Annals of R.S.C.B., ISSN:1583-6258, Vol. 25, Issue 4, 2021, Pages. 18298- 18306
Received 05 March 2021; Accepted 01 April 2021.

# Job Satisfaction Among Nurses In A Public And Private Sector Hospitals In Sivakasi Block

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**Abstract**

There Is A Unique Value And Respect For That Of The Medical Profession In The Global View. Because Life-Saving Profession Of Physician And Nurse Is Something Equal To The Lord Of Charity. . The Goal Of This Study Was To Measure The Level Of Job Satisfaction Both Nurses At Government And Private Hospitals In The Study Region. The Data Were Collected From The Sample Respondents By Administering A Pre-Tested Interview Schedule. Information Collected Through The Field Enquires From The Respondents Forms The Database For The Study. Totally The Researcher Has Collected Information From 240 Nurses By Adopting Proportionate Random Sampling. The Regression Results Reveal That $F_1$ ($\beta = 0.197$, $P < 0.05$), $F_2$ ($\beta = 0.076$, $P < 0.05$), $F_3$ ($\beta = 0.213$, $P < 0.05$), $F_4$ ($\beta = 0.088$, $P < 0.05$) Are Found To Have Significant And Positive Effect On Nursing Women Employees Of Working Environment And Job Satisfaction. Therefore, $H_1$, $H_2$, $H_3$ And $H_4$ Are Supported. In This Study Concluded Identify A Human In The Profession In Which He Works. If She Is Satisfied With The Job, She Will Get A Meaning Fully Life. In Examining The Availability Of Work For Medical Women Involved In The Field Of Life-Saving Medicine. Nurses Working The Private And Government Sectors Deal With Non-Discriminatory Hospitalization In Four Categories Of Working Environment, Employee Benefits And Career Development, Core Measures And Performance Appraisal. With This In Mind, The Quality Of The Work Of Working Nurses Will Improve If All Hospitals Make This A Priority.

**Keywords: Nurses, Hospital, Job Satisfaction**

## I. Introduction

There Is A Unique Value And Respect For That Of The Medical Profession In The Global View. Because Life-Saving Profession Of Physician And Nurse Is Something Equal To The Lord Of Charity. Most Cultures Have Created A Stream Of Nurses Committed To Religious Service Since The Dawn Of Time. Following Independence In 1947, The Community Development Programme (Cdp) And The Expansion Of Hospital Services Provided A Huge Demand For Auxiliary Nurses, Midwives, Health Visitors, Nursing Tutors, And Nursing Administrators, Among Others. India Is An Over Populated Large Country With The Potential To Supply English-Speaking Workers In Many Different Fields To Developed Countries. Commercial Recruiters Have Become Increasingly Interested In The Potential For Exporting Nurses From India To These Countries As The Market For Nurses Grows Around The World. Though India Has A Large Labour Pool, It Also Has A Large Number Of Unemployed People. Though India Has A Wide Potential Labour Pool That Could Be Qualified As Nurses, It Currently Lacks Sufficient Skilled Nurses To Fulfil Its Domestic Health-Care Needs.

Annals of R.S.C.B., ISSN:1583-6258, Vol. 25, Issue 4, 2021, Pages. 18298- 18306
Received 05 March 2021; Accepted 01 April 2021.

**Ii. Reviews**

In Organisational Science, Job Satisfaction Is A Well-Studied Term. Job Satisfaction Is Characterised By Price (2001) As An Employee's Affective Orientation Toward His Or Her Work. Nurses' Job Satisfaction, According To Atwood And Hinshaw (1977), Is A Subjective Feeling About Their Job And Work Situation. Employees' Assessments Of Job Demands Can Represent Either A Positive Or Negative Emotional State Of Satisfaction Or Dissatisfaction (Coomber & Barriball, 2007). Job Satisfaction Has Piqued The Attention Of Researchers From Various Fields, And Several Hypotheses Have Been Suggested To Clarify The Phenomenon, Such As Maslow's Hierarchy Of Needs Theory. Maslow's Motivational Hygiene Theory (Maslow, 1970) And Herzberg's Motivational Hygiene Theory (Herzberg, 1966). Job Satisfaction Has Been Studied In The Nursing Literature As An Indicator Or An Effect Of Various Organisational Behaviours.

