‘’ as the saying goes; an old client is better than a new nurse’’

Nursing administration

1. Administrators should develop policies and strategies with the objective of improving staff nurse job satisfaction, resulting in improved performance which would in turn lead to quality care and client’s satisfaction.

2. Administrators should implement the recommendation of this study in other to promote their market value and increase financial returns for the Hospital.

Nursing research

1. The nurse researcher’s needs to explore creative ways in ensuring those clients’ perspectives of quality nursing care are given equal weight/consideration.

2. This study serves as a baseline for future studies to build upon in other to gain a more comprehensive understanding of Staff nurse’s satisfaction

3. The study also shows that more factors that affects nurse’s job satisfaction needs to be studied in detail and repeatedly.

Recommendations:

This study answered staff nurses opinion on the level of job satisfaction based on the findings, the researcher recommends the following:

1. Hospital Administrators should work towards improving staff nurses

satisfaction by enhancing quality client care .

2. Based on the findings of the study, annual income and family income were found to be a significant determinants for both staff nurse’s satisfaction. Hence improvement of the nurse’s wages and reduction in the cost of healthcare services would most likely yield the maximum output on thei level satisfaction.

3. Improving nurses’ work environment and implementing stress relieving strategies are necessary to maximize nurse’s job satisfaction and improve quality care.

4. A similar study can be conducted using larger samples and covering more than one health facility in other to be able to effectively generalize the findings

Limitations:

1. One major limitation to the study was the limited sample size (N=120) available for the study.

2. The inclusion criteria were limited to only clients on admission for more than 5day for the study.

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