Measuring Nurses' Satisfaction with the Quality of their Work and Work Environment at Main Assiut University Hospital

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Abstract:

Job satisfaction is the degree to which an individual feels positively or negatively about a job. It has been related to a number of organizational, professional and personal variables. So, in all nursing organizations, the issue of maintaining employee job satisfaction is a major concern to managers because of its potential impact on morale, quality patient care, productivity and cost. The aim of the present study was to measure the satisfaction of nurses with their work and work environment. The study was carried out in all departments of the Main Assiut University Hospital. The study sample included all the available head and staff nurses (297) currently assigned to work in the selected Departments at Main Assiut University Hospital. The questionnaire sheet consisted of two parts: The first part related to socio-demographic characteristics of the study sample. (Age, Gender, place of work, qualifications, and years of experience). The second part of the tool consisted of 37 questions related to measures that related satisfaction of nurses with quality of work and work environment. The Scoring systems of this part were satisfied scored (3), hesitate scored (2), and dissatisfied scored (1). The result denoted that there was statistically significant differences between head nurses and staff nurses in relation to job satisfaction as regard nursing practice environment «0.001 *), enough time and support for patient care «0.004*), followed by relations with supervisor, peers and physicians «0.02*). While, there were not statistically differences in job satisfaction as regard contribution to hospital, profession, and own sense of achievement, praise for well done work from peers, and physicians, and nursing administration, use of full range of nursing skills, clinical challenges, and opportunities to serve others, sharing in decision-making for nursing service and hospital policy, fair and adequate opportunities for advancement, followed by professional growth, salary and benefits, work schedules, vacation, in-service. On the light of the present findings the authors recommended the necessity of sharing of the nurses in decision - making, policy making, and must be their adequate for advancement, professional growth and in-service training opportunity.

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