



A STUDY TO ASSESS THE JOB SATISFACTION OF STAFF AT NARAYANA MEDICAL COLLEGE AND HOSPITAL, A.P.



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Abstract: Background: Job satisfaction or employee satisfaction is a measure of worker contentedness with their job, whether or not they like job or individual aspect or facets of job, such as nature of work, supervision job satisfaction can be measured in cognitive affective and behavioural components. Job satisfaction is the degree of positive affection one feels about his or her employment therefore we can understand that variables likes education, experience, autonomy, nursing care delivery models and organizational climates, degree professionalization quality of care team work relationship with patient and families, staffing, emotional status, time available to do work and personal growth are directly related to job satisfaction of nurses. **OBJECTIVES:** To assess the level of job satisfaction of staff at Narayana Medical College and Hospital. **Methodology:** A quantitative research approach and non experimental descriptive design was adopted. A non probability convenience sampling technique was adopted for selecting the participants. The sample for the present study was 50 staff. The checklist to assess the job satisfaction among staff at Narayana Medical College and Hospital, Nellore and it was analyzed by using descriptive statistics. **Results:** The level of job satisfaction among staff, 50 (100%) were undecided. The level of job satisfaction on organizational climate among staff, 50(100%) were inclined to agree. The level of job satisfaction on managerial effectiveness among staff, 50(100%) were not characteristics of you (<25%). **Conclusion:** The study concluded that most of the staff 50 (100%) are not satisfied their job, hence there is a need to verify and assess the staff to know about the difficulties. **Key words:** job satisfaction, staff.

Introduction:

Satisfaction in one's job may be proportional to the degree with which the individual views to the importance of various needs and how well they are being satisfied some people consider achievement, recognition, advancement, a chance to participate in decisions making or an opportunity for growth in a

chosen career to be motivating factors in obtaining job satisfaction.

Job satisfaction or employee satisfaction is a measure of worker contentedness with their job, whether or not they like job or individual aspect or facets of job, such as nature of work, supervision job satisfaction can be measured in cognitive affective and



behavioural components.

Job satisfaction is a multimedia constructs influenced primarily by work characteristics, worker attitude and group relationship among other factors efficiency of nursing services largely depends up on job satisfaction that a nurses derives from her work.

Job satisfaction is the degree of positive affection one feels about his or her employment therefore we can understand that variables likes education, experience, autonomy, nursing care delivery models and organizational climates, degree professionalization quality of care team work relationship with patient and families, staffing, emotional status, time available to do work and personal growth are directly related to job satisfaction of nurses.

Jackie ManistaBanyana (2015) the after affect showed a low job satisfaction almost 8% (79.6) of participant were not satisfied with their job and there was no relations among job and there was no relation among job satisfaction and socio demographic characteristics.

NEED FOR THE STUDY

Blanchflower and Oswald (1995) researched the relationship between job satisfaction, job security and mental situation by utilizing cross section data from three sources. “The Urobarometer Surveys” (1995-1996), The International Society Survey Programme (1989) and US general society survey (GSS) information. They found that desires of conceivable occupation misfortune have the biggest negative impact on employment full filament. It has been understood from research that maximum

employers of the organization find negative consequence of job satisfaction by expecting of job loss.

Wan Haisuan (2009) conducted a study on main factors influencing nurses job satisfaction and showed that both age and educational level are related to nurses job satisfaction and also intrinsic job satisfaction are as important as extrinsic job characteristics on nurses job satisfaction in hospital.

Maria Foley (2009) conducted a study on a multi-factor analysis of job satisfaction among nurses and found that autonomy and interaction are the most important and satisfying factors contributing to job satisfaction.

Problem Statement:

An analytic study to assess the job satisfaction of staff at Narayan Medical College and Hospital at Nellore.

OBJECTIVES: To assess the level of job satisfaction of staff at Narayana Medical College and Hospital.

ASSUMPTIONS: The nurses working in Narayana Medical College and Hospital may have some job satisfaction.

DELIMITATIONS

The study is delimited to:

- ❖ The study is delimited to nurses working Narayana medical college and hospital.
- ❖ Sample size is 50 staff only.
- ❖ Data collection period is 2 weeks only.

METHODOLOGY

Research Approach: A quantitative research approach was used to assess the disposal of waste garbage.



RESEARCH DESIGN:

The present study was conducted by using descriptive research design.

SETTING OF THE STUDY:

The study was conducted in Narayana Medical College and Hospital, Nellore district.

TARGET POPULATION:

POPULATION:

TARGET POPULATION: The target population includes all staff.

ACCESSIBLE POPULATION:

The accessible population includes staff in Narayana Medical College and Hospital, Nellore.

Sample:

The sample for the present study includes the adults who are working at Narayana Medical College and Hospital, Nellore.

Sample Technique:

Non probability convenience sampling technique was adopted to select samples.

Sample Size: The sample size for the present study was 50 staff.

CRITERIA FOR SAMPLE COLLECTION:

INCLUSION CRITERIA: All staffs who are,

- ❖ Willing to participate in the study.
- ❖ Available during data collection period.

EXCLUSION CRITERIA:

- ❖ Who are sick during data collection.
- ❖ Not willing to participate in the study.
- ❖ Not available at the time of data collection.

VARIABLES OF THE STUDY:

RESEARCH VARIABLE:

To assess the level of job satisfaction among staff at Narayana Medical College and Hospital, Nellore.

Description of the tool:

The investigator developed the observational checklist for assessing the level of job satisfaction among staff at Narayana Medical College and Hospital, Nellore. It consists of 3 parts of checklist to assess the job satisfaction among staff.

