Working conditions and job satisfaction of staff nurses

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Background

Job satisfaction among nurses had been researched worldwide for many decades.

The first study of nurses' job satisfaction in Thailand has been began in 1976.

Background

There are studies supporting the relationships among nurses' satisfaction, personal factors, empowerment, job characteristics, organizational climate, work environment, and leadership.

Background

According to Meta-analysis of 88 research studies relating to job satisfaction of Thai nurses (Chumchuen, 2004), it was found that there were 3 factors: managerial, working, and personal factors influencing on job satisfaction of Thai nurses.

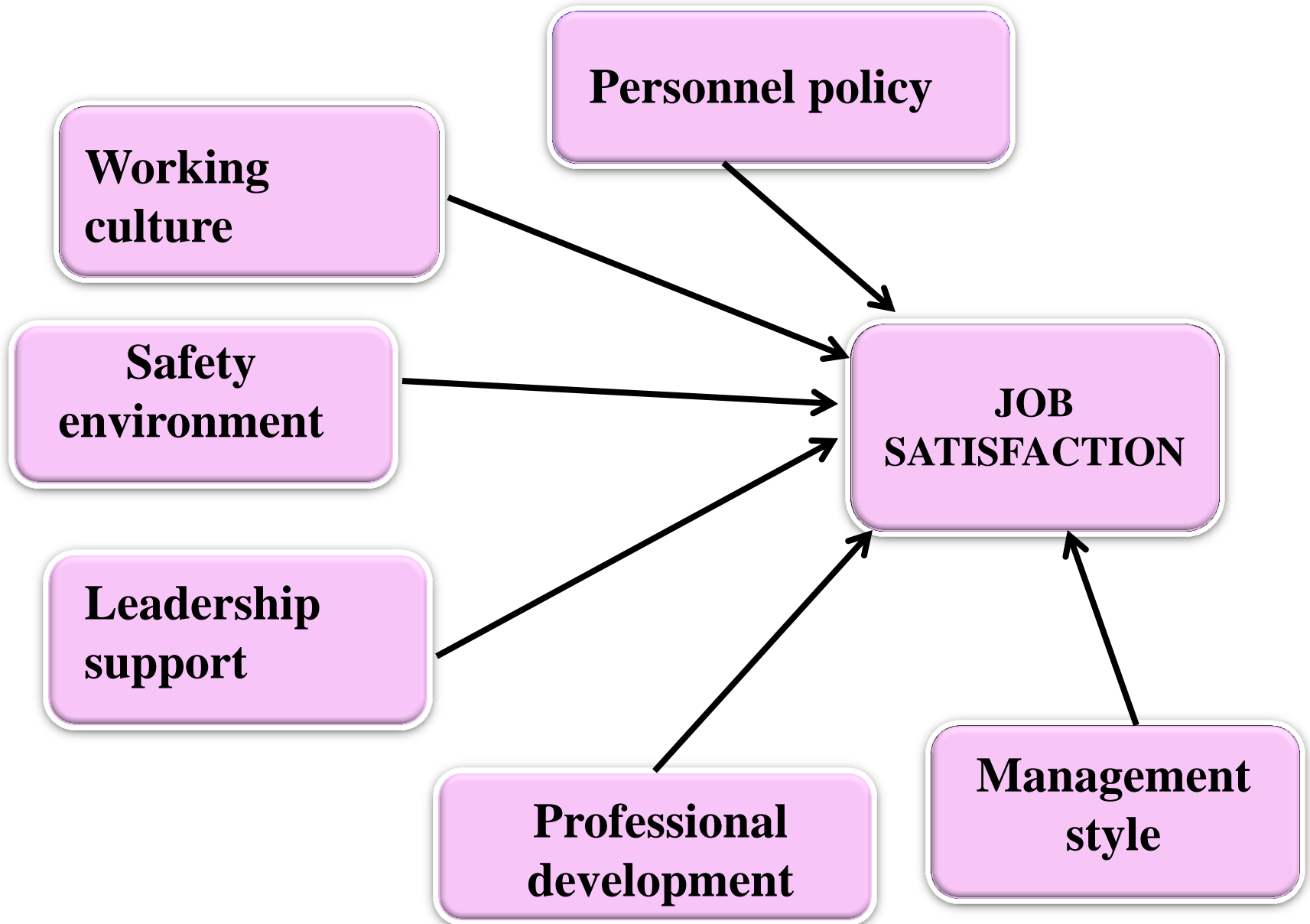**Managerial and working factors → Working conditions.**

Study purpose

To analyze working conditions influencing job satisfaction.