Work Satisfaction Is A Widely Studied Concept In Organizational Research. A Scientific Study Was Undertaken By (Hamid, 2013) On “Job Satisfaction Among Nurses Working In The Private And Public Sectors: A Qualitative Study In Tertiary Care Hospitals In Pakistan”. All Of The Responses Had Chosen Their Profession And Had Had Support From Their Family In Doing So, But They Now Stated That They Were Unsatisfied With Their Work. And Then Job Satisfaction Of Hospital Nursing Staff Was Made By (Charlotte Pietersen, 2005). Job Satisfaction Has An Effect On Nursing Workers Retention, According To Health Care Executives. The Work Satisfaction Of Nursing Workers (N = 109) At A Government Hospital Was Investigated In This Report. Just Over Half Of The Respondents Said They Were Happy In General. Staff Retention Can Be Aided By Feelings That Nursing Is Worthwhile And Rewarding, As Well As The Hospital's Financial Stability Extrinsic (Schedule, Conditions Of Employment, Income, Contact With Colleagues, And Management Culture) Factors Are Both Intrinsic (Career) And Extrinsic Factors Can Have A Negative Effect On Employee Retention. These Results Can Be Used By Management To Collaborate With Employees, Develop Developmental Plans, And Intervene.

Research Studies Examined (Selebi C & Minnaar A, 2007) On “Job Satisfaction Among Nurses In A Public Hospital In Gauteng”. The Motivational Aspects Of Their Employment, Such As Encouragement, Accountability, Potential For Creativity And Innovation, Freedom, And Appreciation, Were All Rated Low By The Nurses (42 Percent). Nurses Were Also Unsatisfied With The Hygienic Aspects Of Their Jobs (22 Percent), Which Included Interpersonal Interactions, Supervisory Decision-Making Abilities, Supervision, Working Environment, Policies, Job Security, And Salaries. The Dissatisfaction Of Nurses Must Be Communicated To Health-Care Professionals. The Hospital Is Having Difficulties Retaining Nurses, And The Outcomes Of This Study May Be Able To Help. The Findings Highlight Some Of The Aspects To Consider When Designing A Human Resource Planning Strategy For Nurses. Wages For Nurses, Supervisory Systems, And Collaborations, As Well As How Department Of Health Laws Are Implemented, Are All Issues That Need To Be Addressed By Hospitals And Nursing Administrators. Employee Dedication To Their Company Is Another Critical Aspect Of Organisational Science. O'reilly & Chatman (1986, P. 493) Described Organisational Commitment As "The Psychological Attachment Felt By The Person For The Organisation; It Will Represent The Degree To Which The Individual Internalises Or Adopts Characteristics Or Perspectives Of The Organisation".

The State Of Public Hospitals Has Reached A Critical Juncture. Public Hospitals, According To Seshoka (2005: 32), Have A Significant Nursing Shortage, With A Recorded Staffing Ratio With One Nurse To Forty One (1: 41) Patients. The Nurse Shortages, As Well As The

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Rising Interest Rates Among Nurses, Had To Be Addressed. It Was Also Critical To Establish How Satisfied Nurses Were With Their Working Environment And How Satisfaction Could Be Improved In Order To Maintain Nurses In The Service. The Quality Of Service Provided May Improve Once Highly Qualified Nurses Are Effectively Retained. Almost Half A Million (500 000) Nursing Staff In The United States Of America Did Not Have To Work In The Profession For Which They Were Educated In The Year 2000. (Zondagh, 2004: 38). It Was Also Shown That Nurse Staffing Levels Have A Negative Link With Bad Patient Outcomes: The Higher The Job Description, The Better The Patient Result, And Vice Versa (Zondagh, 2004: 38).

