2ND

WORLD CONFERENCE ON HEALTH SCIENCES

30 April – 02 May 2015

Efes Sürmeli Hotel, Kuşadası, İzmir, Turkey



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(DRAFT)
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DETERMİNATİON OF JOB SATİSFACTİON LEVELS OF THE NURSES WORKİNG AT HOSPİTALS AND THE RELEVANT EFFECTİVE FACTORS

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Abstract

The Problem of the Study: Job satisfaction is important for all occupations. However, it is vitally important for health professionals who are directly responsible for protection and sustaining of public health, and who are expected to work in intensive working conditions that require self-sacrifice. Health service is a multi-disciplinary service provided by employees from numbers of various occupation groups (Aiken et al., 2001; Piyal, Yavuz & Yavuz, 2002). As nursing composes of the largest portion of health employees, it is a profession determining patients' requirements, planning-maintaining-evaluating patient's care, and spending their time around the clock with patients continually, and coordinating members of health team as well. Nurses' determinant position at caring quality and patient caring satisfaction level are relevant with their unique position. Studies indicate that job satisfaction of nurses is effective on patients' satisfaction on nursing service (Tzeng Ketefian & Redman, 2002; Sengin, 2003; Durak & Serinkan, 2007:120).In the light of these information, this research investigates the job satisfaction levels of nurses employed by the Amasya University Sabuncuoğlu Şerefeddin Education and Research Hospital, and the effective factors on their satisfaction level. The Purpose of the Study: Nurses are the health workers whom applied at the first place in case any sort of problems experienced by patients and their families in 24 hours a day. Because of their position, they have key role within health crew by maintaining communication. The research was conducted to determine job satisfaction levels of nurses who are under intensive job loading due to numbers of adverse circumstances caused by their work environment, and the factors effective on their job satisfaction so as to suggest relevant solutions and to increase quality of provided service.Method: The present research is a descriptive study for determination of the current situation and it was conducted based on screening model. The population of this study is consisted of 270 nurses employed by the Amasya University Sabuncuoğlu Şerefeddin Education and Research Hospital. In the present research, after the research population was described, the study was conducted on whole population without selecting a sampling group. In order to collect descriptive information regarding participant nurses, the Personal Information Form that was prepared by the researcher was administered; and then Minnesota Satisfaction Scale was applied to measure their job satisfaction levels. In the analysis part, "t-test", "One-way Anova" tests were conducted.Findings and Results: In terms of age, marital status, number of children, education status, and weekly working hours, there was no significant difference found between "Internal Satisfaction" and "External Satisfaction" sub scale mean scores statistically (P>0.05). However, in terms of their work division and their preference regarding whether they want to change their employer institution, the difference between "Internal Satisfaction" and "External Satisfaction" sub scale mean scores was found significant statistically (P<0.05).

Keywords: Job Satisfaction, Nursel, Hospital

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