



ORIGINAL RESEARCH PAPER

Nursing

JOB SATISFACTION AMONG NURSING FACULTIES IN NURSING COLLEGES OF MORANG DISTRICT

KEY WORDS: *Nursing faculties, job satisfaction, nursing colleges.*

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ABSTRACT

Introduction: Job satisfaction is an employee's positive emotional response to their job or aspects of their job. It greatly determines the productivity and efficiency of human resources for health and is linked with the work environment, job responsibilities and powers, and time pressure among various health professionals. **Objectives:** The objective of the study is to assess the level of job satisfaction and to find out associations between levels of job satisfaction with their selected variables. **Methods:** A descriptive cross-sectional research design was adopted. Altogether, there were 70 teachers during the data collection period from 2019/09/16 to 2019/09/27. The institutional census method (total enumerated sampling) was used to select the campus and a self-administered questionnaire was used to collect data. Filled-up questionnaires were edited, cleaned, coded on a daily basis, entered into the computer system, and analyzed using SPSS software. **Results:** Study results showed that among the 70 respondents, more than half were 30-40 years of age group (61.4%), had master's level education (57.1%) and the majority of them were married (81.4%) and almost all of them (98.6%) were female. It is found that 58.6% of the respondents were ambivalent, 37.1% were satisfied and 4.3% were dissatisfied with their job. The level of job satisfaction is somewhat statistically significant with affiliated to/constituent ($p=0.056$). **Conclusion:** From the result, it is concluded that a large proportion of respondents were ambivalent about their job. Quantitative research was carried out in this study but as job satisfaction is the intangible perception of an individual so the mixed approach would be far better.

INTRODUCTION

Job satisfaction is a very important issue for almost every employee around the world as it is directly related to the turnover of professionals and their quality of job performance. The turnover of professionals has become a major issue in the academic area [1]. Staff with high job satisfaction are more productive, loyal, present at work, motivated, etc., while staffs with low job satisfaction are more likely to be absent, resign, talk badly about their employer or its services in the public, etc. [2].

The largest health professional organization of the 21st century, the International Council of Nurses (ICN), contemplates that the increased need for nursing professionals is not being met because of a lack of nursing educators. With the shortage of nursing professionals, there is also a shortage of qualified faculty educators in the various schools of nursing. About 75,000 qualified applicants apply each year for further education in the United States of America (USA) but they are turned down due to the lack of proper clinical sites, inadequate nursing educators, inadequate budgets, etc.

So, increasing nursing educators is a challenging task for nursing educational markets [3-5] A study in Malaysia revealed only 11% of the nursing lecturers were highly satisfied [6]. While a study by Chitwan revealed 79% were ambivalent and 21% of the participants were dissatisfied [7]. Although a study on factors influencing migration among Nepalese nurses, the study shows 55.22% of the participants were dissatisfied with their job in Nepal. Whereas, 53.74% were satisfied and 43.28% were highly satisfied with their job abroad [8].

There is much less research examining the satisfaction level among nursing faculties [9]. The nursing faculty members have an extremely important role in developing the ongoing profession and the nursing student's ability towards providing standard nursing care [7]. Morang district lies in province one, which includes Biratnagar, the capital city of province one. There are altogether 8 colleges where a different level of nursing education is being provided, but still, no baseline data are available about job satisfaction, job scenario, or working environment of nursing faculty which actually shows the need to be studied. Hence, thereby the researcher felt the need to study about job satisfaction of nursing faculty.

The objective of the study is to find out the job satisfaction among nursing faculties in nursing colleges of Morang district and to measure the association between levels of job satisfaction with their selected variables.

Methodology

A descriptive cross-sectional study design was adopted for the study to find out the level of job satisfaction among the nursing faculties in nursing colleges of the Morang district. The study population was all full-time nursing faculties, who completed their Bachelor's degrees with at least one year of experience in the same nursing colleges of Morang. There were altogether 8 nursing colleges in the Morang district and the sample size was determined by the institutional census method. One of the nursing colleges did not give consent to study, so a total of 7 colleges were enrolled. There were altogether 70 teachers.

A self-administered structured questionnaire was used for data collection. The standard tool for job satisfaction survey developed by Paul E. Spector was used. ¹⁰ The Job Satisfaction Survey; JSS was a 36-item, nine-facet scale to assess employee attitudes about the job and aspects of the job. Each facet was assessed with four items, and a total score was computed from all items. A summated rating scale format was used, with six choices per item ranging from "strongly disagree" to "strongly agree". Items were written in both directions, so about half must be reverse scored. The nine facets are pay, promotion, supervision, fringe benefits, contingent rewards (performance-based rewards), operating procedures (required rules and procedures), coworkers, nature of work, and communication. Score of job satisfaction was labeled as Satisfaction 144 – 216, Ambivalent 108- <144, Dissatisfaction 36 – <108. Part I: Question-related to socio- demographic variables (individual factor). Part II: Question-related to organizational factors. Part III: Job satisfaction survey tool. This well-established instrument has been repeatedly investigated for reliability and validity.

