

JOB SATISFACTION AMONG MALE NURSES WORKING AT PUBLIC AND PRIVATE HOSPITALS

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ABSTRACT

Background: Job satisfaction is a topic of wide interest to people who work in both public and private organizations. It is a most frequently studied variable in organizational researches and also a central variable in both research and theory. Shortage of male nurses has been a constant challenge for the nursing profession in Pakistan and job satisfaction is a major cause of this shortage among health care providers.

Objectives: To compare the level of Job Satisfaction among male nurses of public and private hospitals.

Methodology: A descriptive cross sectional study was conducted at Isra university hospital and Liaquat university hospital. A sample size of 132 male nurses was drawn from the population of 200 male nurses and convenient sampling technique was used for the data collection. A well defined questionnaire related to job satisfaction was used as a data collection instrument.

Results: The results showed that mean age of the respondents was 32 years and standard deviation \pm was 7.7. Job satisfaction between public and private hospitals showed that male nurses 91(69%) of public hospital were more satisfied than male nurses 25(19%) of private hospital, p value <0.05 showed a highly significant and strong correlation between factors (pay, promotion, supervision, fringe benefits, operating conditions and nature of work) and job satisfaction.

Conclusion: Present study showed that the common influential factors which were satisfying the male nurses of public hospital were pay, fringe benefits, promotion and nature of work. In private hospital the influential factor was supervision.

Key words: Job satisfaction, Male nurse, Nurse Retention, Nurses shortage, Promotion

INTRODUCTION

According to World Health Report 2006 the Pakistan is one of the 57th countries with critical workforce deficiencies. The substantial shortage of nurses is mainly due to their emigration to developed countries in search of better pay and job prospects and it is a serious concern for health organizations (1). Comparative analytical study shows that work satisfaction of nurses is important for greater health and social outcomes (2). It is a most frequently studied variable in organizational researches and also a central variable in both research and theory (3). Satisfaction with employment is influenced by

the atmosphere within which the nurse is used and also the personal attributes of the nurse (4). Moreover, satisfaction maximizes the retention degree of employees and reduces the need of hiring new staff (5). Employee can be considered as the backbone of any industrial development. To utilize their contribution they should be provided with good working conditions (6). There are many individuals who want a career in the nursing field especially males, but the problem is that there is not enough faculty or clinical slots to meet the needs of those willing to enter the nursing field (7). Many low and

middle income countries like Pakistan are lacked with human resources need to deliver essential health interventions, and therefore Pakistani health care system is failing to deliver essential care at both public and private hospitals (8). Although the recommended nurse to doctor ratio is 4:1, the ratio in Pakistan is reversed, with 2.7 doctors to one nurse (9). Job satisfaction is a variable directly proportionate to recognition, income, promotion, and the achievement of other goals that lead to a general feeling of fulfillment, in order to keep positive behavior intact (10). Now a days, the situation has been changed; mostly it is found that employees who are working in different organization are not satisfied with their job. The reason for dissatisfaction can be the certain factors that are effecting the job satisfaction of the employees like, feel undervalued, lack of opportunities, rifts with supervisors, Low pay scale and long working hours especially in private hospitals (11). Evidence exists that productivity and quality of work depends on the job satisfaction of nursing staff. This complex phenomenon of approach towards one's job has an impact not only on inspiration, but also on career, health and relation (12). Dissatisfaction leads employees toward job turnover. That's why taking into focus job satisfaction of employee and its affecting factors have significant value for any institution or concern to stay alive and prosper (13). Nursing has many specific changes over time according to needs of the society therefore nursing education has developed the practice setting and also the roles and responsibilities of nurses have changed significantly (14). In Pakistan's health care system, there is huge shortage of male nurses and this trouble needs to be solved (15). One of the reason of nurse's shortage is outflow of nurses to international markets, and most of nurses are male. Distinctively these migrant nurses are moving towards gulf countries to look for better employment opportunities. At the same time, novice nurses are needed to fill the gap between supply and demand in the domestic markets. Therefore existing nurse-patient ratio is reached at 1:50 whereas PNC prescribed ratio is 1:10 in general areas and 2:1 in specialized areas (16). Nursing profession also facing some cultural issues because Pakistan is a patriarchal society, in which women are primarily responsible for household and reproductive activities, that is, child bearing and rearing, whereas men are responsible for financial earnings and

decision making in the families, this factor is also affects on women and men to choose nursing as a career(17).

