



JOB SATISFACTION AND WELLBEING OF STAFF NURSE WITH THEIR HOSPITAL TYPE

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Abstract

Nursing is considered as a noble profession which deals with devotion. Nurses dedicate time to provide health care to individuals who need to take care systematically. The purpose of the study is to compare job satisfaction and wellbeing of staff nurse from government and private hospitals. The 200 nurses divided as 100 nurses from government and 100 from private hospital were selected as sample. The Generic Job Satisfaction Scale (GJSS) which was developed by Macdonald & MacIntyre (1997) and the PGI General wellbeing scale, developed by Verma and Verma (1989), was used as research tools. The t-test was calculated to assess the difference. It is found that government hospital nurses have more satisfaction than the private hospital and nurses of government hospital found to have better wellbeing than nurses of private hospitals.

Key words: Job Satisfaction, Wellbeing, Nursing

Introduction

Nursing is a calling which blends the rich customs with the changing reality of present health care industry. Nursing is not just an arrangement of exceptional aptitudes and the nurse is not simply a human who is proficient in performing these special assignments. Nurses make up the largest group of healthcare providers working within healthcare services and they contribute significantly to the quality and delivery of patient care (Al-Aameri, 2000; Chan *et al.*, 2013). Investigations have attempted to explore the association of stress, negative affect and mental health among working population (Siu,

Oi-ling, 2003; Kaur and Kaur, 2007). Nursing is a stressful profession (McVicar, 2003) after a certain time period this stress begins to emerge, initially as self-esteem issues, physiological problems, depression, and sleep disorders (Arikan and Karabulut, 2004).

Veenhoven (1984) defines psychological wellbeing as the degree to which an individual judges the overall quality of his or her life as whole in a favourable way. In other words, psychological wellbeing is how well the person likes the life he or she leads. Well being at workplace is an issue of concern in the recent time. Campbell (1988) distinguished three types of wellbeing-affect, strain and satisfaction. Understanding of people's well-being in the workplace is important (Blanchflower & Oswald, 1999).

For the organization, job satisfaction of its workers means a work force that is fully motivated and committed to high quality performance (Baloch, 2008). Employees with high level of satisfaction manifest positive attitudes while those who are dissatisfied manifest the opposite. Different aspects of a job which may in turn be positive or negative influences satisfaction (Romle & Shamsudin, 2006). Job satisfaction is defined as all the feelings which people have about their job which could be like (satisfaction) or dislike (dissatisfaction) of their job. Job satisfaction is tantamount to how people feel about their jobs (Spector, 1997), mindsets and attitudes affect employees' actions and performances, which in turn affect the way projects are handled and responses to certain situations (Wicker, 2011). Job satisfaction is a manifestation of how happy people are with their jobs and can be enhanced either by changing people's attitudes or by changing their environments (MacDonald & MacIntyre, 1997). The issue of global nursing shortage and the concepts of safe staffing have attracted prominent attention of World Health Organization (Olade, 2005).

Job satisfaction of the nurses is a crucial indicator of good working environment and management of the institution (Rita *et al.*, 2013). Nurses' job satisfaction is an important indicator in hospital practices since it influences the performances, patient behaviour and quality of care (Godiyal *et al.*, 2014). It is the most frequently studied variable in organisational behavioural research and used a central variable to study the organisational phenomena from job design to supervision (Spector, 1997). Study of job satisfaction is a multi-dimensional, enduring important and much researched concept towards the growth of an organisation (Bassett, 1994). Robinson *et al.* (2006) discussed job satisfaction as important aspects of nurses' lives which could impact

on patient safety, staff morale, productivity and performance, quality of care, retention and turnover, commitment to the organization and the profession. Urden (1999) found out that overall job satisfaction was the most important reason which caused nurses to choose to stay in a particular job. The job satisfaction of nurse was negatively influenced by staff shortages, workload, frustration with management, pay, lack of development opportunities and equipment (Hennessy & Minnaar, 2009). With emphasis on employees, job satisfaction is an indicator of emotional well-being or others would refer to as psychological health (Spector, 1997). Other factors influencing job satisfaction include level of pay and benefits, fairness of promotion, quality of working condition and social relationships (Mohite *et al.*, 2014).

Chauhan and Solanki (2014) examined job satisfaction in government and private employees. The sample of 60 employees were selected from Anand (Gujarat) belonging to age group of 30-50 years. The results revealed that no significant difference was found between government and private employees. Gupta *et al.* (2014) conducted a cross sectional study to compare the job satisfaction level among nurses in government and private hospitals. 200 nurses were selected as sample from Andhra Pradesh. The findings indicated that nurses employed in government hospitals were more satisfied with their profession and salary structure.

Vaghela (2014) compared the psychological wellbeing of government and non government school teachers from Ahmadabad. The sample size was 400 teachers. The findings showed that no significant difference was found between government and non government school teachers. Mathai and Patrick (2016) examined the health and well-being of the nursing personnel. 115 nurses belonged to age group of 21-50 years were selected as sample. The sample was selected from Government, Trust and private hospitals. The findings indicated that Mental health and well-being of nurses of Trust and Private hospital that was found significantly lower than the Government hospital nurses.