**Iii. Statement Of The Problems**

A Woman Worker Obviously Fulfils Two Roles: That Of A Housewife, Mother, Or Daughter, As Well As That Of A Worker. Her Behaviour Becomes More Dynamic In Terms Of Family And Work Life As She Takes On More Tasks. From A Financial Standpoint, Caregivers, Especially Nurses, Are Essential. Although It Is Difficult To Put A Monetary Value On Nursing, Looking At Some Of The Pieces That Make Up The Whole Will Help You Appreciate How Valuable The Profession Is. Nurses Offer Emotional Support, Advice And Inform Families, And Work With Other Medical Professionals In Addition To Offering Physical Care Such As Prescribing Medicine And Providing Treatment.

Nurses Have Always Been Critical To Patient Safety. Nurses Are In A Unique Position To Avoid Drug Mistakes, Ensure Patients Receive The Proper Therapy, And Protect Patients From Complications Such As Falls Or Skin Breakdowns Because They Are With Them 24 Hours A Day, 7 Days A Week. The Bedside Specialist Is Also Well-Versed In Health-Care System Flaws That Cause Care To Be Delayed Or Rendered Ineffective. Nurses Are More Likely To Notice Inefficiencies And Make Suggestions For Improvement Because They Are In Charge Of Managing Treatment.

Job Satisfyaction Is Described As A Positive Feeling About One's Job As A Result Of An Assessment Of Its Attributes. Job Satisfaction Has Been Researched To See If It Can Be Used To Predict Job Efficiency And Patient Care. This Sense Of Fulfilment At Work Is Closely Linked To One's Own Sense Of Fulfilment In Life. As A Result, The Emphasis Of This Study Is On Job Satisfaction Among Nurses In Public And Private Hospitals In The Sivakasi Block.

**Iii. Objectives**

The Following Are The Goals Of This Research:

- The Purpose Of This Study Is To Look Into The Socioeconomic Conditions Of Nursing Women In The Study Area.
- To Assess The Job Satisfaction Among Nurses In The Study Area's Public And Private Hospitals.
- To Offer Suitable Suggestions Based On The Findings Of The Study.

**Iv. Methodology**

The Primary Data Were Collected From The Sample Respondents By Administering A Pre-Tested Interview Schedule. Information Collected Through The Field Enquires From The Respondents Forms The Database For The Study. The Study Was Carried Out In Fourty-Three Tertiary Hospitals In Sivakasi. A Qualitative Approach Using Narrative Analysis Was Undertaken To Identify The Experiences Of Nurses (Almost All Of Whom Are Females) Working In Private And Public Sector Tertiary Hospitals In Sivakasi. The Researcher

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Approached All The Hospital Authorities For Data Collection, But Thirteen Hospital Authorities Are Denied. Hence, The Researcher Omitted 13 Hospitals Out Of 43 And The Remaining 30 Hospitals Were Included For The Study. Eight Nurses From Each Hospital Was Included As Respondents. Totally The Researcher Has Collected Information From 240 Nurses By Adopting Proportionate Random Sampling. In This Research Adopt Some Technique Such As Percentage, Reliability, Validity, Factors Analysis And Multiple Regression Analysis.

The Present Study Is Confined To Sivakasi Only. So, The Results Cannot Be Generalized With Other Areas. The Time Period Considered For The Study Is Limited To December 2017 To March 2018. Hence, The Result Will Not Be Hold Good For All Periods.

### 4.1. Analysis And Results

**(1) Demographic Characteristics Of The Respondents:**

Credibility Was Ensured By Including Study Participants Of Varied Characteristics In Terms Of Age And Education Qualification And With Diverse Experience.

