

Job Satisfaction of Nursing Faculty in Bangalore

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Nursing as a noble profession aims at quality patient care. It is the dedicated Nursing Faculty who prepare student nurses capable of delivering efficient patient care. Satisfaction at work place plays a vital role in the nursing faculty's contribution towards nursing profession. Job satisfaction is influenced by factors such as work place and physical working conditions. Hence, the environment in which nursing faculty work, plays a major role in deciding their job satisfaction. Faculty's dissatisfaction and fewer qualified recruits choosing a career in academia threaten the growth of higher education system.

In India, Nursing education is given great importance. We are producing 'global nurses.' Nursing faculty plays a pivotal role in training student nurses to acquire competency in the profession. Job satisfaction of Nurse faculty has a great impact in the future of Nursing in India. Last decade has experienced the uprising of a huge number of Nursing Colleges all over the country. Karnataka is the state with the highest number of Nursing schools and colleges. There is a need for longitudinal investigation of Nurse

Teachers' job satisfaction. Although job satisfaction of nurses in the clinical field has been intensively investigated, the job satisfaction of faculty who are the mentors is seldom examined. This made the present study on "Assessment of Job Satisfaction of Nursing Faculty" relevant.

Objectives

The present study aimed at (1) Assessing the job satisfaction of nursing faculty at Colleges of Nursing; and (2) to identify the association between job satisfaction and selected demographic variables.

Conceptual Framework and Methodology

The conceptual framework of this study is based on Dr Bonnie Weaver Duldt's Humanistic Nursing Communication and Satisfaction Theory.

The study was conducted at selected eight Nursing colleges under RGUHS in Bangalore using descriptive survey approach. A total of eighty nursing faculty with qualification BSc Nursing / PCBS (Nursing) with a minimum of one year experience participated in the study.

Data was collected using a self reporting questionnaire. Section-A consisted of demographic profile which covered variables like age,

sex, marital status, religion, type of family, qualification, designation, education, years of experience and monthly income.

Section-B consisted of job satisfaction survey scale. It has nine subsections: payment, promotion, supervision, fringe benefits, contingent rewards, operating conditions, co-workers, nature of work and communication.

Results and Discussion

Major findings of the study

- Majority of the participants belonged to age group 25 years or less (86.3%)
- Females dominated in this study (81.3%).
- Christians constituted the majority with 76.2 percent subjects belonging to that group followed by Hindus (20%) and Muslims (3.8%).
- Married Nursing faculty were found to be less (17.5%) at the Colleges of Nursing
- Out of 80 samples surveyed, 85 percent belonged to nuclear family.
- Monthly income was found to be Rs. 8000 or less for 65 percent of participants.
- Nursing faculty with qualification BSc Nursing comprised the bulk (97.5%).
- Majority of the Nursing faculty were Assistant

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Lecturers (77.5%)

- There was significant shortage of experienced nurse faculty; 86.3 per cent participants had only 2 years or less experience.
- There was no significant association between job satisfaction and selected demographic variables except for gender and designation.
- Subscale wise assessment of job satisfaction revealed the highest level of satisfaction of nursing faculty with respect to Communication (at 56.25%), and lowest in operating conditions (at 37.27%) (Table 1).
- Overall job satisfaction was found to be 44.47 per cent.

Table 1 : Distribution of Area Wise Job Satisfaction - Mean Percentage

Variables	Mean Percentage
Pay	47.08
Promotion	50
Supervision	43.66
Fringe benefits	45.4
Contingent rewards	43.33
Operating conditions	37.27
Co-workers	51.66
Nature of work	41.45
Communication	56.25
Total Satisfaction	44.47

Implications

The findings of the study have implications in the field of nursing education, practice, administration and research.

Nursing Education

Present study revealed severe shortage of experienced Nursing faculty at Colleges of Nursing. Experienced

nurse teachers who stay at their job throughout the academic year is essential for effective learning. Turnover of Nurse faculty is at alarming rate. This affects present system of Nursing Education. Another aspect noted was married participants were less in teaching. An investigation into this account revealed that majority of the Nurse Faculty leaves the job after marriage. This has serious implication on students.

Teachers were least satisfied with their operating conditions followed by nature of work. The clinical, lab, library, recreational facilities and other infrastructure has to be given due consideration. It was found that teachers at Colleges of Nursing were forced to do lot of non-teaching work due to lack or even complete absence of job description.

Nursing curriculum is mainly theory-based and there is little focus on practice, thus creating a gap between theory and practice. Hence due emphasis should be given to conduct in-service education programme to upgrade the knowledge and teaching skill of Nurse faculty. Moreover an atmosphere for further career development should be there for Nursing Faculty.

Nursing Practice

Theory without practice is of no use. The clinical facili-

ties for nursing practice are quite insufficient for the students. Most of the colleges surveyed did not have own hospital for practice. Students were sent to a Government Hospital at the heart of the city where the facilities for clinical practice are grossly limited. This affects the theme of 'quality patient care' which the profession seeks to provide.

Though INC has prescribed the number of Nursing Faculty the Colleges of Nursing need, none of the Colleges surveyed had appropriate number of nursing teachers. This affects the performance as well as the job satisfaction of nursing teachers. There were not adequate nursing teachers to supervise the students in clinical area.

Nursing Administration

Nursing administration has a lot to do in boosting the morale of nursing faculty. Present study revealed nursing faculty were less satisfied with the aspect of payment, promotion, supervision, fringe benefits and contingent rewards. Management of nursing colleges has to look into these matters seriously. Opportunity for higher education for nurse faculty need to be made available. Motivation is about cultivating an organisation's human capital. The challenges lie not in the work itself, but in oneself, the person who creates and manages the work environment.

Nursing Research

A profession seeking to im-

prove the practice of its members and to enhance its professional stature strives for the continual development of a relevant body of knowledge. Our nurse leaders and professional organisations ought to look into the aspect of job satisfaction of nursing faculty. By encouraging research, we can have understanding of problems faced by nurse teachers and find measures to rectify them.

Suggestions

For strengthening the profession of Nursing, the following suggestions are considered useful:

- ♦ While planning for a Nursing College, INC norms must be followed.
- ♦ The number of Nursing Colleges should be restricted; rather, the intake of students in Colleges with adequate facilities can be increased.
- ♦ Nursing faculty should be paid salary at par with other professional faculty besides other benefits.
- ♦ Reasons for faculty turnover should be investigated and ways to tackle it need to be evolved.
- ♦ Periodical evaluation of staff performance to be done.
- ♦ There should be provision of higher education for Nursing faculty.
- ♦ Management of Nursing Colleges should include faculty members in decision making.
- ♦ There is need to establish clear line of communication in the organisation.

Recommendations

- Similar study should be repeated with large sample. A comparative study can be done to assess the job satisfaction of male and female nursing faculty. A study may also be undertaken with School of Nursing teachers as subjects.
- Mushrooming of Nursing Schools and Colleges without adequate resources need further investigation.
- There is also a need to investigate the perceived attitude of management towards nursing faculty.

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