

Assess the Level of Job Satisfaction and its Impact on Working Conditions among Staff Nurses

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ABSTRACT

According to Vroom (1964) Job satisfaction is an orientation of emotions that employees possess towards role they are performing at work place. The work environment is one of the most crucial factor which influence the level of satisfaction as well as motivation of its employees. The nature of work has changed considerably in many sectors of industry over the past decades Modern organizations consider job stress and job satisfaction of their employees as two important workplace issues. The present study was conducted with an objective to assess the level of job satisfaction and its impact on working conditions of staff nurses at Selected Hospital in District Hamirpur. A descriptive research design was used to assess the level of job satisfaction and its impact on working condition of 40 staff nurses by convenience sampling technique at Selected Hospitals in District Hamirpur, Himachal Pradesh. Data was collected by using questionnaires method and interview method. Result revealed that the calculated chi-square values were less than the table value at the 0.05 level of significance. There was non-significant association in level of job satisfaction with their selected demographic variables and also revealed that there was a significant correlation between the level of satisfaction with selected sociodemographic variables. Percentage distribution of level of score regarding impact on work performance among staff nurses was 97.5 % satisfactory and 2.5 % was unsatisfactory. The study findings revealed that the majority of nurses were satisfied with their present condition of work. Since the job satisfaction is a dynamic process, the result may not be static or consistence. Working environment and employees expectations should receive attention.

KEYWORDS: job satisfaction, level of impact, staff nurses

INTRODUCTION

Job is a work that someone does to earn money or it is a paid position of regular employment. It is a task or piece of work, especially one that is paid. Job is an activity often regular and performed for exchange payment. Satisfaction is a fulfilment of one's wishes expectation or needs satisfaction is a pleasure that feels when do something or get something. Satisfaction means you have enough in a good way. It is also called employees satisfaction. Job satisfaction is a pleasurable or positive emotional

state resulting from the appraisal of one's job or job experience.

Job satisfaction is a pleasure that come from doing job. It is the extent to which a person's hopes, expectations, desires, about employment he is engaged are fulfilled. It describes the degree to which individual joy from their job. It is typically measured after the change in organization such as shift in management model to assess how the change affects employees. It is measured by using questionnaire that

How to cite this paper: Poonam Thakur | Jasmeet Kaur | Shailza Sharma | Sheetal Jaswal "Assess the Level of Job Satisfaction and its Impact on Working Conditions among Staff Nurses" Published in International Journal of Trend in Scientific Research and Development (ijtsrd), ISSN: 2456-6470, Volume-6 | Issue-4, June 2022, pp.1216-1227, URL: www.ijtsrd.com/papers/ijtsrd50297.pdf



IJTSRD50297

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employees complete; sometimes a single question might be asked in very straight forward way to which employees responds using a rating scale such as liker scale.

The concept of job satisfaction has been developed in many ways by different researchers and practitioners. One of the most widely used definitions in organizational research is that of Locke(1976), who defines job satisfaction as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences”. Others have defined it as simply how content an individual is with his or her job, whether he or she likes the job or not. It is assessed at both the global level (whether or not the individual is satisfied with different aspect of the job).

Job satisfaction scales vary in the extent to which they assess the affective feelings about the job or the cognitive assessment of the job. Affective job satisfaction is a subjective construct representing an emotional feeling individuals have about their job. Hence, affective job satisfaction for individuals reflects that degree of pleasure or happiness their job in general induces. Cognitive job satisfaction is a more objective and logical evaluation of various facets of a job. Cognitive job satisfaction can be one-dimensional if it comprises evaluation of just one facet of a job, such as pay or maternity leave, or multidimensional if two or more facets of a job are simultaneously evaluated.

Job satisfaction can also be seen within the broader context of the range of issues which affects an individual’s experience of work, or their quality of working life. It can be understood in terms of its relationships with other key factors, such as general well-being, stress at work, control at work, home-work interface, and working conditions. The assessment of job satisfaction through employee anonymous surveys became commonplace in the 1930s. Although prior to that time there was the beginning of interest in employee attitudes, there were only a handful of studies published. Latham and Budworth note that Uhrbrock in 1934 was one of the first psychologists to use Job satisfaction. Despite the fact that human power is the backbone for the provision of quality health care for population and high level of professional satisfaction among health worker earns high dividends such as higher worker forced retention and patient satisfaction, there is limited amount of literature in areas related to factors affecting job satisfaction and retention. The job satisfaction of health worker has become important topic. Job satisfaction is the degree to which employee have positive affective orientations towards employment by an organization.

Job satisfaction has been conceptualized both globally general satisfaction with job and dimensionally satisfaction with specific dimensions of job such as remuneration, promotion and relationship with colleagues job satisfaction in emergence department of interest because it is an important determinant of performance of health professionals. Job satisfaction has been linked to health worker motivation, stress, burnout, and absenteeism, intention to leave, and turn over.

Job satisfaction among nurses profession is increasingly being recognized as a measured that should be included in quality of improvement programme. Whereas, low job satisfaction can result in increased staff turnover and absenteeism, which affect the efficiency of health services.

Professional nurses play a vital role in provision of health care. The performance of nurse’s link closely to the productivity and quality of care. Provision with in health care organization. It was important to identify factors influencing the performance of professional nurses if the quality of health care delivery was too improved. Job satisfaction is measured by using questionnaires that employees complete sometime a single question might be asked in a very straight forward way to which employees respond by using routine scale; while satisfaction is sometimes equalled with performance it implies compensation or substitution. Satisfaction means you have had enough in a good way.

