

Job Satisfaction among Male Nurses Working in a Tertiary Care Hospital

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Abstract

Job satisfaction is one of the determinants of an individual's success. Job satisfaction is the attitude and feelings of people related to their job. The aim of this study was to assess the level of job satisfaction among male nurses. Using descriptive cross research design, 180 male nurses meeting the eligibility criteria were enrolled in the study. Job Satisfaction Scale was used to collect the data. Overall, 43.3 percent of the participants were satisfied with their job, whereas 48.9 percent were ambivalent and only few (7.8%) were dissatisfied. There was a negative correlation of job satisfaction with the age, distance from workplace, and number of family members of the participants.

Job satisfaction is “the pleasurable emotional state resulting from the appraisal of one’s job as achieving or facilitating the achievement of one’s job values” (Locke, 1969). It is a positive emotional state when the employees’ expectations are met. It is also the degree to which people like their job and is a good feeling we receive from work. It is even considered as an important part of life satisfaction (Banerjee, 2015). The environment of job influences feelings of workers towards their job. So, the job is an important part of life for many employees.

Job satisfaction is the most important and frequently studied variable. The five dimensions of job representing the affective responses amongst the employees include the work itself, pay, promotion opportunities, supervision and co-workers (Smith et al, 1969). Job satisfaction is an important subject of concern both for the employees and the employers. There is a relationship between job satisfaction and performance of the employees (Shinde & Durgawale, 2014).

In health care system nursing profession occupies a distinctive position. Nurses are in fact the backbone of the hospital. Job satisfied nurses are better able to provide quality care to the patients and enhance the patients’ satisfaction which ultimately leads to better image of the health care organisations. Dissatisfaction amongst the nurses may lead to absenteeism, more turnover, complaints, poor performance etc. In a meta-analysis job satisfaction was strongly correlated with job stress, nurse-physician collaboration, and autonomy (Zangaro &

Soeken, 2007).

Sathyajith & Haridas (2013) conducted a study on job satisfaction among male and female nurses working in a private hospital in Kerala. Majority of the nurses were moderately satisfied. The authors did not depict separately for male and female nurses. However, Vinsi & Chaturvedi (2016) conducted a comparative study to assess the job satisfaction among male and female nursing staff. The findings showed that among the female nurses, 53.3 percent were moderately satisfied, 20 percent were highly satisfied, 20 percent were not satisfied and 6.7 percent were extremely not satisfied. On the other hand of the male nurses, 13.3 percent were extremely satisfied, 33.3 percent were very satisfied, 33.3 percent were moderately satisfied and 20 percent were not satisfied.

In nursing profession, still the female nurses are more than the male nurses. However, now it is being seen that many male individuals have started opting for the nursing profession. Enough literature is available on job satisfaction among female nurses; however, there is paucity of literature in case of male nurses.

Objectives

The study had three objectives.

1. To assess the level of job satisfaction among male nurses working in a tertiary care centre.
2. To correlate the job satisfaction with the selected demographic variables of the participants.
3. To explore the opinion regarding job satisfaction among male nurses working in a tertiary care centre.

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Table 1: Demographic profile of the participants (N=180)

Variables	f (%)
Age (in years)	
20-30	92 (51.1)
31-40	83 (46.1)
41-50	5 (2.8)
Mean $\pm$ SD	31.82$\pm$4.31
Marital status	
Married	151 (83.9)
Unmarried	29 (16.1)
Class academic qualification	
12	2 (1.1)
M A	2 (1.1)
Religious background	
Hindu	149 (82.8)
Muslim	8 (4.4)
Sikh	4 (2.2)
Christian	16 (8.9)
Atheist	3 (1.7)

Table 2: Job profile of the participants (N=180)