The approval letter was obtained from the Birgunj Nursing Campus. A formal Permission letter was obtained from higher authorities of the nursing colleges of Morang before conducting research. The purpose of the study was explained to each respondents before the collection of the data. Written

consent was obtained from the respondents prior to data collection. The researcher herself collected the Data by using the Job Satisfaction Survey tool. Data were collected within 2 weeks (2019 /09/16 to 2019/09/27). Confidentiality was maintained by assuring that information collected will be used only for study purposes.

RESULTS

Table 1 Socio-demographic (individual) Characteristics of the Respondents n=70

Characteristics	Frequency	Percent
Age in Years		
20 - < 30	19	27.1
30 – 40	43	61.4
> 40	8	11.4
Mean ± SD= 34.4±7.6, Min. Age= 23, Max. Age= 65 years		
Sex		
Female	69	98.6
Male	1	1.4
Level of education		
Masters	40	57.1
Bachelor	30	42.9
Marital status		
Married	57	81.4
Unmarried	12	17.1
Divorced	1	1.4
Total years of teaching experience		
1- 5	29	41.4
6-10	25	35.7
> 10	16	22.9
Mean ± SD= 7.4±7.3, Minimum= 1, Maximum= 40 years		
Level students taking class		
Bachelor	38	54.3
Proficiency Certificate Level	22	31.4
Both PCL & Bachelor	10	14.3
Affiliated to/constituent		
Purbanchal University	30	42.9
CTEVT	18	25.7
Tribhuvan University	17	24.3
Kathmandu University	5	7.1

Table 1 shows that among the respondents, above half (61.4 %) were 30 – 40 years of age group. Regarding sex, 98.6% of the respondents were female and 1.4% were male. Concerning educational qualification, above half (57.1%) of the respondents had master's level education. Likewise, 41.4% had 1-5 years of teaching experience and 22.9% had more than 10 years of experience in the teaching field. With respect to the level of students taking classes, more than half 54.3% taught bachelor-level students and 14.3% taught both bachelor and proficiency certificate levels. Whereas, 42.9% of respondents were teaching in colleges affiliated with Purwanchal University and 7.1 % at Kathmandu University.

Table 2 Organizational Factors of Respondents n=70

Characteristics	Frequency	Percent
Highest education provided by the institution		
Bachelor	56	80.0
PCL	14	20.0
Teaching experience in this institution/university		
1 – 3	38	54.3
4 – 6	14	20.0
> 6	18	25.7
Mean ± SD= 4.5±3.3, Minimum= 1, Maximum= 12 years		
Academic Rank		
Instructor	34	48.6

Assistant Professor/lecturer	31	44.3
Associate Professor	4	5.7
Professor	1	1.4
The income per month Rs.		
< 25,000	12	17.2
25,000 - 50,000	43	61.4
> 50,000	15	21.4
Mean ± SD= 41889±14635, Minimum= 16000, Maximum= 70000		
Working hours per day		
6	22	31.4
7	32	45.7
8	16	22.9
Opportunity for higher education		
Yes	38	54.3
No	32	45.7
Opportunity for training		
Yes	58	82.9
No	12	17.1
Facility for leave		
Yes	67	95.7
No	3	4.3
Type of job /tenure status		
Permanent	19	27.1
Temporary	12	17.2
Contract	39	55.7

Table 2 shows that 80% of institutions provided bachelor's level education and 20% provided PCL education. With regard to work experience in that institution more than half (54.3%) of respondents had 1-3 years of teaching experience and 20% had 4-6 years of experience. In the same way, concerning per month income 61.4% respondents had 25,000-50,000 and 17.1% had <25,000 salary. With respect, to working hours per day, 45.7% worked for 7 hours and 22.9% worked for 8 hours per day. Regarding the opportunity for higher education, 54.3% of respondents said yes. As regards the facility for leave, almost all (95.7%) respondents said they had the facility, concerning the type of job, more than half (55.7%) of respondents were working on a contract basis and 17.1% on a temporary basis.

Table 3 Level of Job Satisfaction among the Respondents n=70

Level of Satisfaction	Frequency	Percent
Dissatisfied	3	4.3
Ambivalent	41	58.6
Satisfied	26	37.1

Score: Dissatisfied: 36-<108, Ambivalent: 108-<144 and Satisfied: 144 - 216

Table 5 presents that among 70 respondents, most (58.6%) were ambivalent, 4.3% were dissatisfied and 37.1% were satisfied with their job.