Health care professional are a very important part of health care system and it shortage creates lots of problems. The shortages may even cause patient to receive substandard care or to even be placed in danger. These shortages also create an environment that is not conducive to retaining the most qualified and experienced health care professionals. Job satisfaction is a major determinant of performance at the work place. The purpose of this study was to investigate or assess the job satisfaction among the staff nurses working at Regional Hospital in District Hamirpur. A good meal provide fulfilment of one's wishes expectations needs or the pleasure desired from this. Satisfaction is customer level of approval when comparing a product perceived performance with his or her experience.

The job satisfaction is a typically measure after a change in an organization, such as shift in the management model, to assess how the change affects employees. It may also be routinely measured by an organization to assess one of many factors expected to affect the organization performance. In addition, pulling companies like Gallup regularly measure job satisfaction on a national scale together broad

information on the state of the economy and the work force. Job satisfaction is measured using questionnaires that employees complete. Sometime a single question might be asked in very straight forward way to which employees respond using a rating scale.

The study revealed that income, working environment and administrative related issues are the three factors that determine the job satisfaction and dissatisfaction of nurses in selected Hospital. The result of this research show that these three aspects have made the nurses to take measures that may affect their lives as well as the health institutions future. Nurse Job satisfaction can be influenced by tenure due to the different experience, ability and need as for as nurse are concerned obviously the relationship between doctors, supervisors and peers tremendously affect nurse job satisfaction. Studies of job satisfaction among hospital nurses are important because of relationship between satisfaction and job turn over and performance. As nursing turn over result in high cost of hospital and as issues of quality of nursing care is currently the subject of research examination of job satisfaction as an intended variable is highly relevant. The relevance of nursing job satisfaction to the issue of cost contentment and quality of care in hospitals under scored by studies of nursing turnover as well as the effect of job satisfaction level in nursing performance. So we decided to conduct study on staff nurse among selected hospitals in district Hamirpur.

Material and Methods

A quantitative research approach was used for the study to assess the level of job satisfaction and its impact on work performance among staff nurses at Regional Hospital in district Hamirpur Himachal Pradesh. The research approach for present study is non experimental research approach. A descriptive research design was used to assess the level of job satisfaction and its impact on work performance among staff nurses at selected hospitals in district Hamirpur Himachal Pradesh. Study was conducted at selected hospitals Hamirpur Himachal Pradesh. The target population included all staff nurses at Regional Hospital, Hamir Hospital, Thakur Nursing home, in District Hamirpur Himachal Pradesh. A total Number of 40 staff nurses from the selected Hospitals in District Hamirpur Himachal Pradesh fulfilling inclusion and exclusion criteria were selected by convenience sampling technique as the study sample. It is a non probability sampling technique.

Structured knowledge questionnaire was developed to assess level of job satisfaction and its impact on work performance among staff nurses at selected Hospitals

Hamirpur Himachal Pradesh. The tool consists of three parts, part A, part B and part C.

Part A: Sociodemographic variables

This Part contains the following items for obtaining personal and professional information it includes: Age, Gender, Marital status, Religion, Education, Occupation, Monthly income, socioeconomic status.

Part B: Structured knowledge questionnaires.

This part include structured questionnaire and to assess the level of job satisfaction. The tools was developed by an extensive review of research and non-research literature, taking opinion of experts and investigator's professional experience in to consideration

Table 1: Criterion measure for assessment of level of job satisfaction

| Level of job satisfaction | Range of score |
|----------------------------|----------------|
| Totally disagree | 0 |
| Disagree | 1 |
| Neither agree nor disagree | 2 |
| Agree | 3 |
| Highly or totally agree | 4 |

Part -C : Structured checklist –

This part include structured checklist to assess the level of job satisfaction and its impact on working conditions of staff nurses.

Table 3: Checklist for job satisfaction among staff nurses

| Level of job satisfaction | Range of score |
|---------------------------|----------------|
| Satisfactory | 15-20 |
| Unsatisfactory | 0-15 |

The research tool was validated with the help of Experts from field of nursing was consulted to improve the use of research tool. Experts from medical surgical department pediatric department obstetrics and gynaecology department community and psychiatric department of Gautam College of nursing will validates the tool for data collection. As per guidance and suggested amendments was made in tools. A written permission was obtained from the Medical Superintendent and Matron of the Regional Hospital Hamirpur Prior to data collection. All the staff nurses of selected hospitals were selected by convenience sampling technique who met inclusion and exclusion criteria. The purpose of study was explained. Informed consent was taken from the health care providers for the participation in study. Socio-demographic profile of nurses was filled by interviewing the staff nurses. Level of satisfaction was assessed by distributing the questionnaire.

Analysis of data was done in accordance with the objective of the study. Both descriptive and

inferential statistics were used for analysis. Calculation were carried out manually with the calculator and with the help of the Microsoft excel and SPSS (Statistical Packages for Social Sciences).

Results

Sample demographics

Table-4: Depicted that staff nurses of selected hospitals at Hamirpur according to sample characteristics like age, gender, religion, marital status, education, husband education, occupation, husband occupation, work experience, habitat, total monthly income, husband income.

