



A comparative study on job satisfaction among staff nurses working in private and government hospitals

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Abstract

Job satisfaction is related with needs of human beings and fulfilment of needs by doing work. Job satisfaction is generated by individual opinion of how well his job satisfies his various needs. The study is this study 80 staff nurses selected through random sampling from various private and government hospitals of districts Sangrur. Job satisfaction scale (JSS) for measuring the level of job satisfaction, job satisfaction scale (2009 revised version) developed by Dr. Amar Singh and Dr. T. R. Sharma was employed. It consists of 30 statements. The test retest reliability works out to be 0.978 and validity coefficient of 0.743. The collected data is analysed through the software Spss version 24.0 using the percentage statistics, Mean Scores, SD and t-test statistics methods. Nurses working in government hospitals were found better satisfied with their job than the nurses working in private hospitals.

Keywords: job satisfaction, nurses, private, government, hospital

1. Introduction

Job satisfaction is related with needs of human beings and fulfillment of needs by doing work. Job satisfaction is generated by individual opinion of how well his job satisfies his various needs. Job satisfaction is pleasant emotional state associated the appreciation of one's work and contributes immensely to performance in an organization. Job satisfaction of nurses refer to the feeling towards specific dimensions of the work environment or the things like pay benefit, promotional opportunities etc. It is quite possible to be satisfied with some dimensions and dissatisfied with others. From the past decade, the job satisfaction of healthcare employees is critical task for the administrator's, government, and policy makers. A research study conducted by Spector (1997) [3] states that job satisfaction influences people's attitude towards their jobs and various aspects of their jobs. The result of this includes better performance and a reduction in withdrawal and counterproductive behavior's (Morrison 2008). Shah MA *et al.* (2001) [4], in his research study determinants of job satisfaction among health care professionals in Kuwait. The health care provider's physicians, nurses, pharmacists and medical laboratory technologists in the ministry of health hospitals in Kuwait. The results of this study showed that the respondents were satisfied with all aspects of their job except salary. The medical technologists dissatisfied with professional advancement as well. Reshma K.S (2015) [8], have done a research study a comparative Study of job satisfaction among employees in a private and Government Hospital In Ernakulum district explores the employees of government hospitals are dissatisfied mainly due to lack of adequate and modern infrastructure, and lack of interpersonal relationship and old equipment's. The prominent areas of dissatisfaction in private hospitals are in terms of benefits like pension, insurance policies and job security.

2. Review of Literature

According to the Davidson (1997) [2] conducts a research on effects of health care on job satisfaction and turnover among the staff nurses. The primary objective was to changes in hospital environment on job satisfaction of nurses and voluntary turnover between 1993 and 1994. Data were collected in a longitudinal survey of 736 nurse's hospital nurses in hospital. The results showed most aspects of hospital as measured by Hinshaw and Atwood's and and Price and Mullers scales. Multivariate data analysis indicated that most important determiners of low satisfaction were poor communication within the organization. And to great a workload. Predictors of turnover were fewer years on the job expressed intent to leave. Lu H, While AE, Barriball KL (2007) [6], in his study done in China among 512 nurses were satisfied with their job and reported high level of organizational and professional commitment. Nurses with bachelor degree were reported to have a lower professional commitment and role conflict than the diploma or associate nurses. Study done in China reported that the nurses in the Northern region were much older, more educated than the nurses in the Southern region. The nurses in the Northern hospitals were more satisfied that the nurses in the Southern hospitals. Similar finding were reported by Patilet, Al, (2011) [9] in his study done at Jalgaon district in Maharashtra among 360 nurses from both government and private sectors. Majority of the nurses in government sector were more satisfied than in private sector nurses. In government sector, nurses were more satisfied with salary promotion options and continuing education programs whereas nurses from private sector were more satisfied with the independent decision making opportunity and communication skills. However, communication skills facilities founded poor in government sector. A study was done by Laschinger HK (2012) [10] in