Table 4 Association of Level of Job Satisfaction with Socio-demographic Variables n=70

Characteristics	Level of Satisfaction		χ ² Value	P Value
	Dissatisfied/ Ambivalent	Satisfied		
Age in Years				
23- 34	25(62.5%)	15(37.5%)	0.005	0.943
>34	19(63.3%)	11(36.7%)		
Level of education				
Masters	27(67.5%)	13(32.5%)	0.862	0.353
Bachelor	17(56.7%)	13(32.5%)		
Level of students taking the class				
Bachelor	24(63.2%)	14(36.8%)	4.715	0.095
PCL	11(50.0%)	11(50.0%)		

Both PCL and Bachelor	9(90.0%)	1(10.0%)		
Total years of teaching experience				
1-5	18(62.1%)	11(37.9%)	0.013	0.909
>5	26(63.4%)	15(36.6%)		
Work experience in teaching in this institution/University				
1-3	23(60.5%)	15(39.5%)	0.193	0.660
>4	21(65.6%)	11(34.4%)		

P ≤ 0.05

Table 6 shows the association of respondents' level of job satisfaction with socio-demographic variables. It presents that level of job satisfaction is statistically not significant with their age in years ($\chi^2= 0.005, p=0.943$), level of education ($\chi^2= 0.862, p=0.353$), level students taking class ($\chi^2= 4.715, p=0.095$), total years of teaching experience ($\chi^2= 0.013, p=0.909$) and work experience in teaching in this institution/university ($\chi^2= 0.193, p=0.660$).

Table 5 Association of Level of Job Satisfaction with Organizational Factors n=70

Characteristics	Level of Satisfaction		χ^2 Value	P Value
	Dissatisfied/Ambivalent	Satisfied		
Affiliated to/constituent				
			3.665	0.056
Others	30(56.6%)	23(43.4%)		
Tribhuvan University	14(82.4%)	3(17.6%)		
Academic Rank				
Instructor	22(64.7%)	12(35.3%)	0.097	0.756
Lecturer and above	22(61.1%)	14(38.9%)		
Income per month Rs.				
			0.650	0.420
<42,000	23(67.6%)	11(32.4%)		
≥42,000	21(58.3%)	15(41.7%)		
Working hours per day				
			3.005	0.083
< 8	31(57.4%)	23(42.6%)		
≥8	13(81.2%)	3(18.8%)		
Opportunity for higher education				
Yes	21(55.3%)	17(44.7%)	2.053	0.152
No	23(71.9%)	9(28.1%)		
Opportunity for training				
Yes	34(58.6%)	24(41.4%)	2.601	0.188*
No	10(83.3%)	2(16.7%)		
Type of job /tenure status				
Permanent	15(78.9%)	4(21.1%)	2.892	0.089
Temporary	29(56.9%)	22(43.1%)		

*Fisher Exact test **P ≤ 0.05**

Table 7 shows the association of the level of job satisfaction with organizational factors. It presents that respondent's level of job satisfaction is somewhat statistically significant with affiliated to/constituent ($\chi^2= 3.665, p=0.056$).

DISCUSSION

This cross-sectional descriptive research was carried out to assess job satisfaction among nursing faculties among 70 nursing faculties from 7 different nursing colleges who were working as full-time teachers with at least 1 year of experience in nursing colleges in the Morang district.

The present study shows that 54.3% of respondents answered they had the opportunity of higher education. In contrast to this finding, Baral and Bhatta revealed that in Chitwan, 25.8% of the nursing faculties have the opportunity of higher education. Concerning the type of job/tenure status, 55.7% of the respondents were working on a contract basis and 17.1% on a temporary basis [7]. A supported finding by the same

study in Chitwan, Nepal, revealed that 29% of the participants were working as permanent service, 45.2% as a contract, and 25.8% as temporary [7]. In contrast to this finding, Sapkota et al. revealed that 41.5% of the participants were working as temporarily and 58.5% as permanently [11].

The present study also shows that 58.6% of the respondents were ambivalent, 4.3% were dissatisfied and 37.1% were satisfied with their job. A similar finding was reported by Timalsina, KC, Rai, and Chhantyal in Kathmandu overall, 55.8% of the participants were ambivalent, 34% were satisfied and 10.2% were dissatisfied with their job [12].

It is also found that respondents' level of job satisfaction is statistically not significant with their age in years ($\chi^2= 0.005, p=0.943$). Contrary to this finding Baral and Bhatta, revealed that age was statistically significant with the level of job satisfaction. ($p=0.003$) [7]. The present study shows that respondents' level of job satisfaction is statistically not significant with the level of students taking the class ($\chi^2= 4.715, p=0.095$). Contrary to this finding Sapkota et al. revealed that primary responsibility toward students was statistically significant with a p-value of 0.009 [11]. The present study shows that respondents' level of job satisfaction is to some extent statistically significant with affiliated to/constituent ($\chi^2= 3.665, p=0.056$). A supported finding by Sapkota et al., revealed type of institution is statistically significant with a p-value of 0.018 [11]. The present study shows respondents' level of job satisfaction is not significant with academic rank ($\chi^2= 0.097, p=0.756$). Contrary to this finding Sapkota et al., revealed current position in the institution is statistically significant with a p-value of 0.027 [11].

CONCLUSION

Based on study findings, it is concluded that more than half of the respondents tend to seem ambivalent about their job. The level of job satisfaction tends to have somewhat statistically significant with affiliated to/constituent of the institution. The respondent's level of job satisfaction does not tend to vary according to their age, level of education, level of students taking classes, total years of teaching experience, work experience in this institution, academic rank, income, and tenure status.

Limitations of the study

Due to the unavailability of some of the faculties during data collection and refusal to participate in the study, all respondents could not enroll in the study as planned.

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Conflict of interests

The authors declare that they have no competing interests.

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