It was depicted that according to age, majority 17(43%) of staff nurses belonged to age group 20-30 years, followed by 16(40%) of staff nurses belonged to age group 30-40 years, followed by 5(12.5%) of staff nurses belonged to age group 40-50 years, followed by 1(2.5%) of staff nurses belonged to age group above 50 years.

According to gender of staff nurses, majority 40(100%) of staff nurses were female.

According to religion of staff nurses majority 40(100%) of staff nurses were Hindu.

According to marital status of staff nurses, majority 29(72.5%) of staff nurses were married, followed by 11(25%) of staff nurses were unmarried.

According to educational qualification of staff nurses majority 30(75%) of staff nurses were GNM qualified nurses, followed by 2 (5%) of staff nurses were Post-Basic Nursing, followed by 8(20%) of staff nurses were B.Sc. Nursing.

According to husband educational qualification majority 0(0%) were primary, 3(7.5%) were secondary, followed by 16(40%) were Graduate, followed by 9(22.5%) were post Graduate.

According to occupation of staff nurses majority 35(87.5%) were staff nurses, followed by 5(12.5%) were ward sister.

According to husband occupation majority 15(37.5%) were government job, followed by 13(32.5%) were private job.

According to work experience of staff nurses majority 6(15%) of staff nurses belonged to work experience below 1 year, followed by 15(27.5%) of staff nurses belonged to work experience 2-3 years, followed by 8(20%) of staff nurses belonged to work experience 6-10 years, followed by 4(10%) of staff nurses belonged to work experience 11-15 years, followed by 3(7.5%) of staff nurses belonged to work experience 16-20 years, followed by 4(10%) of staff nurses belonged to work experience above 20 years.

According to habitat of staff nurses, majority 24(60%) of staff nurses belonged to rural habitat, followed by 16(40%) of staff nurses belonged to urban habitat

According to total monthly income of staff nurses majority 2(5%) staff nurses had monthly income below 5000(in Rs.), followed by 10(25%) of staff nurses had monthly income 5000-10,000 (in Rs.), followed by 7(17.5%) of staff nurses had monthly income 10,000-20,000 (in Rs.), followed by 21(52.5%) of staff nurses had monthly income above 20,000 (in Rs.).

According to husband income majority 0(0%) were had monthly income below 5000(in Rs.), followed by 7(17.5%) were had monthly income 5000-10,000 (in Rs.), followed by 3(7.5%) were had monthly income 10,000-20,000 (in Rs.), followed by 18(45%) were had monthly income above 20,000 (in Rs)

Table -5: Table showing level of job satisfaction

| CRITERIA MEASURE OF JOB SATISFACTION SCORE | | |
|--|--------------|---------------|
| Category Score | Frequency(f) | Percentage(%) |
| Highly satisfied(46-60) | 0 | 0.0% |
| Satisfied(31-45) | 22 | 55.0% |
| Unsatisfied(16-30) | 18 | 45.0% |
| Highly unsatisfied(0-15) | 0 | 0.0% |

Maximum Score=60 Minimum Score=0

Table-5: Despite that findings showed the level of satisfaction regarding job i.e. 55% of staff nurses are satisfied with their job and 45% are unsatisfied from their job.

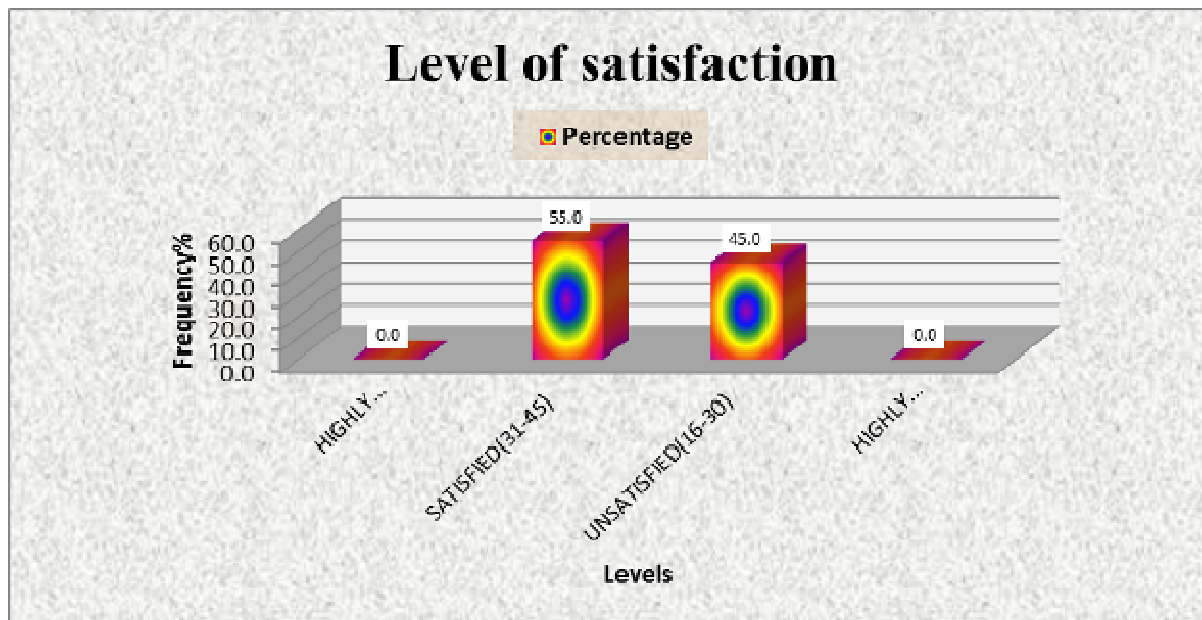


Fig-3: Percentage distribution of level of satisfaction regarding job.

