

JOB SATISFACTION OF NURSES AT MAKASSED AND

AUGUSTA VICTORIA HOSPITAL

A COMPARATIVE STUDY

BY

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No portion of the work referred to in this theses has been submitted as an application for another degree or qualification at this or any other university or institute of learning.

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ABSTRACT

Satisfaction in nursing profession may have considerable impact on the nurses career, their work effectiveness and their relationship with others. A satisfied nurse is more likely to remain in the work force than her dissatisfied colleague. Thus, how she feels about her job may influence the quality of work and her relationships with others. So, it is vitally important to study the factors that influence job satisfaction.

This descriptive comparative study was conducted to study the job satisfaction among nurses of Makassed Hospital compared to those at Augusta Victoria Hospital. The measurement tool was developed by the researcher and was translated into Arabic and its face validity was obtained.

A systematic simple random sample of 200 subjects was drawn in proportion to number and classification of nurses (140 nurses out of 308 at M.H. and 60 nurses out of 140 at A.V.H.). The response rate was 83% .

Statistical analysis revealed no statistical significant relationship on overall comparison. However, there was significant statistical relationship in the subcategories of the job satisfaction tool.

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APPREVIATION

M.H. : Makassed Hospital.

A.V.H. : Augusta Victoria Hospital.



Chapter I

INTRODUCTION

Job satisfaction is an elusive phenomenon widely sought after and written about in a multitude of careers among which is nursing. The literature identifies a variety of management concepts that apply to job satisfaction. } Management concepts of job satisfaction usually address the relationship between motivation and human behavior. It is vitally important that nursing personnel are satisfied in their work set up and motivated towards meeting the needs of patients (Mantel, 1990).

* Satisfaction with nursing as a profession and with the specific position in which the nurse is employed may have considerable impact on the nurses career, her work effectiveness and her relationship with others. A satisfied nurse is more likely to remain in the work force than her dissatisfied fellow worker. The way, however, the nurses feel about their jobs may influence the quality of their work and the overall work/relationships. In contrast outside the job, a nurses opinion on nursing may promote or deter entrance of potential candidates into the profession (Sanger,