

# Job Satisfaction Among Nurses' in Baghdad Psychiatric Hospitals

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## Abstract

**Objectives:** To assess level of job satisfaction among nurses who are working in psychiatric hospitals and its relationship with some of sample characteristics which are age, gender, educational level, marital status, monthly income.

**Methodology:** A descriptive analytical study was conducted in Ibn-Rushd psychiatric teaching hospital and AL-Rashad psychiatric teaching hospital. A non-probability (purposive) sample consist of of 90 nurses from the two hospitals. A Self Administerd Questionnaire was constructed to achieve the purposes of the study.

**Results:** According to the findings of the study, nurses who were working in psychiatric units suffer from moderate level of job satisfaction as an average and there are no relationship between job satisfaction level and sample sociodemographic characteristics such as age, sex, education level, marital status, and economic status.

**Recommendations:** The study recommended more attention and encouragement should be given to nurses in psychiatric hospitals.

## Introduction

Job satisfaction is considered one of the most important factors which participate in the daily living of all employees in different organizations, and it is the main indicator for development of the work through increasing productivity and rising level of achievement. Job satisfaction has been receiving increasing attention .It reduces employees turnover, absenteeism, weariness and health setbacks due to stress. Job satisfaction is a result of employee's perception of how well their job provides those things that are viewed as important (3) ;(10).

## Methodology:

A descriptive analytical study was conducted in Ibn-Rushd psychiatric teaching hospital and AL-Rashad psychiatric teaching hospital. A non-probability (purposive) sample consist of of 90 nurses 76 male, and 14 female from the two hospitals. A self administered questionnaire which was constructed to achieve the purposes of the study consist of two parts, the first part is related to characteristics of the sample, the 1<sup>st</sup> part contains information about socio-demographic characteristics of the sample, which include: age, gender, educational level, marital status, and monthly income., the second part which is divided into five sections and composed of 65 items is related to job satisfiers. Data were collected through the use of the questionnaire and analyzed through application of descriptive and inferential statistical procedures.

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## Results

**Table 1: Socio-demographic characteristics of the sample.**

No.	Variable	f	%
1.	Age(year)		
1.1.	20-29	22	24.4
1.2.	30-39	25	27.8
1.3.	40-49	37	41.1
1.4.	50-59	6	6.7
2.	Gender		
2.1.	Male	76	84.4
2.2.	Female	14	15.6
3.	Marital status		
3.1.	single	24	26.7
3.2.	married	62	68.9
3.3.	separated	1	1.1
3.4.	divorced	2	2.2
3.5.	widowed	1	1.1
4.	Educational level		
4.1.	College of nursing	4	4.4
4.2.	Medical technical institute	33	36.7
4.3.	Secondary school	21	23.3
4.4.	Primary school	9	10.0
4.5.	Medical military institute	7	7.8
4.6.	Medical military school	6	6.7
4.7.	Nursing course	10	11.1
5.	Monthly income		
5.1.	enough	4	4.4
5.2.	Just enough	36	40.0
5.3.	Not enough	50	55.6

The results indicated that the age of sample was high percent (41.1 %) at the 40-49 years, majority of them (84.4%) were male , most of nurses (68.9%) were married ,high percent of sample (36.7%) have medical technical institute qualification ,the majority of nurses (55.6%) their salary not enough for life requirements.

**Table 2: Level of job satisfaction of the sample**

No.	Satisfaction Domain	Average Mean	Level
1	Nature of nursing work	3.66	Moderate
2	The work conditions (work environment	2.96	Moderate
3	Salary, incentives and rewards	2.43	Moderate
4	The relationship	3.67	Moderate
5	Recurrent Feedback	3.60	Moderate
Final average		3.26	Moderate

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The findings revealed that the average job satisfaction among nurses was moderate ( 3.26) this result come from moderate level of satisfaction toward all aspects of job satisfaction scale which ranged from 2.43- 3.67 concerning the salary incentives, rewards and the relationship respectively.

**Table 3: The relationship between job satisfaction and socio demographic characteristics of the sample**

No.	Characteristics of nurses	r. value	P≤0.05	Sign.
1	Age	-.142	0.181	N.S
2	Gender	0.071	0.507	N.S
3	Marital status	0.053	0.618	N.S
4	Educational level	0.022	0.836	N.S
5	Monthly income	0.117	0.270	N.S

Results revealed that there is no relationship between job satisfaction and socio demographic characteristics of the sample at  $P \leq 0.05$ .

### Discussion

This is the first study of its kind carried out in Iraq. It has been conducted to assess the level of job satisfaction , and to find out the relationship between job satisfaction and socio demographic characteristics of study sample .

#### Characteristics of the sample

##### 1. Age

The data of table 1 indicated that 41% of the samples, are between 40 to 49 years old. This result is similar to the sample of (6), who found that the majority of respondents are between the age of 35 to 55 years old. This result may be explained as that this age group are much better than any other age group in these setting and they do not ask to move to other hospital.