Table no.-6: Descriptive statistics table.

| Descriptive Statistics | Mean | SD | Median | Maximum | Minimum | Range | Mean % |
|------------------------|-------|------|--------|---------|---------|-------|--------|
| JOB SATISFACTION Score | 31.23 | 5.17 | 31.00 | 41 | 23 | 18 | 52.0 |
| Maximum= 60 Minimum= 0 | | | | | | | |

Table no 6 shows the descriptive statistics of satisfaction score i.e. mean was 31.23, standard deviation was 5.17, median was 31.00, and mean percentage 52.0% and range was 18.

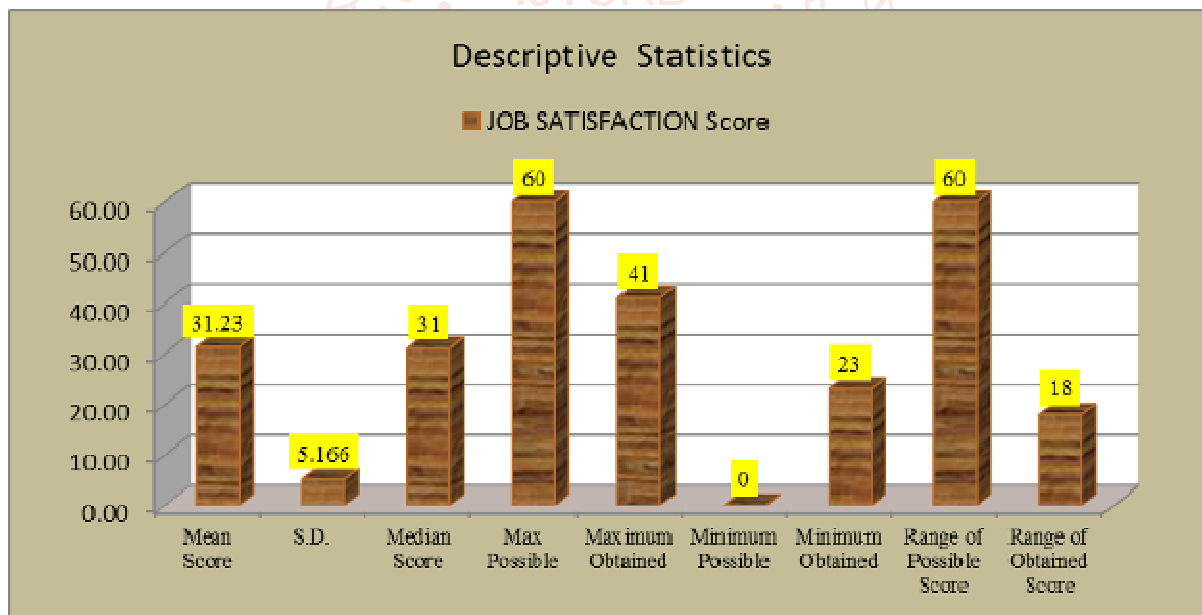


Fig-4: Diagram showing descriptive statistics

Table no 7: Table showing impact of job satisfaction on work performance among staff nurses.

| CRITERIA MEASURE OF JOB SATISFACTION SCORE | | |
|--|-----------|------------|
| Category Score | Frequency | Percentage |
| HIGHLY SATISFIED(46-60) | 0 | 0.0% |
| SATISFIED(31-45) | 22 | 55.0% |
| UNSATISFIED(16-30) | 18 | 45.0% |
| HIGHLY UNSATISFIED(0-15) | 0 | 0.0% |
| Maximum Score=60 Minimum Score=0 | | |

