



Original Article

A Study to Assess the Work and Life Satisfaction among Staff Nurses

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Abstract

Background: Nursing is a Profession that incorporates the generous practice of the past with the dynamic truth of today's Health Care Industry. When we speak to Nurses, usually Majority of Nurses expresses saying "I'm thinking why I joined Nursing, I'm not satisfied in the Work I do due to various reasons like Respect, Work Place, Work Stress, Domination, Work Load, Decision Making Ability, many more. This is making my personal life disturbed and feel even my Life is not satisfied. Hence, we conducted this study with an Objective.

Objective: To assess the staff nurses Work Satisfaction and Life Satisfaction, working at selected hospitals, Kolar by using Modified Minnesota work satisfaction scale & Life Satisfaction index-A questionnaire and find out the Co-relation between Work and Life Satisfaction among Staff Nurses.

Methods: Descriptive Survey Research Design was used to conduct the study. 300 Staff Nurses working at selected Hospitals, Kolar were selected by using Convenient Sampling Technique. By Self-administered questionnaire data was collected using Modified Minnesota Work Satisfaction Scale and Life Satisfaction Index-A questionnaire. Data was analyzed by using Descriptive Statistics.

Results: The study findings showed that, there was Positive Correlation ($r=0.17$) between Work and Life Satisfaction.

Conclusion: This showed that Work & Life Satisfaction are interdependent and Staff Nurses who were satisfied at Work area they expressed they had Life Satisfaction.

Keywords: Staff Nurse, Life Satisfaction, Work Satisfaction, Work Expectations, Correlation, Work Load, Personal Life.

Introduction

"Nursing profession is considered as a Noble Profession and Nurses are known as the Heart of the Hospitals. They have a tough Job, working day and night shifts for long hours, attentive all the time and keeping eye on each Patient condition. They are also accountable for the tasks assigned, accepts the Work allotted with smile and Works tirelessly Dedicated and Determined with not even minimal time for herself to Rest and Relax at Work place.¹

Nurses are vigilant, Law-abiding, committed and they are able to recognize needs of the patients from all walks of Life.² When such important person in Health sector is asked about their Work satisfaction and Life Satisfaction there is a mixed opinion about it.³

Nurse's level of Work Satisfaction means, it is an extent to which person like or dislikes his Job.⁴ there are multiple factors that influence Nurses level of work Satisfaction: namely: salary structure, fringe benefits, perks, insurance plans, performance bonus, promotions within the Organisation, Professional Respect, Recognition from Health Team Members, the Quality of Working conditions, Leadership and Social Relationship, Long Working hours per day directly influence on Nurses Self-Concept and Self-Esteem which parallel affect on Personal Life.⁵

Nurses Work Satisfaction is the pivotal barometer to identify good Working environment and Administration of the organization.⁶ few studies have showed that dissatisfied job lead to poor quality of

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work and less patient care. Nurse who is dissatisfied at Work used to detach or withdraw themselves from their patient and their nursing chores.⁷

Intercontinental study conducted by WHO on Nurses migration and mobility, has shown that in short supply Working condition Nurses turnover rate was more and it was the main reason for nurse's mobility.

Nurses are considered as familiar person to the patients throughout the hospital stay. The Care and concern exhibited for the patients by the nurses is unparalleled, more than the pay they get paid for the Job, which goes beyond the Financial Remuneration. In such cases the Nurses who are Unsatisfied at work might lead to Burnout, and its associated condition like Stress. Decreased Life Satisfaction in Health Care Professional has been recorded including Nurses and it is an alarm sign to think on since it is seen among the people who are caring people.⁸