Variables	F (%)
Professional qualification	
GNM	56 (31.1)
BSc nursing	75 (47.7)
Post basic BSc nursing	46 (25.6)
MSc nursing	3 (1.7)
Total experience (years)	
1-10	132 (73.3)
11-20	47 (26.1)
>21	1 (0.6)
Mean $\pm$ SD	8.35 $\pm$ 4.22
Total experience in the current institute (years)	
1-5	70 (38.9)
6-10	92 (51.1)
>11	18 (10)
Mean $\pm$ SD	6.79 $\pm$ 3.19
Duration in present posting (years)	
<5	116 (64.4)
6-10	59 (32.8)
>11	5 (2.8)
Mean $\pm$ SD	4.54 $\pm$ 2.93
Distance between workplace and home stay (km)	
<5	131 (72.8)
6-10	37 (20.6)
>11	12 (6.7)
Mean $\pm$ SD	4.94 $\pm$ 3.82
Mode of transport	
Private(own)	156 (86.7)
Public	24 (13.3)

Methodology

It was a cross sectional descriptive research design. The study was conducted at Post Graduate Institute of Medical Education and Research, Chandigarh in

the year 2018. Using purposive sampling technique 180 male nurses with more than 3 years of work experience and willing to participate were enrolled. The data was collected using Job Satisfaction Survey (JSS) questionnaire. Tool was available in the public domain.

The socio-demographic profile of the participants included the demographic characteristics (age, gender, marital status, academic qualifications, religious background), job profile (years of experience, designation, area of posting, present assignment), health profile (current health status, any illness, hobbies, health promotion activities) and family background (family type, total family members, number of children, family income, illness of the family members etc.)

JSS was used to evaluate nine dimensions of job satisfactions. The tool was developed by Paul E. Spector in 1985. It contains a total of 36 items. The nine domains of JSS include pay, promotion, supervision, fringe benefits, contingent, rewards, operating procedures, co-workers, nature of work. The score for each item ranges from 1 to 6 with the opinion of 'strongly disagree' to 'strongly agree'. Items are written in both directions, so half have to be reversed scored. The scores of total job satisfaction based on the sum of all 36 items ranges

Table 3: Health profile of the participants (N=180)

Variables	F (%)
Perceived current health status	
Not fair	3 (4.7)
Fair	30 (16.7)
Good	77 (42.8)
Very good	48 (26.7)
Excellent	22 (12.2)
Having some kind of illness	19 (10.6)
Type of illness	
Musculoskeletal	9 (5)
Cardiac	4 (2.3)
Endocrine	2 (1.1)
Respiratory	2 (1.1)
Gastrointestinal	2 (1.1)
Self-health promotion activities	
None	33 (18.3)
Spiritual activity	34 (18.9)
Maintaining good IPR	16 (8.9)
Healthy diet	47 (26.1)
Physical activity	46 (25.6)
Health-related actions	2 (1.1)
Stress management	2 (1.1)
Leisure activities	
None	15 (18.3)
Indoor	78 (43.3)
Outdoor	74 (41.1)
Both	13 (7.2)
Regular performance of leisure activities	
Yes	93 (51.7)
No	87 (48.3)

Table 4: Family profile of the participants (N=180)

Variables	F (%)
Family type	
Nuclear	116 (64.4)
Joint	64 (35.8)
Total family members	
1-6	147 (81.7)
7-12	29 (16.1)
13-18	4 (2.2)
Mean $\pm$ SD	4.90$\pm$2.49
Working status of spouse	
Working	52 (34.4)
Not working	99 (65.5)
Support system during sufferings	
	174 (96.7)
Family	5 (2.8)
Relatives	1 (0.6)
None	1 (0.6)
Per capita income (in Rs.)	
$\leq$ 10000	29 (16.1)
10001-30000	109 (60.6)
30001-50000	36 (20)
>50000	6 (3.3)
Mean $\pm$ SD	22329.97$\pm$12813.83
Socio-economic status	
Upper class	177 (98.3)
Upper middle class	3 (1.7)
Illness in family	
Yes	37 (20.6)
No	143 (79.4)

from 36-216. The score range 36-108 represents 'dissatisfaction', 108-144 represents 'ambivalent' 144-216 represents 'satisfaction' related to job. The JSS Questionnaire is a reliable instrument with Cronbach's alpha coefficient exceeding 0.70 for all the facets shows good construct validity (Spector, 1985).

The participants were also asked few open-ended questions to know their views about job satisfaction. The study was approved by ethics committee of the nursing institute. Permission to conduct the study was obtained from medical superintendent of the institute. Each participant was informed regarding the purpose of the study. Anonymity of their information was ensured. Data was analysed by using descriptive and inferential statistics with the help of SPSS (version 20.0).