PART-A: Checklist to assess the job satisfaction

PART-B: Check list to assess the job satisfaction on organizational climate.

PART-C: Check list to assess the job satisfaction on management effectiveness.

SCORE INTERPRETATION:

PART-B: Checklist to assess the job satisfaction.

GRADE	SCORE
Strongly agree	0 - 15%
Agree	16 -30%
Un-decided	31-45%
Strongly disagree	46 - 60%

PART-C: Check list to assess the job satisfaction on organizational climate.

GRADE	SCORE
Definitely agree	0-36%
Inclined to agree	37-72%
Neither agree nor disagree	73 -108%
Inclined to disagree	109-144%
Definitely disagree	145-80%

PART-D: Check list to assess the job satisfaction on management effectiveness.

GRADE	SCORE
Not at all characteristics of you (nearly '0' or less than 10%)	0-40%



Not characteristics of you (<25%)	41-80%
Somewhat characteristics of you (50%)	81-120%
Fairly characteristics of you (around 75%)	121-140%
Highly characteristics of you (90% and above)	141-180%

Table No.2: Frequency and percentage distribution of level of satisfaction on organizational climate among staff. (n=50)

Fig no.2: Percentage distribution of level of satisfaction on organizational climate among staff.

Table no.3: Frequency and percentage distribution of level of jobsatisfaction on managerial effectiveness among staff. (n=50)

RESULTS AND DISCUSSION:

Table No.1 Frequency and percentage distribution of job satisfaction among staff.

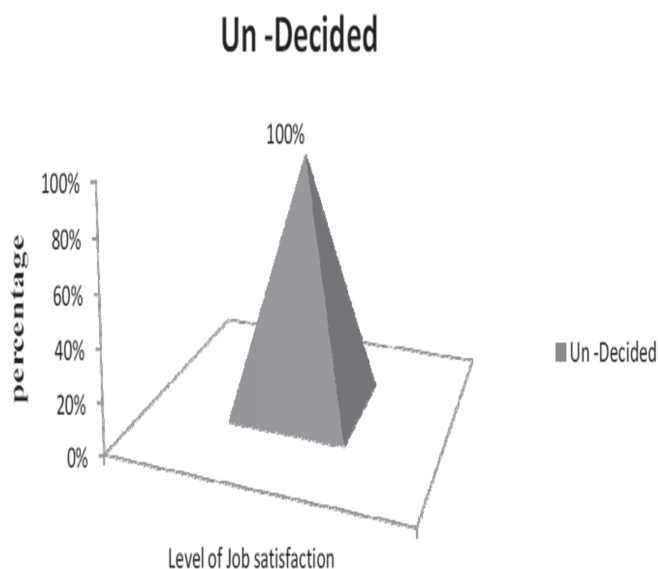


Fig no.1: Percentage distribution of job satisfaction among staff .

level of satisfaction on managerial effectiveness

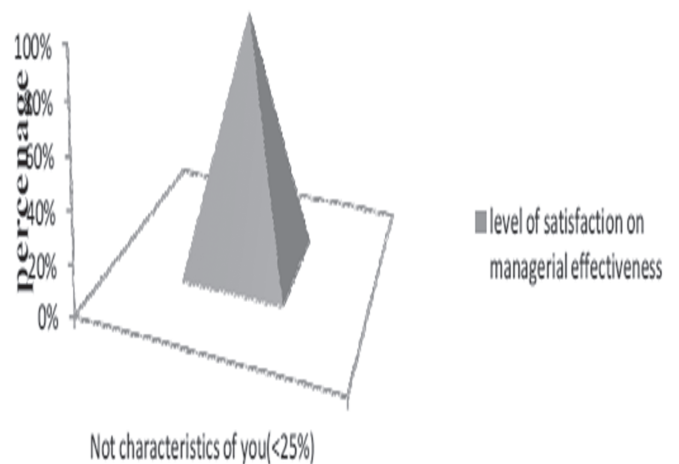


Fig no3: Percentage distribution of level of job satisfaction on managerial effectiveness among staff.

LEVEL OF SATISFACTION ON ORGANIZATIONAL CLIMATE

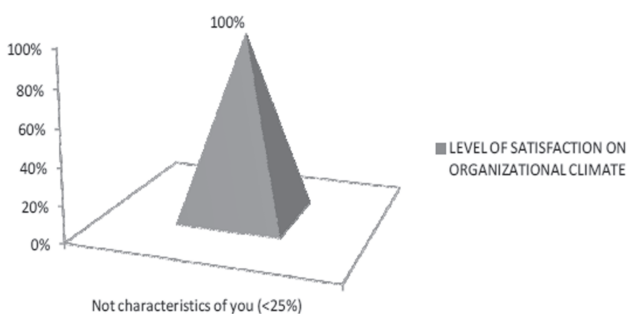


Table no.4: Mean and standard deviation of level of job satisfaction among staff .

Category	Mean	SD
Level of job satisfaction	20.04	1.969

Table no. - 4: It States that mean knowledge score is 20.04 and standard deviation is 1.969



Table no.5: Mean and standard deviation of level of satisfaction on organizational climate among staff.

Category	Mean	SD
Level of satisfaction on organizational climate	94.88	7.56

Table no.5: It States that mean knowledge score is 94.88 and standard deviation is 7.56.

Table no.6: Mean and standard deviation of level of satisfaction on managerial effectiveness among staff.

Category	Mean	SD
level of satisfaction on managerial effectiveness	107.06	4.441

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