Working conditions comprised of …

- Leadership support
- Working culture
- Safety environment
- Management style
- Professional development
- Personnel policy

Proposed Model

Subjects

345 staff nurses at a tertiary hospital located in Bangkok

Instruments

Working conditions

 (Based on work environment of Moos (1986) and experts' interview)

Job satisfaction (Stamps & Piedmonte, 1997)

Subscales of working conditions

Variables	No. of items	Cronbach's Alpha	Factor loading
Leadership support (LS)	6	.95	.801-.888
Working culture (WC)	6	.90	.655-.843
Safety environment (SE)	5	.88	.673-.823
Management style (MS)	6	.93	.627-.821
Pro. Development (PD)	4	.91	.751-.807
Personnel policy (PP)	5	.93	.772-.804
Over all	**32**	**.95**	

Subscales of job satisfaction

Variables	No. of items	Cronbach's Alpha	Factor loading
Pay	4	.94	.841-.905
Autonomy	5	.90	.680-.768
Task requirements	3	.83	.589-.728
Professional status	3	.85	.524-.730
Interaction	4	.91	.743-.778
Over all	19	.94	

Analysis

- **Correlation by using Pearson**
- **Predictors by using**
  Stepwise regression analysis

Findings

Percentage of Job satisfaction

Subscales	Very dissatisfied	dissatisfied	Not sure	Satisfied	Very satisfied
Pay	**7.0**	**22.0**	**31.9**	31.0	8.1
Autonomy	.9	2.6	21.7	60.3	16.5
Task requirements	2.0	4.3	27.8	51.3	14.5
Professional status	1.2	2.9	20.3	59.1	16.2
Interaction	1.4	3.8	27.0	56.2	11.3
Overall	**.3**	**4.1**	**33.6**	**53.0**	**9.0**

Table 1. Correlation of study variables

Subscales	PP	MS	WC	PD	SE	LS
Personnel policy (PP)						
Management style (MS)	.608*					
Working culture (WC)	.465*	.526*				
Pro.development (PD)	.611*	**.617***	.367*			
Safety environment (SE)	.465*	.476*	.454*	.471*		
Leadership support (LS)	.472*	.500*	.435*	.378*	.213*	
Job satisfaction	**.593***	**.569***	**.538***	**.526***	**.516***	**.495***