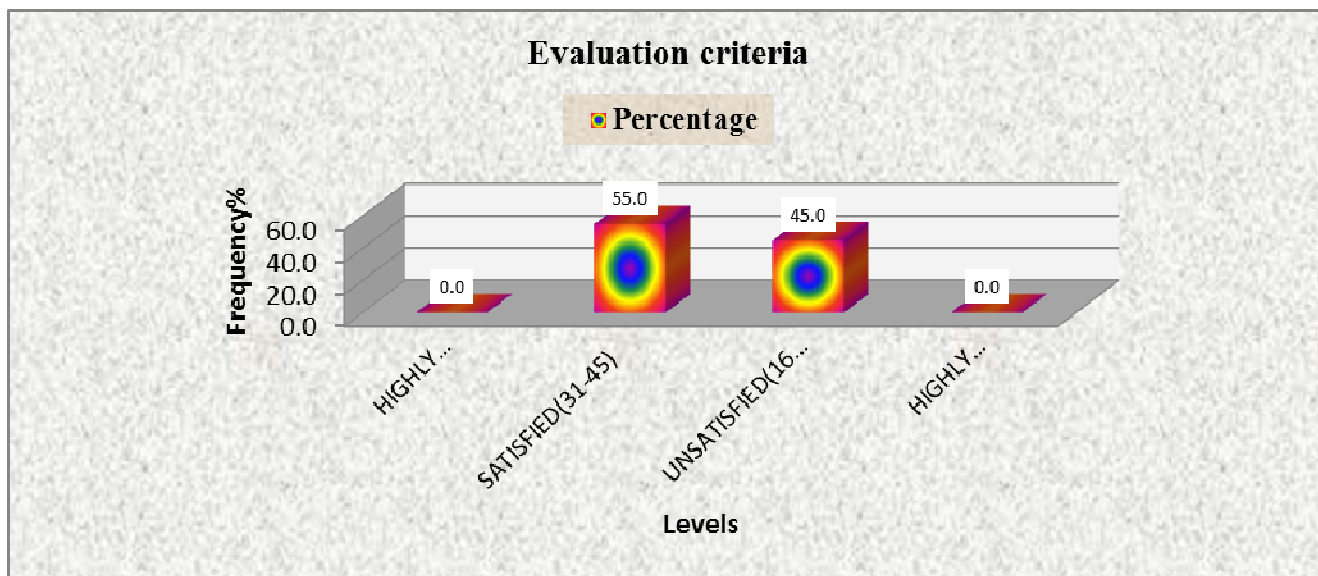


Fig-5: Diagram showing Level of Score

Table No 8: Table Showing Association of Scores and Demographic Variables.

This section deals with the findings related to the association between score and selected demographic variables. The chi-square test was used to determine the association between the score levels and selected demographic variables.

| Variable | Levels(N=40) | | | Association with job satisfaction Score | | | | | |
|-----------------------|------------------|-----------|-------------|---|----------|---------|----|-------------|-----------------|
| | Highly satisfied | Satisfied | Unsatisfied | Highly dissatisfied | Chi Test | P Value | df | Table Value | Result |
| Age in years; | | | | | | | | | |
| 20-30 | | 7 | 10 | | 2.828 | 0.419 | 3 | 7.815 | Not Significant |
| 30-40 | | 11 | 6 | | | | | | |
| 40-50 | | 3 | 2 | | | | | | |
| Above 50 | | 1 | 0 | | | | | | |
| Gender | | | | | | | | | |
| Male | | 0 | 0 | | | | | | Not Significant |
| Female | | 22 | 18 | | | | | | |
| Religion | | | | | | | | | |
| Hindu | | 22 | 18 | | | | | | Not Significant |
| Muslim | | 0 | 0 | | | | | | |
| Christian | | 0 | 0 | | | | | | |
| Jain | | 0 | 0 | | | | | | |
| Sikh | | 0 | 0 | | | | | | |
| Any Others | | 0 | 0 | | | | | | |
| Marital Status | | | | | | | | | |
| Married | | 19 | 10 | | 4.713 | 0.030 | 1 | 3.841 | Significant |
| Unmarried | | 3 | 8 | | | | | | |
| Widow | | 0 | 0 | | | | | | |
| Separate | | 0 | 0 | | | | | | |

| Demographic Variables | Levels(N=40) | | | | Association with JOB SATISFACTION Score | | | | |
|-----------------------------|------------------|-----------|-------------|---------------------|---|---------|----|-------------|-----------------|
| | Highly satisfied | Satisfied | Unsatisfied | Highly dissatisfied | Chi Test | P Value | df | Table Value | Result |
| Education | | | | | | | | | |
| GNM | | 17 | 12 | | 0.579 | 0.749 | 2 | 5.991 | Not Significant |
| B sc. Nursing | | 4 | 5 | | | | | | |
| Post basic | | 1 | 1 | | | | | | |
| M sc. Nursing | | 0 | 0 | | | | | | |
| Husband education | | | | | | | | | |
| Primary | | 0 | 0 | | 1.798 | 0.407 | 2 | 5.991 | Not Significant |
| Secondary | | 3 | 0 | | | | | | |
| Graduate | | 9 | 6 | | | | | | |
| Post Graduation | | 7 | 4 | | | | | | |
| Occupation | | | | | | | | | |
| Staff Nurse | | 18 | 17 | | 1.443 | 0.230 | 1 | 3.841 | Not Significant |
| Ward Sister | | 4 | 1 | | | | | | |
| Matron | | 0 | 0 | | | | | | |
| Husband Occupation | | | | | | | | | |
| Govt. job | | 12 | 4 | | 1.421 | 0.233 | 1 | 3.841 | Not Significant |
| Private job | | 7 | 5 | | | | | | |
| Work experience | | | | | | | | | |
| < 1 year | | 1 | 5 | | 5.724 | 0.334 | 5 | 11.070 | Not Significant |
| >2-5 years | | 8 | 7 | | | | | | |
| 6-10 year | | 6 | 2 | | | | | | |
| 11-15 year | | 2 | 2 | | | | | | |
| 16-20 year | | 3 | 1 | | | | | | |
| Above 20 years | | 2 | 1 | | | | | | |
| Habitat | | | | | | | | | |
| Rural | | 13 | 10 | | 0.051 | 0.822 | 1 | 3.841 | Not Significant |
| Urban | | 9 | 8 | | | | | | |
| Total monthly income | | | | | | | | | |
| < 5000 | | 0 | 1 | | 7.493 | 0.058 | 3 | 7.815 | Not Significant |
| 5000-10000 | | 3 | 8 | | | | | | |
| 10000-20000 | | 3 | 3 | | | | | | |
| >20000 | | 16 | 6 | | | | | | |
| Husband income | | | | | | | | | |
| < 5000 | | 0 | 0 | | 4.059 | 0.131 | 2 | 5.991 | Not Significant |
| 5000-10000 | | 0 | 1 | | | | | | |
| 10000-20000 | | 2 | 3 | | | | | | |
| >20000 | | 17 | 6 | | | | | | |

Table 8 shows the association between the level of sociodemographic variable. Based on the 3rd objective, chi-square test used to associate the level of knowledge and selected demographic variables. There is no significance association between the level of scores and other demographic variables. The calculated chi-square values were less than the table value at the 0.05 level of significance.