The Characteristic Of Our Study Sample Was Defined As Individual Nursing Workers Of Aged Between 18 To 60 Years. A Majority Of The Respondents (76.7%) Were Aged Between 18 To 34 Years, 23% Were Aged 35 To 60 Years. Out Of 240 Respondents, The Majority Of The Respondents (46.7%) Were 12th With Pharmacy, Another 22% Were B.Pharm, 20% Were 10th With Pharmacy, And The Remaining Were Degree Holder. It Is Understood That, 90% Were Working In Private Hospitals And The Rest 10% Were Working In Government Hospitals. It Is Obvious That Most Of The Sample Force I.E., 48% Are Engaged As Staff Nurse, 20% Are Involved As Senior Professional Nurse, 16% Are Designated As Professional Nurse, Another 6% Are Bridging Course Students And 4% Tangled As Nursing Service Manager And Chief Professional Nurse Respectively And The Rest Of Respondents Each Act As Nursing Auxiliary Works.

**Table 1. Summary Of Respondents' Demographic Profile**

| S.No. | Demographic Information | Items | Number Of Respondents | % |
|---|---|---|---|---|
| 1. | **Age (In Year)** | 18 – 24 | 127 | 52.9 |
| | | 25 – 34 | 57 | 23.8 |
| | | 35 – 44 | 34 | 14.2 |
| | | 45 – 54 | 17 | 7.1 |
| | | 55 – 60 | 5 | 2.1 |
| 2. | **Educational Qualification** | $10^{th}$ With Pharmacy | 49 | 20.4 |
| | | $12^{th}$ With Pharmacy | 112 | 46.7 |
| | | B. Pharm | 52 | 21.7 |
| | | Degree Holder | 27 | 11.2 |
| 3. | **Nature Of The Hospital** | Private | 216 | 90.0 |
| | | Government | 24 | 10.0 |
| 4. | **Category Of Work** | Nursing Service Manager | 10 | 4.2 |
| | | Chief Professional Nurse | 9 | 3.8 |

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| | | |
|---|---|---|
| Senior Professional Nurse | 49 | 20.4 |
| Professional Nurse | 39 | 16.2 |
| Staff Nurse | 115 | 47.9 |
| Bridging Course Students | 14 | 5.8 |
| Nursing Auxiliary | 4 | 1.7 |

**Table 2. Factor Analysis Results**

| Factors | Variable Variance% | Factor Loadings | Variance (%) | Cumulative Variance (%) | Cronbach's A |
|---|---|---|---|---|---|
| **$F_1$ – Working Environment** | Working Condition | .785 | 21.378 | 21.378 | .846 |
| | Personal Relationship | .718 | | | |
| | Clinical Quality | .716 | | | |
| | Uncertainty About Treatment | .712 | | | |
| | Working Hours | .683 | | | |
| | No Change To Planned Time Off | .658 | | | |
| | Psychological Stress And Frustration | .624 | | | |
| | Patient Distress | .575 | | | |
| **$F_2$ –Employee Benefits And Career Development** | Salary And Allowances | .846 | 17.134 | 38.513 | .836 |
| | Advanced Practice | .790 | | | |
| | Promotion And Retirement Policy | .728 | | | |
| | Support From Nurse Manager | .685 | | | |
| | Heavy Work Load | .685 | | | |
| | Prizes And Reward | .553 | | | |
| | Job Security | .512 | | | |
| **$F_3$ – Core Measures** | Patient Satisfaction | .737 | 13.085 | 51.598 | .681 |
| | Quality Of Care | .680 | | | |
| | People Oriented Culture | .673 | | | |
| | Hospital Reputation | .657 | | | |
| | Safer Enabled Healthcare | .551 | | | |
| **$F_4$ – Performance Appraisal** | Human Resources | .728 | 8.687 | 60.285 | .621 |
| | Death And Dying | .623 | | | |
| | Training Opportunities / Job Skills | .564 | | | |