METHODOLOGY

The study was dispensed at Isra university hospital and Liaquat university hospital. Both hospitals are tertiary care and teaching hospitals affiliated with PMDC Pakistan Medical and Dental Council. A Descriptive cross sectional study was conducted. A sample size of 132 determined over a population size of 200. Data was collected through a well designed questioner called job satisfaction scale include two parts categories A and B, Demographical data was included in category A and the category B included 18 job satisfaction related questions. Every question categorized as strongly disagree, disagree, agree and strongly disagree. All participants were scored from 18 to 72 to measure the job satisfaction level. Score from 18-36 considered as dissatisfied and score from 37-72 considered as satisfied.

ETHICAL CONSIDERATIONS

Following ethical considerations were taken:

1. Permission was taken by the medical superintendent and nursing superintendent of both hospitals.
2. Written consent was taken from Male nurses.
3. Research process was not affecting the work of nurses.
4. Record was used for research purpose only.
5. The personal information in record was not disclosed.

RESULTS

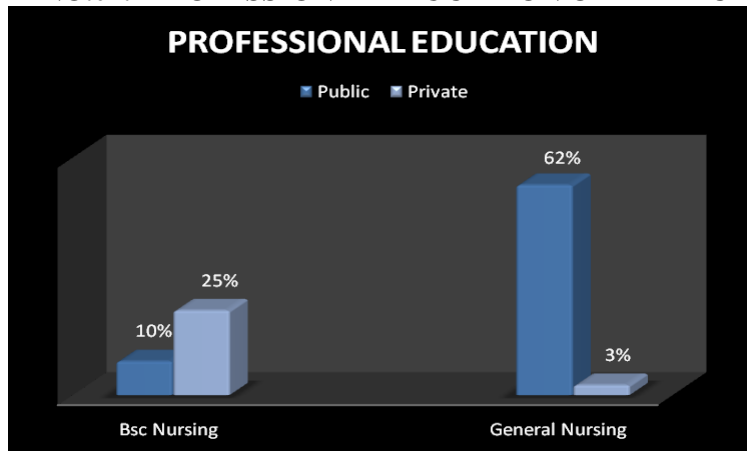
Age in groups	Public n = 95	Private n = 37	Total n=132
25 to 35 years	66 (50%)	26 (20%)	92 (70%)
36 to 45 years	20 (15%)	10 (7%)	30(22%)
> 45 years	9 (7%)	01(0.7%)	10 (8%)
Total	95 (72%)	37 (28%)	132 (100%)

TABLE NO. 1: AGE OF PARTICIPANTS IN GROUPS

A total of 132 male nurses included in the study.70% of participants fall into 25 to 35 years of

age and 22% into the age of 36 to 45. only 8% of participants fall above the 45 years of age as shown in table no: 01.

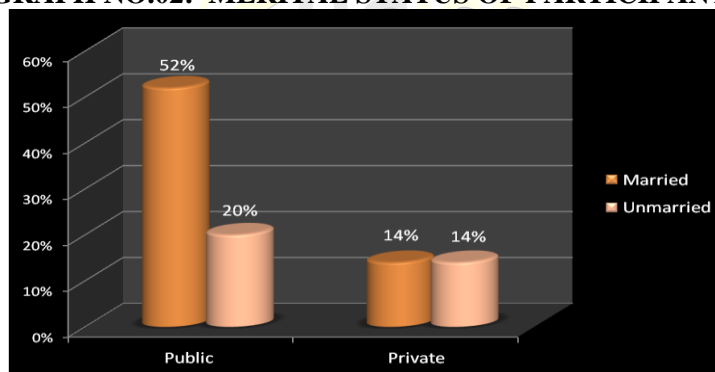
GRAPH NO.01: PROFESSIONAL EDUCATION OF PARTICIPANTS



Graph no.01 shows that 62% of participants had general nursing who were working at public hospital and only 10% of participants had Bsc

Nursing. In private hospital only 3% of participants had general nursing and 25% had Bsc Nursing.