Table no.9: Descriptive score according to Demographic variables.

| JOB SATISFACTION SCORE | | | | |
|--------------------------|--------|-------|-------|----|
| Frequency Distribution | Mean % | Mean | SD | N |
| Age in years; | | | | |
| 20-30 | 50.29 | 30.18 | 5.09 | 17 |
| 30-40 | 52.16 | 31.29 | 4.97 | 17 |
| 40-50 | 54.67 | 32.80 | 5.54 | 5 |
| Above 50 | 66.67 | 40.00 | | 1 |
| Gender | | | | |
| Male | 0.00 | | | 0 |
| Female | 52.04 | | | 40 |
| Religion | | | | |
| Hindu | 52.04 | 31.23 | 5.17 | 40 |
| Muslim | 0.00 | | | 0 |
| Christian | 0.00 | | | 0 |
| Jain | 0.00 | | | 0 |
| Sikh | 0.00 | | | 0 |
| Any other | 0.00 | | | 0 |
| Marital Status | | | | |
| Married | 53.68 | 32.21 | 4.95 | 29 |
| Unmarried | 47.73 | 28.64 | 5.05 | 11 |
| Widow | 0.00 | | | |
| Separated | 0.00 | | | |
| Education | | | | |
| GNM | 52.82 | | | 29 |
| B sc.nursing | 49.07 | 31.69 | 5.08 | 9 |
| Post basic | 54.17 | 29.44 | 4.59 | 2 |
| M sc.nursing | 0.00 | 32.50 | 10.61 | 0 |
| Husband Education | | | | |
| | | 33.33 | 2.52 | 0 |
| Primary | 0.00 | 32.00 | 5.39 | 3 |
| Secondary | 55.56 | 32.18 | 5.12 | 15 |
| Graduate | 53.33 | | | 11 |
| Post graduate | 53.64 | | | |
| Occupation | | | | |
| Staff nurse | 50.67 | 30.40 | 4.77 | 35 |
| Ward sister | 61.67 | 37.00 | 4.36 | 5 |
| Matron | 0.00 | | | 0 |

| JOB SATISFACTION SCORE | | | | |
|---------------------------|--------|-------|------|----|
| Frequency Distribution | Mean % | Mean | SD | N |
| Husband Occupation | | | | |
| Govt. job | 55.00 | 33.00 | 3.92 | 16 |
| Private job | 52.05 | 31.23 | 6.00 | 13 |
| Work experience | | | | |
| < 1 year | 45.83 | 27.50 | 3.78 | 6 |
| >2-5 years | 50.78 | 30.47 | 5.32 | 15 |
| 6-10 year | 53.33 | 32.00 | 4.21 | 8 |
| 11-15 year | 50.00 | 30.00 | 4.24 | 4 |
| 16-20 year | 59.58 | 35.75 | 5.38 | 4 |
| Above 20 years | 60.00 | 36.00 | 5.29 | 3 |
| Habitat | | | | |
| Rural | 53.62 | 32.17 | 5.46 | 23 |
| Urban | 49.90 | 29.94 | 4.59 | 17 |

| | | | | |
|-------------------------------|-------|-------|------|----|
| Totally Monthly Income | 43.33 | 26.00 | | 1 |
| < 5000 | 47.58 | 28.55 | 5.22 | 11 |
| 5000-10000 | 50.28 | 30.17 | 3.06 | 6 |
| 10000-20000 | 55.15 | 33.09 | 5.03 | 22 |
| >20000 | 0.00 | 28.00 | | 0 |
| Husband's Income | 46.67 | | | 1 |
| < 5000 | 0.00 | 28.00 | 4.55 | 0 |
| 5000-10000 | 46.67 | 29.80 | 4.97 | 1 |
| 10000-20000 | 49.67 | 32.91 | | 5 |
| >20000 | 54.86 | | | 23 |

2nd Variable

Table No 10: Table Showing Level of Scores

| CRITERIA MEASURE OF CHECKLIST SCORE | | |
|-------------------------------------|-----------|------------|
| Category Score | Frequency | Percentage |
| Satisfactory (5-8) | 39 | 97.5 |
| Unsatisfactory (0-4) | 1 | 2.5 |
| Maximum Score=8 Minimum Score=0 | | |

Table no 10: Deficits the findings related to level of score i.e. 39 (97.5) in staff nurses were found the following satisfactory level of score and 1(2.5%) following unsatisfactory result.