Materials and Methods

Non-Experimental, Descriptive Survey Research Design was selected. The study was conducted on the Staff nurse's working at R. L .J .Hospital& Research Centre, ETCM Hospital, SNR Hospital, GOVT Hospital KGF, GOVT Hospital Chinthamani, Taluk Hospital Mulbagal at Kolar district. 300 Staff Nurses were selected using Non-Probability Convenient Sampling Technique. Self-administered questionnaire was used to collect the data by using Modified Minnesota Work satisfaction rating scale which consists of 5 sections and to assess Life Satisfaction, index-A questionnaire which consists of 5 sections was used. The tool was validated by 8 nursing experts and 2 psychologists. The reliability of the tool was 0.76. Institutional Ethics Committee permission was taken followed by Hospitals Medical Superintendent permission was obtained. Staff nurses who fulfilled inclusion criteria and are willing to participate in the study were selected. Written consent was taken from the participants. Data collection by self-reporting technique took 45min to 1 hour. Throughout the study confidentiality and anonymity was maintained. Further data was coded and processed for statistical analysis by using Descriptive and Inferential statistics. And further pamphlet was distributed to all the patients which consists on areas to improve work satisfaction.

Result

Findings of the study on Socio-Demographic variables showed that Maximum 283 (94.3%) were female, maximum (56.7%) belongs to age group of 20-30, major (44.7%) studied GNM nursing, maximum (81.7%) staff nurses had less than Rs.20,000/- monthly income, maximum (59.0%) had less than 3 years of Work experience, majority (84.33%) had 3 night shift in a month , major (65%) were married , maximum (78.3%) were Working at private hospital, maximum (51.7%) were temporarily employed, maximum (66.3%) Staff Nurses had family size of 2 to 3 members, maximum (49.33%) were not having children, maximum (76.60%) had 7-10 Working hours daily, majority (78.33%) travel <1 hour, majority (31.66%) had more than 2dependents at home, maximum (65.66%) had time duration of 5-10 hours of stay at home daily (Table 1) & (Table 2).

Area wise findings related to Life Satisfaction showed that, in personal Life Satisfaction majority (45.7%) had satisfied life, (39.3%) had extremely satisfied life, (7%) of Staff Nurses were extremely dissatisfied with the personal life, (5.3%) of Staff Nurses had dissatisfied personal life and minor (2.7%) were having neutral opinion on personal Life Satisfaction. (Graph 1). Findings on family support showed that majority (36.33%) had extremely satisfied family support (35.66%) had satisfied family support, (20.66%) had dissatisfied family support, (5.33%) had neutral opinion on support of family, minority (2%) had extremely dissatisfied support from family. (Graph 2). Findings on child dependent care showed that (26.66%) had satisfied child dependent care, (13%) had extremely dissatisfied child dependent care, (95) had neutral opinion on child dependent care and minority (3.33%) were dissatisfied on child dependent care. Findings on Self-Management showed that Majority (55%) had Satisfied Self-Management (26%) had Extremely Satisfied Self Management (11%) had Neutral Self Management (7%) had Dissatisfied Self-Management and Minority (1%) were Extremely Dissatisfied on Self-Management. (Graph 3). findings on personal life expectation showed that maximum (57.66%) had extremely satisfied personal life expectation, (33.33%) had satisfied personal life expectation, (5.66%) had dissatisfied personal life expectation and minimum (3.33%) had neutral opinion on personal life expectation. (Graph 4).

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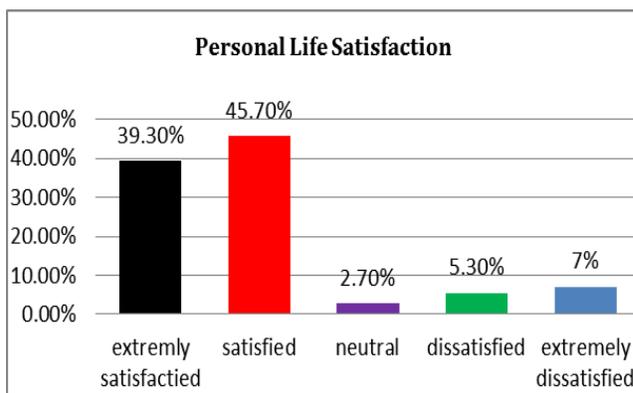
Table-1: Frequency and percentage distribution of study participants according to their socio demographic variables.