**(2) Reliability And Validity**

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Nursing Perceptions For The Adoption Of Working Environment Were Examined. The Reliability Test Was Conducted To Ensure The Consistency Of The Scale Times, To Measure The Same Construct For Further Data Collection. Cronbach's Alpha Used To Assess The Construct Reliability Of The Scale. As Shown In The Table 2, The 'A' Coefficients For The Each Factor Were Above The Common Threshold Value (0.68). As Stated 23 Items Were Seen Significant Out Of 38 Items In The Study. This Signifies An Improvement In The Model By Deleting Those Items. To Measures The Internal Consistency Among The Items, Cornabch's A Was Used Which Ranges From 0. 681 To 0.846.

**(3) Factor Analysis**

Before Extracting The Factors To Test The Appropriateness Of The Factor Model, Bartlett's Test Of Sphericity Was Used To Test If The Null Hypothesis Of The Variables Is Index Corrected In Population. The Test Static For Sphericity Is Based On A Chi-Squre Transformation Of The Determinant Of The Correlation Matrix.

To The Test Of Sampling Adequacy, Kaiser-Meyer-Olkin (Kmo) Measures Is Computed. Small Value Of The Kmo Statistic Indicates That The Correlation Between Pair Of Variables And That Factor Analysis May Not Be Appropriate. Generally, A Value Greater Than 0.5 Is Desirable. It Could Be Seen From Table That The Bartlett's Test Is Significant With P = 0.000 Being Less Than 0.05. Sampling Is Significant By Using The Kaiser-Meyer-Olkin (Kmo) Of Sampling Adequacy Confirmed Our Model's Good Fit With A Coefficient Of 0.693 Is Taken As Acceptable. The Score Of Bartlett's Test Of Sphericity As $\chi^2 = 3611.321$, D$f$ = 253, P < .000. Thus, The Factor Analysis May Be Considered As An Appropriate Technique For Analyzing The Data. The Overall Indication As That Our Measurement Model Was Appropriate For The Study. The Following Hypotheses Has Been Farmed Based On The Factors Extracted:

- ✓ **$H_1$**: The Working Environment Has A Positive Influence On Nursing Employees Of Job Satisfaction.
- ✓ **$H_2$**: Employee Benefits And Career Development Have A Positive Influence On Nursing Employees Of Job Satisfaction.
- ✓ **$H_3$**: Core Measures Have A Positive Influence On Nursing Employees Of Job Satisfaction.
- ✓ **$H_4$**: Performance Appraisal Has A Positive Influence On Nursing Employees Of Job Satisfaction.

**(4) Multiple Regression Analysis**

Multiple Regression Is A Statistical Technique For Examining The Relationship Between A Single Dependent Variable And A Number Of Independent Variables. The Study Used Regression To Determine The Association Between Nursing Women Employees Working Environment And Job Satisfaction. Four Main Independent Variables Were Analysed Against The Dependent Variable. The Tables 3, 4 And 6 Presented The Regression Analysis Output.

| R | R Square | Adjusted R Square | Std. Error Of The Estimate | Sig. F Change | Durbin-Watson |
|---|---|---|---|---|---|
| .321[a] | .103 | .088 | 1.157 | .000 | 1.318 |

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**Table 3. Model Summary[b]**

**Table 4. Anova**

| Model | Sum Of Squares | D*f* | Mean Square | F | Sig. |
|---|---|---|---|---|---|
| Regression | 36.233 | 4 | 9.058 | 6.764 | .000[a] |
| Residual | 314.700 | 236 | 1.339 | | |
| **Total** | **350.933** | **240** | | | |