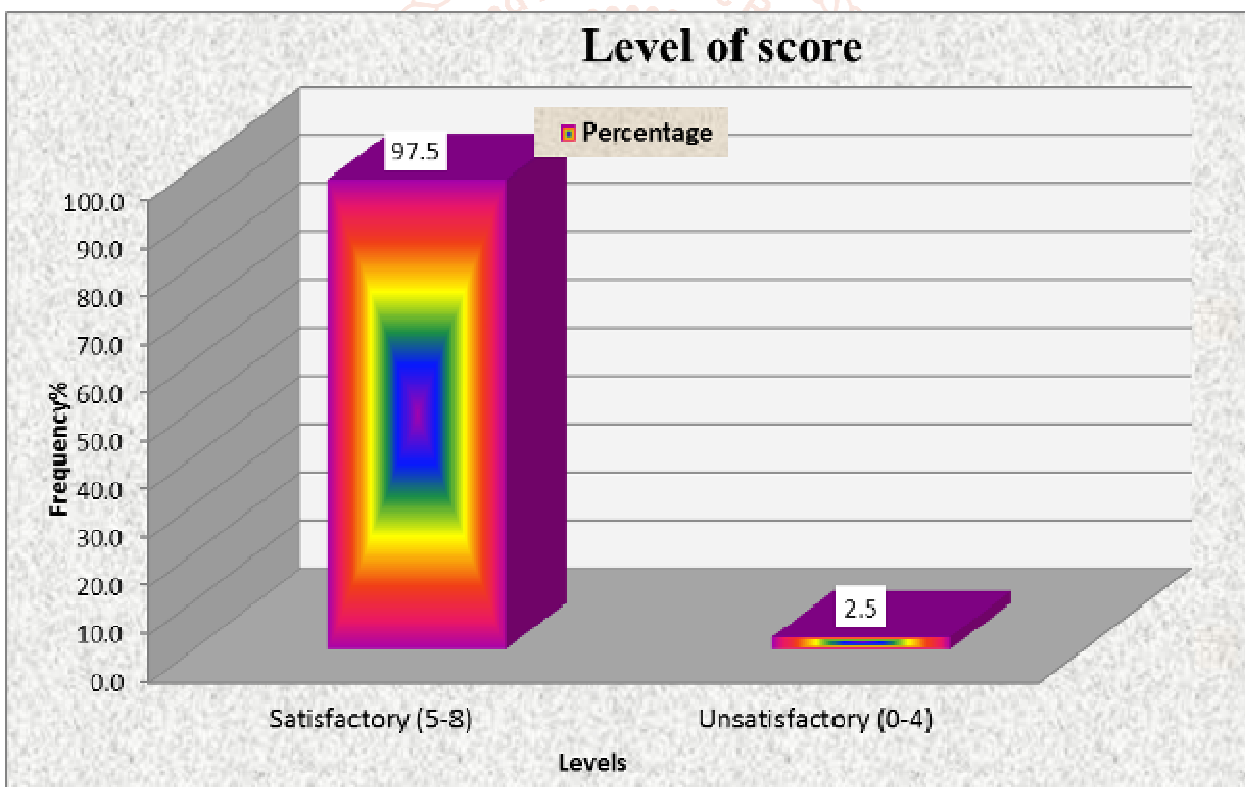
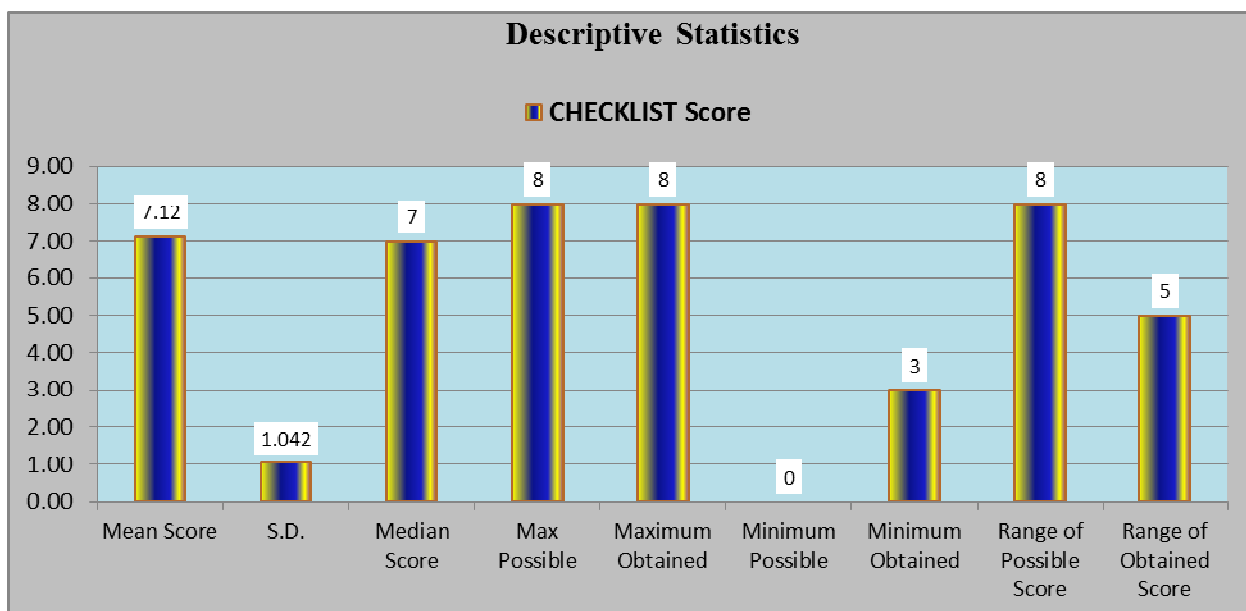


Fig no 7: Percentage distribution of level of score regarding impact on work performance among staff nurses.