Ontario, among newly graduated nurses regarding job and career satisfaction and turnover intentions. The study suggested that lower the career satisfaction higher that intention to leave the profession structural empowerment, the profession. Structural empowerment, work life and leadership influence the job satisfaction among the newly joined graduate nurses. The finding of a study conducted by A. Narges., A.L Khatijah, w.p Li, (2013)^[1] on 421 nurses working at a hospital in Mashhad Iran that various human resource policies and incentives need to be revisited. There is need to improve working conditions, supportive, nursing management, improved professional development and increased salaries are improved for nurse job satisfaction. Finding of a study done by Neenu (2013)^[11] in the hospitals of central Kerala among 86 nurses showed that, nurses were satisfied and stress had an inverse relationship with job satisfaction. The nurses felt that their salaries were low when compared to their efforts and work. Hamid S *et al.* (2014)^[5] conducted a research study on Job satisfaction among nurses working in the private and public sectors: a qualitative study in tertiary care hospitals in Pakistan reveals that reform of policies, better management, working conditions the retaining to nurses is possible. A research study done by Reddy K. R *et al.* (2015)^[7] on Job Satisfaction among Nursing Staff in a Tertiary Care Teaching Hospital reveals that internal and external factors equally effects the job satisfaction among staff nurses. Nemmaniwar A.G (2016)^[12] conducted a research study on job satisfaction among hospital employees revealed that apart from the monetary benefits the other factors motivators such as recognition, autonomy, achievement, opportunities and development were positively correlated with job satisfaction.

3. Theoretical Framework

The study was based on Herzberg’s Dual Factors Motivation theory. This theory explains facets of job satisfaction is the function of two needs motivators (achievements, recognition, work itself, advancement, responsibility and growth) and hygiene factors (supervision, company policy and administration, working conditions and interpersonal relations). The intrinsic and extrinsic factors enhance individual satisfaction of personal requirements and experiences concerned with job satisfaction in a work environment. Motivation factors are the direct stimulating factors that give a person satisfaction in his work and positive attitude to like and love with his job. The intrinsic factors relate to work content while the hygiene factors are related to the work environment.

4. Research Methodology

4.1 Research Questions

1. To compare the level of job satisfaction among staff nurses working in private and government hospitals of Sangrur.

4.2 Hypotheses

1. Job satisfaction will be higher in government hospitals nurses.
2. Job satisfaction will be lower in private hospitals nurses.

4.3 Sampling

For the purpose of this study 80 staff nurses selected through

random sampling from various private and government hospitals of districts Sangrur, Punjab.

4.4 Tools and Techniques

Job satisfaction scale (JSS) for measuring the level of job satisfaction, job satisfaction scale (2009 revised version) developed by Dr. Amar Singh and Dr. T. R. Sharma was employed. It consists of 30 statements. The test retest reliability works out to be 0.978 and validity coefficient of 0.743.

4.5 Statistical Analysis

The data collected was subjected to the following statistical treatment.

Percentage statistics, Mean Scores, SD and t-test were applied to compare the difference between both the groups.

5. Major Findings & Conclusion

A small percentage of staff nurses working in private hospitals were dissatisfied with their jobs with respect to recreational facilities. The percentage of satisfied staff nurses working in government hospitals was the highest satisfaction with their jobs. Descriptive analysis with mean scores and SD scores shows the higher job satisfaction in nurses of government and lower job satisfaction in nurses of private hospitals. T-value shows the significant difference between both the groups on job satisfaction scale.

Table 1: Shows the percentage of both the groups of nurses working in Government and Private hospitals.

Type of Hospitals	Percentage
Government Hospitals	52.08
Private Hospitals	47.92

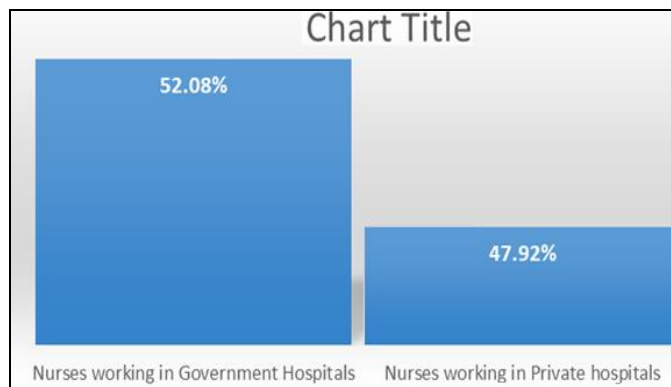


Fig 1

A perusal of the above table shows the percentage scores of both the groups. The table shows the percentage scores for nurses working in private hospital 47.92% and the percentage of nurses working in government settings 52.08%.The percentage scores levels of job satisfaction among nurses working in private hospitals is lower than the nurses working in government hospitals.

A perusal of the above table shows that there is a significant mean difference between nurses working in government hospitals and nurses working in private hospitals on Job Concrete Factor dimension of Job Satisfaction Scale, as

reflected by 't'-value (-1.25) which is significant at 0.05 level of significance. Since the mean difference favors nurses working in government hospitals which reveals that nurses working in government hospitals were found better satisfied with their job on 'job concrete factor' dimension than the nurses working in private hospitals.

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