**Table 5. Coefficients And Collinearity Statistics**

| Construct | β Value | T-Value | Sig. | Hypothesis | Result |
|---|---|---|---|---|---|
| | **Beta** | | **Tolerance** | | |
| $F_1$ | .197 | 3.017 | .895*** | $H_1$ | Significant |
| $F_2$ | .076 | 1.179 | .910*** | $H_2$ | Significant |
| $F_3$ | .213 | 3.334 | .933*** | $H_3$ | Significant |
| $F_4$ | .088 | 1.343 | .893*** | $H_4$ | Significant |

Note: ***Indicates Significant At The 1% Level, **Indicates Significant At The 5% Level

The Coefficient Of Determination ($R^2$) Is Found To Be 0.321, Which Means That 32.1% Of The Variance Can Be Explained By The Four Independent Variables For Working Environment. The F-Value = 6.764 For The Proposed Model Is Suitable At (P - Value = 0.000), Significant At The 5% Level ($P < 0.05$). Hence, It Implies That The Overall Model Is Reasonably Fit And Statistically Significant Inferences Can Be Drawn. The Durbin-Watosn Value (1.318) In Table States That There Is No Autocorrelation Between The Factors As The Value Is Closer To 2.

The Regression Results Reveal That $F_1$ ($\beta = 0.197$, $P < 0.05$), $F_2$ ($\beta = 0.076$, $P < 0.05$), $F_3$ ($\beta = 0.213$, $P < 0.05$), $F_4$ ($\beta = 0.088$, $P < 0.05$) Are Found To Have Significant And Positive Effect On Nursing Women Employees Of Working Environment And Job Satisfaction. Therefore, $H_1$, $H_2$, $H_3$ And $H_4$ Are Supported.

## V. Suggestions

The Following Recommendations Are Made Based On The Study's Results To Get To Know The Nurse Workers Students In The Study Field.

- The Majority Of Nurses Work In Private Hospitals. The Pay In Private Hospitals Is Extremely Poor. As A Result, A Minimum Wage For Hospital Nurses Should Be Established.

- In Hospitals, It Is Normal To Handle Medication And Other Potentially Dangerous Materials. As A Result, Hospital Administrators Should Provide Nurses With Appropriate Protective Equipment To Protect Them From Infections And Diseases.

- In The Research Suggested That The, It Is The Hospitals' Responsibility To Improve Hospital Nursing Work Conditions. Positive Work Conditions, Positive Nurse Job

Satisfaction And Retention, And Positive Patient Outcomes Are All Related, According To A Large Body Of Research.

- This Has To Do With An Employee's Professional Life. People Should Be Able To Fully Grow Their Future Abilities By Sufficient Life-Long Learning Support. Meaningful Career Paths Must Be Developed, And Employees' Careers Must Be Mapped Out. The Availability Of Promotion Opportunities Is Critical To Workers' Satisfaction With Their Benefits And Career Growth.

- The Majority Of Patients Who Come To A Hospital For Treatment Of A Disease Or Illness Have Been Shown To Benefit From Core Measures, Which Have Been Shown To Minimize The Risk Of Complications, Avoid Recurrences, And Otherwise Treat Them. While Not All Patients Are Suitable For And Prescribed Treatment Procedure, Implementing The Core Measures Recommendations Will Help Improve The Quality Of Patient Care By Concentrating On The Real Outcomes Of Care.

- The Effectiveness Of A Company's Performance Assessment Method Is Critical To Its Overall Success. Nurses' Work Satisfaction And Empowerment To Deliver Better Care To Clients Will Both Benefit From A Proper Assessment Method.

Identify A Human In The Profession In Which He Works. If He Is Satisfied With The Job, He Will Get A Meaning Fully Life. In Examining The Availability Of Work For Medical Women Involved In The Field Of Life-Saving Medicine. Nurses Working The Private And Government Sectors Deal With Non-Discriminatory Hospitalization In Four Categories Of Working Environment, Employee Benefits And Career Development, Core Measures And Performance Appraisal. With This In Mind, The Quality Of The Work Of Working Nurses Will Improve If All Hospitals Make This A Priority.

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