GRAPH NO.02: MERITAL STATUS OF PARTICIPANTS



From the above graph it is inferred that out of 132 participants 52% participants working at public hospital were married and 20% employees were

unmarried. Similarly at private hospital 14% were unmarried and rest of 14% participants were married.

Job satisfaction scale used to assess level of Satisfaction

JOB SATISFACTION RATING SCALE		RESPONSE CHOICES				
Items		strongly disagree	disagree	agree	Strongly agree	
1	I feel I am being paid a fair amount for the work I do.	1	2	3	4	
2	There is really too little chance for promotion on my job.	1	2	3	4	

3	My supervisor is quite competent in doing his/her job.	1	2	3	4
4	My supervisor is unfair to me.	1	2	3	4
5	When I do a good job, I receive the recognition for it that I should receive.	1	2	3	4
6	Many of our rules and procedures make doing a good job difficult.	1	2	3	4
7	I like the people I work with.	1	2	3	4
8	I sometimes feel my job is meaningless.	1	2	3	4
9	Communications seem good within this organization.	1	2	3	4
10	Raises are too few and far between	1	2	3	4
11	Those who do well on the job stand a fair chance of being promoted	1	2	3	4
12	I am not satisfied with the benefits I receive.	1	2	3	4
13	The benefits we receive are as good as most other organizations offer.	1	2	3	4
14	I do not feel that the work I do is appreciated.	1	2	3	4
15	My efforts to do a good job are seldom blocked by red tape.	1	2	3	4
16	I find I have to work harder at my job because of the incompetence of people I work with.	1	2	3	4
17	I like doing the things I do at work.	1	2	3	4
18	The goals of this organization are not clear to me.	1	2	3	4
Total score		18 (Min) ---- 72 (max)			

LEVEL OF JOB SATISFACTION BETWEEN PUBLIC AND PRIVATE HOSPITALS
 n = 132

Total job satisfaction	Public n = 95	Private n = 37	Total n=132
Satisfied	91 (69%)	25 (19%)	116 (88%)
Dissatisfied	04 (3%)	12 (9%)	16 (12%)
Total	95 (72%)	37 (28%)	132 (100%)
P value		<0.00001	

The participants those got score ranges from 37-72 were considered as satisfied and score ranged from 18-36 were considered as dissatisfied. In public hospital the 69% participants were satisfied from

their job and 19% from private hospital. Level of satisfaction was high in public hospital shown in above table. Level of significance shows high association between job satisfaction and nurses working at public and private hospitals.

DISCUSSION:

The results of present study showed that out of 132 male nurses, 92 (70%) male nurses were between the age of 25-35 years, 30 (22%) occupied the age between 36-45 years and 10 (8%) were above 45 years. A study showed the mean age of the respondents was 36 years which did not match with the results of present study (18). In present study the male nurses having the age of 25-35 years were more satisfied. According to Mogharab et al. younger nurses were more satisfied with their jobs than older nurses because younger nurses are energetic and have more positive attitudes, which can lead to satisfaction (19). Marital status of respondents comprises 88(66%) were married and they were more satisfied than unmarried 44 (34%). Study showed that marital status strongly correlated with job satisfaction, married people report the highest level of satisfaction. In existing study the

