

Relationship between the Work Values and Job Satisfaction in Nursing Profession

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INDIVIDUALS pursue different kinds of jobs to make a living. These activities, in turn, have come to be identified with different occupations. One has to devote a good part of one's life to his/her occupation. The relationship between man and his work, therefore, is of great importance. It is said that one's occupation is the watershed, down which the rest of one's life flows. Work is an encounter between an individual's unique personality and a work environment.

Job satisfaction is a pleasurable emotional state, resulting from the perception of one's job fulfilling important job values. Thus, if "pay" is extremely important to one and "co-workers" relatively unimportant, "pay" plays a greater role in determining one's overall satisfaction than "co-workers". Work, not only provides one with material rewards but also satisfaction. While the volume of research concerning this area is meagre, owing to the fact that India is a blessed "employers market", jobs are hard to find. If one is lucky to land in a job, one has to live with it or "manage", for there is no other alternative. This unfortunate situation led to indifference and apathy towards the workers' job satisfaction. Vechio (1980) stated that job satisfaction and occupational prestige were related to each other. Lawler and Hall (1976) reported that job involvement attitudes, higher order need-satisfaction attitudes and intrinsic motivation attitudes are separate and distinct kinds of attitudes toward a job. Weissenberg and Gruenfeld (1968) found increased involvement to be related to satisfaction with motivator variables. Blood (1969) reported a significant relation between work values and job satisfaction. Helen (1948) studied satisfaction with nursing, among graduate nurses. She found that satisfaction was associated with a liking for bedside care of patients and a feeling that the institution is well planned and well programmed. Other factors which were associated with satisfaction were faculty members, doctors and others, opportunities to help plan work, initiative, and to express ideas on hospital divisions, opportunities for advancement and to earn adequate salaries after graduation. Rump (1979) concluded that nurses working in larger institutions expressed dissatisfaction and this was due to social distance and lack of communication with other nurses.

Problem

The present investigation is aimed at examining the relationship between the values at work and job

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satisfaction of the incumbents in the nursing profession. It is, by all reckoning, a valuable service but which paradoxically offers little satisfaction to needs such as social status, prestige, pay etc. There is, therefore, a discrepancy or dissonance between the occupational expectations and the associated rewards.

Sample

The sample of this study comprised 300 female nurses currently working in the teaching hospitals in Andhra Pradesh. Based upon the service they had put in, the subjects were categorized into three groups, namely, short service group (SSG) with 2-6 years of service, middle service group (MSG) with 8-12 years of service, and long service group (LSG) with 15-20 years of service. From the subjects thus identified (in terms of service) one hundred subjects each were selected from the three service groups by following a random selection procedure.

Tests

The psychological tests used in this investigation were: (1) Work values inventory: a questionnaire with 54 items based on Wollack *et. al* (1971). The test was designed to assess the (i) social status, (ii) activity preference, (iii) upward striving, (iv) attitude towards earnings, (v) pride in work and (vi) job involvement. All the items are to be responded on a seven point scale; (2) Job satisfaction scale, which is a self-rating scale (Rao, 1980) has 5 items, which has to be answered on a seven point scale.

Procedure

The subjects were explained the purpose of testing and were convinced to respond to the questionnaires. All the subjects were tested individually as testing in groups was precluded. The data, thus obtained, was tabulated and analysed.

Results and Discussion

As shown in the table all the subjects obtained moderate scores on all the work values. When compared, nurses in long service group scored higher than nurses in short service group and middle service group with regard to the values like attitude towards earnings, upward striving and job involvement. This may be due to social conformity after they have been in the profession for considerable time (15-25 years) and also the subjects appear to have reconciled themselves to their lot. The analysis of variance yielded significant 'F' ratios for social status, upward striving, pride in work and job involvement indicat-

Means, SD's and 'f' ratios of work values' scores of three groups of subjects

GROUP	(1) Social status			(2) Activity preference			(3) Upward striving		
	Mean	SD	'f' ratio	Mean	SD	'f' ratio	Mean	SD	'f' ratio
SSG	37.46	6.88		44.6	8.09		43.75	6.16	
MSG	40.92	5.59	10.9**	45.54	6.19	0.93(NS)	40.15	8.40	6.88**
LSG	38.19	3.6		45.78	4.73		42.35	5.93	

GROUP	(4) Attitude towards earning			(5) Pride in work			(6) Job involvement		
	Mean	SD	'f' ratio	Mean	SD	'f' ratio	Mean	SD	'f' ratio
SSG	40.62	8.7		47.09	9.27		42.04	6.6	
MSG	39.94	7.37	0.27 NS	51.36	6.64	9.43**	47.66	6.73	21.62
LSG	40.53	4.77		50.66	6.07		45.48	4.73	

** Significant at .01 level

NS—not significant.

ing that the three groups differed from each other with regard to the above said work values.

Chi-square tests were employed to examine the relationship between the work values and job satisfaction. The chi-square values obtained, did not present a uniform picture. Activity preference, upward striving, and pride in work were found to be significantly related to job satisfaction. On the other hand, social status, attitude towards earnings and job involvement were not found to be related to job satisfaction as studied in this sample.

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