Table No.11: Descriptive Statistics table

| Descriptive Statistics | Mean | SD | Median | Maximum | Minimum | Range | Mean % |
|------------------------|------|------|--------|---------|---------|-------|--------|
| CHECKLIST Score | 7.13 | 1.04 | 7.00 | 8 | 3 | 5 | 89.1 |
| Maximum= 8 Minimum= 0 | | | | | | | |

Table no 11 shows the descriptive statistics of practices score i.e. mean was 7.13, standard deviation was 1.04, Median was 7.00, Mean Percentage was 89.1% and range was 5.



FigNo.8: Diagram showing descriptive statistics

Table12: Correlation between both Tools.

| Pearson's Correlation | JOB SATISFACTION Score | CHECKLIST Score |
|-----------------------|------------------------|-----------------|
| Mean | 31.23 | 7.13 |
| SD | 5.166 | 1.042 |
| N | 40 | |
| Correlation | 0.080 | |
| Table Value | 0.312 | |
| P Value | 0.622 | |
| Result | Not Significant | |

DISCUSSION: the discussion of the findings of the study interpreted from the statistical analysis. The findings are discussed in relation to the objectives, need for the study and related literature of the study. It is presented in the line with objectives of the study problem stated is *"A descriptive study to assess the level of job satisfaction and its impact on working conditions among staff nurses at selected hospitals in Hamirpur.*

Objectives of the study:

1. To assess the level of job satisfaction among staff nurses.
2. To assess the impact of job satisfaction on work performance among staff nurses.
3. To associate the findings with selected socio demographic variables.

The findings are discussed based on the objectives of the study:

In the first part of the analysis of the present study, According to selected hospitals at Hamirpur according to sample characteristics like age, gender, religion, marital status, education husband education, occupation, husband occupation, monthly income, husband income.

It was depicted that according to age, majority 17(43%) of staff nurses belonged to age group 20-30

years, followed by 16(40%) of staff nurses belonged to age group 30-40 years, followed by 5(12.5%) of staff nurses belonged to age group 40-50 years, followed by 1(2.5%) of staff nurses belonged to age group above 50 years.

According to gender of staff nurses, majority 40(100%) of staff nurses were female.

According to religion of staff nurses majority 40(100%) of staff nurses were Hindu.

According to marital status of staff nurses, majority 29(72.5%) of staff nurses were married, followed by 11(25%) of staff nurses were unmarried.

According to educational qualification of staff nurses majority 30(75%) of staff nurses were GNM qualified nurses, followed by 2 (5%) of staff nurses were Post-Basic Nursing, followed by 8(20%) of staff nurses were B.Sc. Nursing.

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According to occupation of staff nurses majority 35(87.5%) were staff nurses, followed by 5(12.5%) were ward sister.

According to husband occupation majority 15(37.5%) were government job, followed by 13(32.5%) were private job.

According to work experience of staff nurses majority 6(15%) of staff nurses belonged to work experience below 1 year, followed by 15(27.5%) of staff nurses belonged to work experience 2-3 years, followed by 8(20%) of staff nurses belonged to work experience 6-10 years, followed by 4(10%) of staff nurses belonged to work experience 11-15 years, followed by 3(7.5%) of staff nurses belonged to work experience 16-20 years, followed by 4(10%) of staff nurses belonged to work experience above 20 years.

According to habitat of staff nurses, majority 24(60%) of staff nurses belonged to rural habitat, followed by 16(40%) of staff nurses belonged to urban habitat.

According to total monthly income of staff nurses majority 2(5%) staff nurses had monthly income below 5000(in Rs.), followed by 10(25%) of staff nurses had monthly income 5000-10,000 (in Rs.), followed by 7(17.5%) of staff nurses had monthly income 10,000-20,000 (in Rs.), followed by 21(52.5%) of staff nurses had monthly income above 20,000 (in Rs.).

According to husband income majority 0(0%) were had monthly income below 5000(in Rs.), followed by 7(17.5%) were had monthly income 5000-10,000 (in Rs.), followed by 3(7.5%) were had monthly income 10,000-20,000 (in Rs.), followed by 18(45%) were had monthly income above 20,000 (in Rs)

Objective-I: To assess the level of job satisfaction among staff nurses.

Based on the objective of the study, it was found that, satisfaction level i.e. **55%** nurses were satisfied with their job, **45%** of nurses were dissatisfied, and none of them were highly satisfied or highly dissatisfied with their job.

Objective - II: To assess the impact of job satisfaction on work performance among staff nurses

Based on the objective of the study, **55%** nurses were satisfied with their job, **45%** of nurses were dissatisfied, and none of them were highly satisfied or highly dissatisfied with their job.

Objective-III: To associate the findings with selected sociodemographic variables.

In the study findings chi square (X^2) value showed that there was statistically non-significant association between knowledge score and practices score with socio demographic variables i.e. age, gender, religion, marital status, education, husband's education,

occupation, husband's occupation, work experience, habitat, totally monthly income, husbands income.

Based on the objective of the study, it was found that, satisfaction level i.e. **55%** nurses were satisfied with their job, **45%** of nurses were dissatisfied, and none of them were highly satisfied or highly dissatisfied with their job.

Conclusion

The study concluded that there was significant conclusion between both tools that are questionnaire and checklist score is non-significant.

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