professional education of the respondents showed that 46 (35%) male nurses have BSc Nursing degree and majority 86 (65%) of respondents were diploma in general nursing. It showed that respondents having diploma in general nursing were more satisfied than respondents having BS nursing degree. According to Clark there is a strong relationship between job satisfaction and education, workers with higher level of education report themselves relatively dissatisfied (20). In present study the factors related to job satisfaction, highlighted by the respondents were pay, promotion, supervision, fringe benefits, contingent rewards, operating conditions, co-workers and communication. In public sector 89(67%) male nurses were satisfied from their pay and only 6 (5%) were dissatisfied, in private sector only 08 (6%) male nurses were satisfied and 29 (22%) were dissatisfied from pay. An attractive pay and fair pay procedure is compulsory for job satisfaction. The hospital workers including nurses are affected by changes in compensation and benefits. The level of satisfaction is discriminatory with the level of pay and benefits and promotion system. Pay is a very vital feature. There is positive connection between salary and job satisfaction (21). A good salary encourages the organizational commitment of the employee, which in turn attract besides the employee with the job. Therefore wages are more important for an employee (22). In the present study, percentage of promotion showed that 65(49%) male nurses of public sector were satisfied and 30(23%) male nurses were dissatisfied. In private sector only 08(6%) were satisfied and 29(22%) were dissatisfied. Level of significance <0.05 showed the positive correlation between promotion and satisfaction. Satisfaction level of contingent rewards showed less satisfaction among male nurses at both public and private hospitals, only 23(17%) male nurses of public hospital and only 11(8%) male nurses of private hospital were satisfied, in contrast the percentage of dissatisfaction of male nurses working at public hospital is 72(55%) and percentage of dissatisfaction of male nurses working at private hospital is 26(20%). No significant difference was showed in present study regarding contingent reward. According to Khawaja et al reward is the significant element of employee job attitudes such as organizational commitment, motivation and job satisfaction. In any organization, rewards play an

important role in building and sustaining the commitment among employees that ensures a high standard of performance and workforce constancy (23). Impact of supervision in present results showed less satisfaction at both public and private hospitals, only 20(15%) were satisfied in public hospital and 26(20%) were satisfied in private hospital. Highlighting dissatisfaction 75(57%) male nurses at public hospital were dissatisfied and 11(8%) male nurses were dissatisfied at private hospital. p value <0.05 showing highly significant and positive association between supervision and satisfaction. According to Billingsley dissatisfaction with management or supervision leads to job dissatisfaction (24). Employees feel more job satisfaction if supervisor assists and co-operates with them in accomplishing tasks. If this relationship is good, sub-ordinate will be satisfied with his overall job otherwise he won't be.¹⁰ In public hospital male nurses were satisfied with fringe benefits than private hospital, P value=0.001 showed highly significance level and positive association between the fringe benefits and satisfaction. 70(53%) male nurses of public hospital were satisfied and 15(11%) male nurses from private hospital were satisfied. Male nurses of public hospital were happier as a result they were expedited with a lot of fringe benefits like medical insurance and pension schemes. Overall job satisfaction between public and private hospitals in present study showed that male nurses of public hospital were more satisfied than male nurses of private hospital, percentage showed the level of satisfaction between public 91(69%) and private 25(19%). where p value showed highly significance and strong correlation between factors (pay, promotion, supervision, fringe benefits, operating conditions and nature of work) and total job satisfaction among male nurses. Study showed that Job satisfaction of public sector employees was significantly higher than the private sector employees. Employee is one of the key factors of the success of each organization. No organization can make success without a certain level of satisfaction and effort from its employees (25).

LIMITATIONS:

- A limited time frame of 3 months was provided to researcher.
- Total population of male nurses was only 200; therefore small sample size could be derived.

- A limitation to this study is the involvement of only male nurses at both hospitals.
- The study focused on factors that influence on job satisfaction among male nurses working at Hyderabad city only.
- The study cannot be generalized to all male nurses of country.

CONCLUSION:

Present study showed that the common influential factors which were satisfying the male nurses of public hospitals were pay, fringe benefits, promotion and nature of work. In private sector hospitals, the common influential factor was supervision. Pay and promotion were found the most dissatisfying factors in private hospital among the male nurses. Both private and public hospitals showed highly significant differences in the level of overall job satisfaction. Therefore, the findings of present study compared that male nurses of public hospital were more satisfied with their jobs than private hospital. In any organization employees are the one of the key factors towards the success if they are satisfied to their job. No organization can make success without a certain level of satisfaction of its employees which results in better working outputs.

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