Sl. no	Variables	Fre-quency	Percent-age
n=300			
1	Gender:		
	1.1) Female	283	94.3%
	1.2) Male	17	5.7%
2	Age		
	2.1) 20-30	170	56.7%
	2.2) 30-40	81	27.0%
	2.3) 40-50	45	15.0%
	2.4) >50	4	1.3%
3	Education		
	3.1) MSc Nursing	40	13.3%
	3.2) BSc Nursing	109	36.3%
	3.3) PBSc Nursing	17	5.7%
	3.4) GNM	134	44.7%
4	Monthly income		
	4.1) <20,000	245	81.7%
	4.2) 20,000-25,000	15	5.0%
	4.3) 25,000-30,000	5	1.7%
	4.4) >30,000	35	35%
5	Marital status		
	7.1) Married	195	65%
	7.2) Un married	105	35%
6	Family size:		
	10.1) <3	71	23.7%
	10.2) 3-2	199	66.3%
	10.3) 5-7	22	7.3%
	10.4) >7	8	2.7%
7	Number of children:		
	11.1) No children	148	49.33%
	11.2) one	89	29.66%
	11.3) Two or more	63	21%
8	Age of children:		
	12.1) 0-2	31	20.4%
	12.2) 3-7	75	49.4%
	12.3) 8-15	44	28.9%
	12.4) >15	02	1.3%
9	Support from family:		
	13.1) Yes	270	90%
	13.2) No	30	10%
10	Hours of travel from home to workplace		
	15.1) <1 hour	235	78.33%
	15.2) 1-2 hour	48	16%
	15.3) >3 hours	22	7.33%
11	Number of dependent:		
	16.1) None	97	32.33%
	16.2) One	43	14.33%
	16.3) Two	65	21.66%
	16.4) More than two	95	31.66%

Table-2: Frequency and percentage distribution of study participants according to their work.

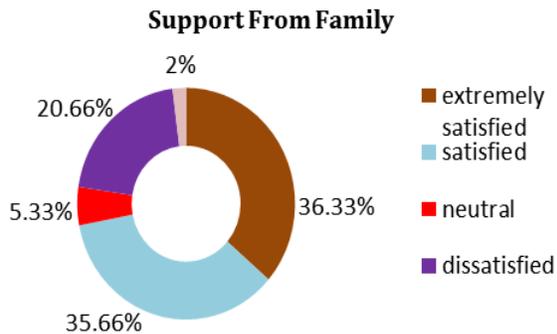
Sl. no	Variables	Fre-quency	Per-centage
n=300			
1	Work experience in years	117	59.0%
	5.1) <3 Years	64	21.3%
	5.2) 3-7 Years	23	7.7%
	5.3) 7-12 Years	36	12.0%
	5.4) >12Years		
2	Night shift		
	6.1) <3 days	47	15.66%
	6.2) >3 days	253	84.33%
3	Type Of work		
	8.1) Private	235	78.3%
	8.2) Government	59	19.7%
	8.3) Autonomous	1	3%
	8.4) NGO	5	.1.7%
4	Type of employee		
	9.1) Permanent	127	42.3%
	9.2) Temporary	155	51.7%
	9.3) Daily wage	5	1.7%
	9.4) Contract	13	4.3%
5	Duration of Work		
	14.1) 6 hour: s	59	19.66%
	14.2) 7-10 hours	230	76.66%
	14.3) >11 hours	11	3.66%
6	Time Duration spent at home	65	21.66%
	17.1) 3-5 hours	197	65.66%
	17.2) 5-10 hours	38	12.66%
	17.3) >10 hours		

Graph 1: Bar graph showing percentage distribution of Staff Nurses on Personal Life Satisfaction.