* p < .05
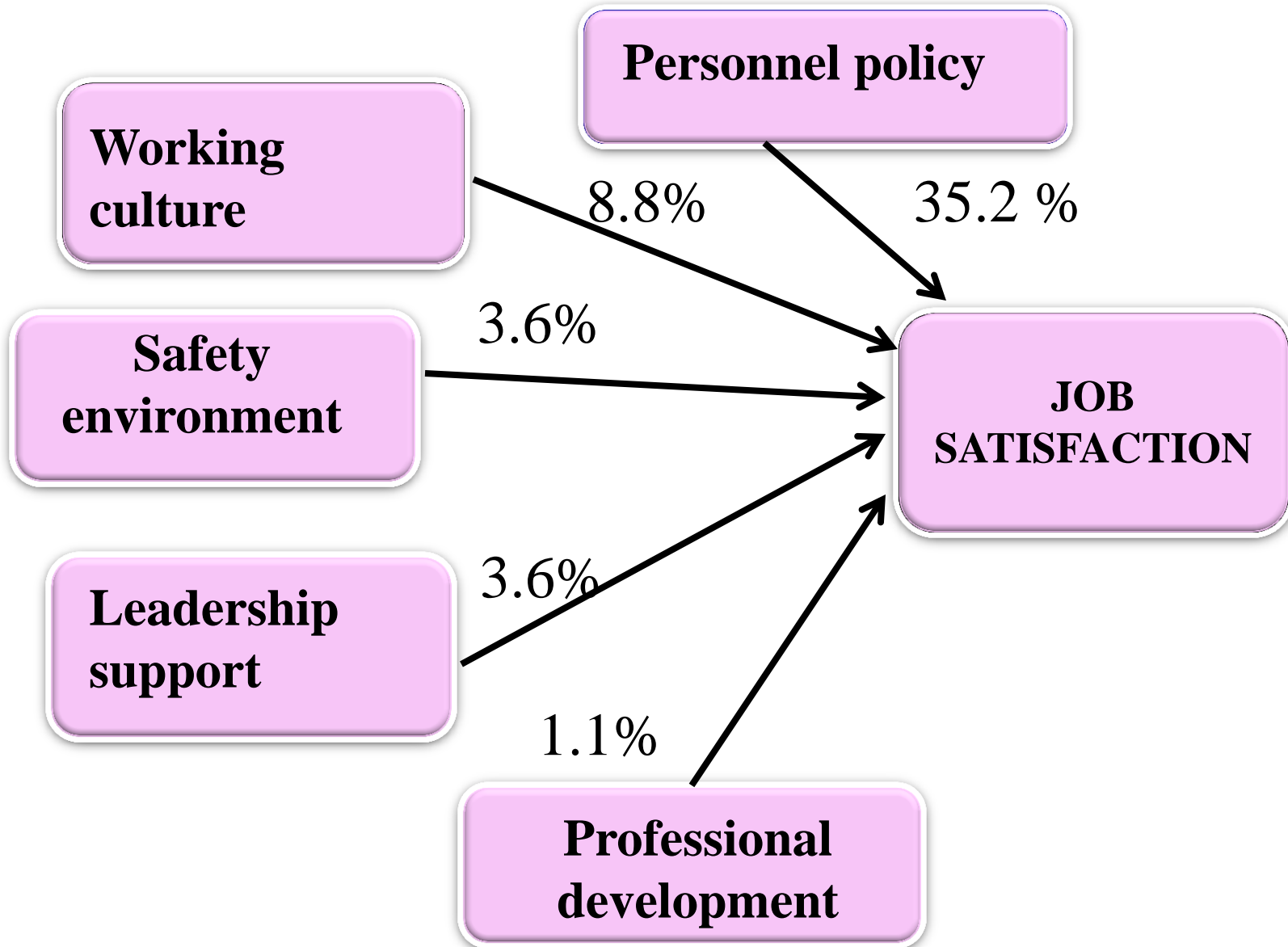
Conclusion & Discussion

Personnel Policy:
The findings show that the first predictor of job satisfaction is personnel policy focusing on self growth and promotion. Nurses require clear information of career path, opportunity for fairly promoting to higher position and need to see appropriate recruitment.

Working Culture:
The finding found that nurses were more satisfied if everyone has responsibility and commitment toward work goals.

Conclusion & Discussion

Safety environment:
It referred to good physical structure of working unit. Nurses reported that they need to work in a unit where is quiet, safe, and well organized. In addition, it should have good climate to work and effective infectious control.

Leadership support:
It included accepting each member competence, providing support and being a good model for staff nurses.

Conclusion & Discussion

Professional development:

Each nurse who works in a tertiary hospital setting requires professional training to update her knowledge, skill, and ability. Right now, professional development is still an indicator to further higher level in nursing career. If nurses feel that their organization support them for career development, they would be appreciated and satisfied.

Implications

Policy makers: realize on personnel policy involving fair recruitment, academic training, and clear career path for advanced development.

Administrators: realize appropriate overall income of staff nurses, build safety working environment, and supply sufficient staff to work.

Supervisors/head nurses: should be a good model for their members, give them empowerment, and build good working culture in a nursing unit.

THANK YOU

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