Results

Demographic profile of the participants is depicted in Table 1. Mean age of the participants was 31.82 years. Out of the total, 51 percent were in the age group 20-30 years. Majority were married, having 12th standard as their academic qualification (98.9%). Majority belonged to Hindu religion (82.8%).

As per the job profile, majority of the participants

were graduates (73.3%) and having job experience within the range of 1-10 years. Around half were having 6-10 years of experience in PGI. For majority of the nurses the workplace distance was less than 5 km (72.8) and were using private vehicle as mode of transport (86.7%) (Table 2).

Majority of the participants perceived themselves in a good state of health (81.6%). Few were suffering from certain illness related to musculo-skeletal system (arthritis, low backache and PIVD) and cardiac illnesses. Majority used to perform certain self-health promotion activities (81.6%). Leisure activities were performed by 51.7 percent of nurses on regular basis (Table 3).

More than half of the participants (64.4%) were living in nuclear family and were having 1-6 family members (81.7%) and reported their partners as non-working (65.5%). Majority of them were having family as their support system during any kind sufferings (96.7%) and had no illness in the family (79.4%) (Table 4).

Overall, 43.3 percent were satisfied with their job, whereas 48.9 percent were ambivalent and only few (7.8%) were dissatisfied. As per age, a greater number of nurses in the age group of 20-30 years were satisfied with their job (23.3%) and in the age group of 31-40 years, more number of nurses were ambivalent about their job (26.1%). Out of the total nurses, 36.6 percent staying within the distance of less than 10 km were ambivalent and 30.5 percent of them were satisfied. More number of nurses have 1-6 family members in the family (81.6%) out of which 41.1 percent were ambivalent and 35 percent were satisfied from their job. 18.8 percent were satisfied and 12.2 percent were ambivalent with per capita income in the range of Rs 10001-30000. In the per capita income range of Rs 30001-50000, 21.1 percent were ambivalent and 13.8 percent were satisfied from their job (Table 5). The correlation of job satisfaction of nurses with selected variables reflects significant but negative correlation between job satisfaction and age, workplace distance and total family members (Table 6).

The participants were asked two open-ended questions that what is the best thing and the worst thing they feel about their job. Patient care (35%) and career opportunity (26.1%) were mentioned as best thing about the job. No respect in workplace (23.3%) and salary (23.3%) was reported as worst thing of the job (Table 7).

Discussion

The present study involved 180 male nurses by using purposive sampling techniques, more than half of the nurses were in the age group of 20-30 yrs. Only 2.8 percent were in the age group of 41-50 years probably because earlier nursing was consid-

Table 5: Level of job satisfaction as per the selected demographic variables (N =180)

Variables Scale	Age	Distance	Family members	Per capita income
JSS	-0.032		-0.088	0.086

and used personal vehicles for transportation which can be linked with saving time, increased comfort and convenience.

The health profile of the nurses reflects that majority of nurses were healthy. In current study 10.6 percent of the nurses were suffering from certain illnesses predominantly the musculoskeletal illness like backache. It can be because majority of the nursing tasks are to be performed in the standing position. It can also be related to improper use of body mechanics at workplace. Majority of nurses were performing self-health promotion activities. Only 1 percent were performing stress management activities. It reflects that nurses should be educated about the importance of performing health promotion activities to improve their health status and to increase the organisational output by effective and continuous care provided by the healthy nurses. Most of the nurses preferred outdoor leisure activities. It is understood that males prefer to go out for their leisure activities. In the present study, more than half of nurses were unable to perform their leisure activities regularly because of their busy schedule as responded by them.

The family characteristics of the nurses illustrate that majority of nurses were living in nuclear family. Similar finding was noted by Gulavani & Shinde (2014) in which 68 percent nurses belonged to nuclear family. This trend can be related to migration of employees with their spouse and children to the place of their present assignment. Majority of subjects had 1-6 family members in their family. Spouses of majority of nurses were non-working representing the male dominant characteristics of Indian society. Majority of nurses considered family as their support system which is good to see as strong family ties influence all dimensions of health.