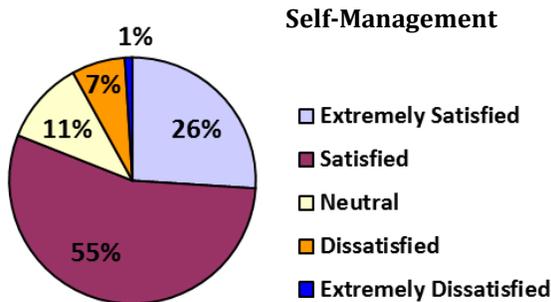


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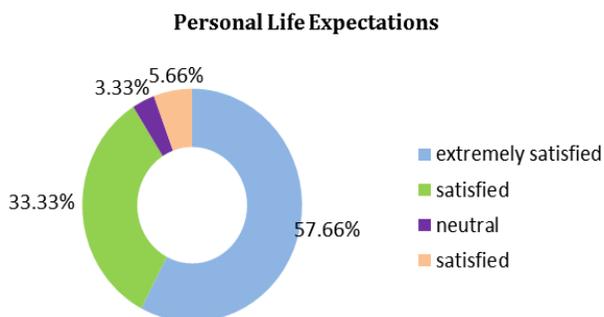
Graph 2: Pie graph showing percentage distribution of Staff Nurses on Family Support.



Graph 3: Pie Graph Showing Percentage Distribution of Staff Nurses on Self Management.



Graph 4: Pie Graph showing percentage distribution of Staff Nurses on Personal Life Expectations.



Area wise finding related to Work satisfaction showed that, maximum (73.66%) were extremely satisfied with Work place support, (22.33%) had satisfied Work place support, (2.33%) were neutral on Work place support, (1%) had extremely dissatisfied Work place support and minimum (0.66%) were dissatisfied on Work place support. Regarding

Work load, majority (64.66%) had extremely satisfied Work load, (32%) had satisfied Work load, (2%) were neutral on Work load and few (1.33%) were dissatisfied on Workload and none were extremely dissatisfied. Findings on the financial assistance showed that majority (46%) were satisfied on financial assistance, (38.33%) had extremely satisfied financial assistance, (8.66%) had dissatisfied financial assistance, (4.66%) are neutral on financial assistance and few (2.34%) were extremely dissatisfied on financial assistance. Findings on the Work expectation showed that maximum (80.66%) had extremely satisfied with Work expectation, (18.33%) had satisfied Work expectation, (0.66%) had dissatisfied Work expectation and minimum (0.33%) were neutral on Work expectation. Study findings on the Work satisfaction showed that majority (51%) had extremely satisfied Work, (38.66%) had satisfied Work, (6%) had neutral opinion on Work satisfaction, (3.33%) had dissatisfied Work satisfaction and few (1%) were extremely dissatisfied on Work.

The study findings between Work and Life Satisfaction co-relation showed that, there was positive correlation ($r=0.17$). This proved that, if Staff Nurses had Work satisfaction, then they had Life satisfaction also. Both are interrelated and inter dependent. Hence it showed that proper working conditions helps for Life Satisfaction of the Nurses.

Discussion

The study was conducted on 300 Staff Nurses who were working in Public and Private Hospitals at Kolar. The study findings on Socio-Demographic data showed that majority 283 (94.3%) were female, maximum 170 (56.7%) belongs to age group of 20-30, major 134 (44.7%) studied GNM nursing, maximum 245 (81.7%) had monthly income less than 20,000, majority 177 (59.0%) had less than 3 years of Work experience, majority 253 (84.33%) had 3 night shift in a month, major 195(65%) were married, maximum 235 (78.3%) were Working at private hospital, maximum 155(51.7%) were temporary employed, majority 199(66.3%) Staff Nurses had family size of 2 to 3 members, majority 148(49.33%) were not having children, maximum 23(76.60%) had 7-10 Working hours daily, majority 235(78.33%) travel <1 hour, majority 95(31.66%) had more than 2dependent, maximum 197(65.66%) had time duration of 5-10 hours of stay at home daily. Similar findings were seen in the study conducted by IzabellaUchmowicz.⁹ The maximum samples ($n=350$) were in the age group of 41-50 (40.57%) and (26.29%) were in 23-30 years of age group. The vast majority of participants are women (96.86%) and people with bachelor's degree (46.29%) and master's degree (25.71%).