Chatterjee *et al.* (2017) assessed the job satisfaction among nursing personnel of government and private teaching institutions of Kolkata. 200 nursing personnel were selected as sample of the study. The findings revealed that availability of technical supports and environmental ambiance was found higher in the private sector. The scores of job security were found similar in both the sectors. Total score of job satisfaction was found higher in private sector as compared to other group. The study suggested that institutional authorities should be cognizant about the intrinsic and extrinsic factors affecting job

satisfaction since those have a great reflection upon their performance. Singh (2018) studied Job satisfaction of private and government hospitals of Sangrur (Punjab). 80 staff nurses were selected as sample of the study. The results revealed that significant difference was found between both the groups in regard to job satisfaction. Job satisfaction among private hospitals nurses is found lower than the nurses of government hospitals.

Hypothesis

- Government nurses would be significantly different from private nurses in regard to job satisfaction.
- Government nurses would be significantly different from private nurses in regard to wellbeing.

Research Methodology

Sample

The study has been done on 200 female nurses. The sample was divided into 100 nurses from government and 100 from private hospitals. Both the groups were matched in terms of socio economic status, academic qualification etc.

Inclusion criteria:

- Urban middle class background.
- Age group of 25-50 years.
- Work experience of minimum 2 years.
- Those who are present during period of data collection and are willing to participate in.

Data Collection Tools

Job Satisfaction Scale: The Generic Job Satisfaction Scale (GJSS) was developed by Macdonald & MacIntyre (1997). The Scale is comprised of 10 items with scoring on five-point Likert scale. The score ranges from 10 to 50. The Interpretation of this scale is done according to the ranges of scores: - 42-50: very high, 39-41: high, 32-38: average, 27-31: low, 10-26: very low. This scale is most accurate for employees between the ages of 25 and 60. Job satisfaction reflects how happy you are with your job. Job satisfaction can be improved by either changing one's attitude towards the job or changing to a new job environment.

Wellbeing Scale: The PGI General wellbeing scale was developed by Verma and Verma (1989). A 20 item scale enclosed in Yes (✓) or No (✗) format was used to judge the general wellbeing. It was well accepted and took little time. The scale is available ion Hindi as well as English. A score of 1 is given for “Yes” option. The total score ranges from 0 to 20. High score indicates better wellbeing of an individual. The test retest reliability of the scale is .91.

Procedure

This study used a cross-sectional study design. Verbal consent from the nurses was obtained. The purpose of the study was explained to the participants and encouraged them to seek clarification about the study. Anonymity was assured by the investigators. Reminders were issued verbally to them. The questionnaires were collected back after 2 weeks. The obtained responses were scored and statistically analyzed.

Data Analysis

The data were tabulated and analysis was done with Statistical Package for Social Sciences (SPSS) version 16.0. The t-test was calculated to assess the difference in both groups.

Results and Discussion

Table 1: Comparative analysis of scores on Job satisfaction and Well-being between nurses of Government and Private hospital

Variables	Government hospital nurses		Private hospital nurses		t- value
	Mean	SD	Mean	SD	
Job satisfaction	38.5	12.35	27.72	9.96	4.80**
Well-being	15.9	4.6	11.28	8.3	3.7**

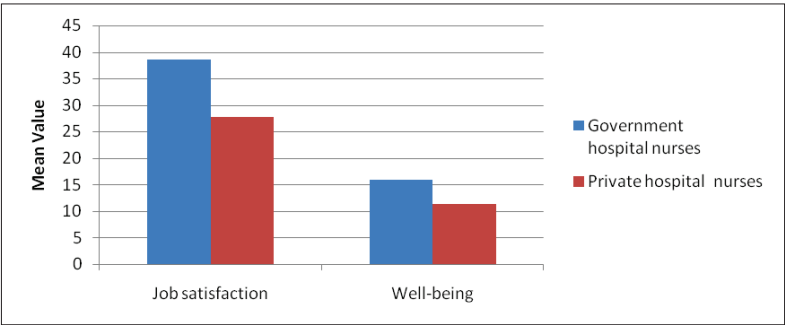


Fig. 1: Graphical representation of mean scores of Job satisfaction and Well-being between nurses of Government and Private hospital

The table 1 and Fig. 1 showed the comparative analysis of scores on job satisfaction and well-being between nurses of government and private hospital. The mean of government hospital nurses is 38.5 and of private hospital is 27.72 in regard to job satisfaction. The t-value is 4.80 which is significant at 0.01p level. Thus, the first hypothesis "Government nurses would be significantly different from private nurses in regard to job satisfaction." has been accepted. The result of this study has been in line with the previous studies in regard to job satisfaction (Gupta *et al.*, 2015; Singh, 2018; Jahan & Kiran, 2013).

It is evident from table 1 and Fig. 1 that there was a significant difference between government hospital nurses and Private hospital nurses in terms of wellbeing assessed by PGI General Wellbeing questionnaire. The mean of Government hospital nurse is 15.9 and of private hospital is 11.28 in regard to Well-being. The t-value is which is significant at 0.01p level. The second hypothesis "Government nurses would be significantly different from private nurses in regard to wellbeing." has also been accepted. This result is consistent with study done by Mathai and Patrick (2016) on well-being.

Conclusion

The present study compared the Job satisfaction and wellbeing of government hospital nurses and private hospital nurses. It can be seen that the mean scores of job satisfaction is found higher in government hospital nurses which indicates that government hospital nurses have more satisfaction than the counterparts employed in private hospital. The higher mean scores of government hospital nurses on wellbeing than the private hospital nurses indicates that nurses of government hospital found to have better wellbeing than nurses of hospitals.

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