##### 2. Gender

The findings revealed that the majority ( 84.41%)of the sample are male, and 15.6% are female. The result also is similar to the study(6), the majority of their sample are male(51.2%).The researcher attributes this finding to the nature of work in these setting which requires male nurses and because of the importance of the relation between the gender of patients and gender of the nurse specially in this field; also the researcher attributes this result to the increase in the number of male nurse in general comparative to number of female in Iraqi hospitals.

##### 3. Marital status

It is apparent from the descriptive data presented in table 1, that 68.9% are married and 26.7% are single, this result agrees with the result of (6), who found that majority of sample are married . As the majority of sample are adults, it is more probable that most of them are get married.

#### **4. Level of education**

Table 1 showed that the education level of nurses to be largely of medical technical institute 36.7% of the sample , this result is similar to what was found by (4) who revealed that the majority of sample 35% was of associate's degree .

#### **5. Monthly income**

The result revealed that the monthly income of the majority of the sample 55.6% is not enough , this result is similar to study (2), it is considered normal for employees specially in the organization if it is compared with the nature of work and critical status of the workers in these settings .

#### **Assessment of job satisfaction**

Table 2 showed that the nurses in this study is moderately satisfied in their work with mean ( 3.26 ). This finding is agreement with (11) who found that the nurses in his study also have moderate level of job satisfaction .This result is attributed to the satisfaction of most nurses in study about some domains and dissatisfied about others and this result produced a moderate level of job satisfaction

#### **Relationship between job satisfaction and characteristics of nurses in study**

##### **1-Age**

It was found in the table 3 that there is no significant relationship between nurses' job satisfaction in regard to their age ,this finding is supported by (9), who found no relationship between job satisfaction and age of nurses, also it is not in agreement with (5), who found a positive relationship between job satisfaction and age of the nurses.

##### **2-Gender**

The result revealed in table 3 that there is no significant relationship between job satisfaction and their sex,this finding is in line with (8), who also found no relationship between job satisfaction and gender ,also it is consistent with (9) who found that there is no significant relationship between job satisfaction and gender of nurses in his study.

##### **3-Marital status**

Table 3 showed that there is no significant relationship between nurses' job satisfaction relative to marital status, also this result is similar to (9) who found no significant relationship between job satisfaction and marital status and this result disagreed with other study conducted on Lebanon's nurses by (12) who found unmarried nurses trends of more dissatisfaction than the married nurses. This difference is in line with the last study may be attributed to the differences in incentives between married and unmarried nurses.

##### **4-Level of education**

The findings revealed in table 3, that there is no significant association between job satisfaction and level of education, this result is supported by (9), but it is disagreed with (7); (1), who found a significant relationship between job satisfaction and level of education.

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The result may be due to the important difference in job description depending on level of education in our country, also little deference in salary according to educational level.

### 5- Monthly income (salary)

Table 3 showed that there is no significant relationship between job satisfaction and monthly income, this result is consistent with (9) who found no significant relationship between job satisfaction and monthly income.

### Recommendations

- 1- The incentives and rewards must be increased for nurses working in psychiatric field to keep nurses from turnover or change the setting of work and to encourage the newly graduate Nurses to enjoy in these places.
- 2- Nurses in psychiatric hospitals need some form of encouragement and recognition for their hard work, through paying attention to solving their problems and opinions by systematic meeting and nurse managers to communicate with nurses, most on the ward level.
3. Training courses inside and outside country for nurses working in psychiatric hospitals can be implemented to increase their satisfaction.
- 4- Further researches must be conducted to determine the factors which participate in the rising of job satisfaction in nursing on a large sample and nationwide.

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### الرضا الوظيفي عند الممرضين العاملين في المستشفيات النفسية في بغداد .

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#### الخلاصة

#### الاهداف:

لتقييم مستوى الرضا الوظيفي عند الممرضين العاملين في المستشفيات النفسية وعلاقته ببعض مواصفات العينة وهي العمر والجنس والمستوى التعليمي والحالة الزوجية والدخل الشهري.

#### طريقة البحث:

دراسة وصفية تحليلية اجريت في مستشفى ابن رشد التعليمي للطب النفسي ومستشفى الرشاد التعليمي للطب النفسي. اختيرت عينة قصدية من ٩٠ ممرض وممرضة من المستشفيات. بنيت استبانة الملاءمة الذاتي لتحقيق اغراض الدراسة.

#### النتائج:

بحسب نتائج الدراسة ظهر ان الممرضين الذين يعملون في المستشفيات النفسية لديهم مستوى متوسط من الرضا الوظيفي وليس هناك علاقة ذات دلالة احصائية بين مستوى الرضا الوظيفي ومواصفات العينة الديموغرافية كالعمر والجنس والمستوى التعليمي والحالة الزوجية والدخل الشهري.

#### التوصيات:

أوصت الدراسة الى اعطاء مزيد من الانتباه والتشجيع للممرضين العاملين في المستشفيات النفسية.