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Findings related to Life Satisfaction of Staff Nurses showed that majority 137(45.7%) Staff Nurses had satisfied personal life, maximum 109(36.33%) had extremely satisfied support from family, majority 144 (48%) had not dependent child, the most 165(55%) were satisfied self-management and majority 173(57.66%) had extremely satisfied personal life expectations. A similar finding was seen in the study conducted by Izabella Uchmowicz.⁹ The study was conducted on 350 staff nurses. The findings showed that, 160(46%) participants had high life satisfaction, 128(37%) participants had average life satisfaction and 62(18%) participants had low sense of Life Satisfaction.

Findings regarding Work Satisfaction of Staff Nurses showed that maximum 221(73.66%) Staff Nurses were extremely satisfied with Work place support, majority 194 (64.66%) had extremely satisfied Work load.

Regarding financial assistance most 138 (46%) were satisfied on financial assistance, maximum 242(80.66%) had extremely satisfied on Work expectation and majority 153(51%) had extremely satisfied Work. Similar findings were seen in the study conducted by Namrate Mahita.¹⁰ The sample size was 100 Staff Nurses. The study findings showed that majority 83 % had ability utilization satisfaction, 77% staff nurses had achievement satisfaction and 60% had reported high level of job satisfaction. Majority 59% staff nurses had advancement job satisfaction, 79% had authority job satisfaction and 62% had reported high level of satisfaction with hospital policy.

Positive correlation ($r=0.17$) was found in the study findings, related to Work and Life Satisfaction. It showed that, if Work was satisfied by Nurses, then their life was also satisfied. Similar findings were seen in the study conducted by Samuel Aron¹¹ which showed that, there was a positive relationship between level of work satisfaction and quality of Life Satisfaction at the hospital ($r= 0.337$, $p= 0.202$). The majority of participants (87.6%) reported that, there is a positive relationship between work satisfaction and quality of life.

Conclusion

Nurses are a vital resource for health. Work and life satisfaction is correlated to nurse's stress, workload, and lower commitment with organization. The purpose of this study was to determine whether there is a relation between work satisfaction and life satisfaction of nurses. The study was based on a sample of 300 nurses. The work satisfaction was measured by means of modified Minnesota questionnaire, and life satisfaction was measured by

Index-A questionnaire. The result demonstrated a positive correlation (0.17) between life satisfaction and work satisfaction.

Implications of the Study

Nursing practice:

In the current scenario there is growing interest in the work stress among staff nurses which is directly affecting the quality of care and personal life satisfaction of nurses. It is also affecting the mental and well-being of the nurses. So satisfaction of nurses both at work and life leads to better care of the patients.

Nursing administration:

As administration level it is important to early identify the satisfaction level of the nurses and take preventive steps like improving working environment, providing free time for staff, teaching on stress management, giving good remuneration to the employee. Good staffing, steps to retaining the staff in the institution helps in satisfying the staff and also creating various posts and position in hierarchy of the nurses helps to reduce overburden among nurses.

Nursing research:

Much more research has to be conducted on various parameters on work and life satisfaction to know in-depth knowledge on areas of issues causing stress and burnout among nurses and early remedies to prevent it.

Nursing education:

It is important to improve the education level of the employee, providing them continuous education and in-service education. Creation of various levels of leadership roles among nurses is important which reduces the stress and also improves the satisfaction level of the nurses.

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