Table 6: Correlation of Job Satisfaction Survey score with selected variables

Variables	Job satisfaction		
	Dissatisfied (14)	Ambivalent (88)	Satisfied (78)
Age (in years)			
20-30	9 (5)	41 (22.7)	42 (23.3)
31-40	4 (2.2)	47 (26.1)	32 (17.7)
41-50	1 (0.5)	0	4 (2.2)
Distance			
< 10	10 (5.5)	66 (36.6)	55 (30.5)
10-20	3 (1.6)	14 (7.7)	20 (11.1)
> 20	1 (0.5)	8 (4.4)	3 (1.6)
Total family members			
1-6	10 (5.5)	74 (41.1)	63 (35)
7-12	3 (1.6)	12 (6.6)	14 (7.7)
13-18	1 (0.5)	2 (1.1)	1 (0.5)
Per capita income (Rs)			
≤ 10000	0	1 (0.5)	0
10001-30000	6 (3.3)	22 (12.2)	34 (18.8)
30001-50000	7 (3.8)	38 (21.1)	25 (13.8)
> 50000	1 (0.5)	27 (15)	19 (10.5)

Table 7: Opinion about job satisfaction amongst the participants

Questions	Responses	f (%)
Best thing about their job	No opinion	49 (27.2)
	Patient care	63 (35)
	Career opportunity	47 (26.1)
	Salary	21 (11.7)
Worst thing about the job	No opinion	11 (6.1)
	Night duties	36 (20)
	No respect	42 (23.3)
	Salary	40 (22.2)
	More workload	51 (28.3)

ered as primarily the female-oriented profession, but now many males have started opting this profession, thereby more participants in the younger age group. Majority of nurses were married. Similar finding were reported in a study conducted by Vinsi & Chaturvedi (2016) in which most of the nurses were in the age group of 21-30 years. In present study the academic qualifications for majority of nurses was +2. It is the basic qualification to pursue any nursing course. Majority of the nurses belonged to Hindu religions.

Majority of nurses were having degree course in nursing and nearly one-third (31.1%) had undergone diploma in nursing. It represents the orientation of professionals for career enhancement. Majority of nurses lived within 5 km area of workplace

The level of job satisfaction of nurses reveals that half of the nurses were ambivalent/moderately satisfied. Only 7.8 percent were dissatisfied from their job. Earlier, Vinsi & Chaturvedi (2016) show that out of 15 male staff nurses taken for the study, 13.3 percent were extremely satisfied, 33.3 percent were very satisfied, 33.3 percent were moderately satisfied and 20 percent were not satisfied.

Significant but negative correlation was seen between age, distance, family members, and per capita income with job satisfaction. As per age, the satisfied nurses were more in the age group of 20-30 years (23.3%). In the age group of 31-40 years, more number of nurses were ambivalent about their job (26.1%) which may be related to in-

creased workload and difficulty in adjustment with latest technologies. Out of the total nurses, 30.5 percent staying within the distance of less than 10 km were satisfied because it saves their time and energy. Only few nurses were dissatisfied from their job.

Regarding the best thing and the worst thing the participants felt about their job, patient care (35%) and career opportunity (26.1%) were mentioned as best and no respect in workplace (23.3%) and salary (23.3%) was reported as worst thing of the job. In a study conducted in Canada Rajacich et al (2014), pay and opportunities for the professional development were considered as the most satisfying factors among the male nurses; however, gender mistreatment and organisational support were the dissatisfying factors. The nurses are very well paid in the developed countries. In India, the nurses in the private sector are paid very less paid in the Government setup, the salary is not that low but not comparable to the developed world.

Implications

The results of the present study have provided preliminary results regarding the job satisfaction among male nurses working in a tertiary care centre. The data may be used to plan the future strategies to improve the job satisfaction among male nurses of the country.

Recommendations

Further studies on large sample and in-depth exploration of the factors affecting their self-esteem and job satisfaction are recommended. A comparative study amongst the nurses working in the private and Government hospitals can also be conducted.

Conclusion

Satisfaction regarding the job is not a one-time action plan. It needs periodical monitoring and evaluation. In the present study, overall, 43.3 percent nurses were satisfied with their job, whereas 48.9 percent were ambivalent and only few 7.8 percent were dissatisfied

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