Job Satisfaction among Nursing Staff

The specific objectives of the present study were to assess the level of job satisfaction among nursing staff who are working in the Ministry of Health and Ministry of Higher Education and Scientific Research in the provinces of Erbil, Mosul and Kirkuk to determine the factors that affect their satisfaction. A description design was carried out from September 20th, 2006 through April 1st, 2007 in order to assess the job satisfaction for nursing staff in governmental health agencies and educational setting. Quantitative research methods were utilized to employ the study design. The study was conducted on three Iraqi governorates: Mosul, Kirkuk and Erbil. The sample of the study was collected from all teaching hospitals and some of Primary Health Care Centers, Faculties and institutions of Nursing, as well as, administrative staff in Directorates of Health in the above mentioned provinces. A cross-sectional sample that consists of (547) nurses participated to answer the study questions. Those nurses had been chosen randomly from the three provinces. Through extensive review of relevant literature, and a questionnaire was constructed for the purpose of the study. It was consisted of three major parts and the overall items included in the questionnaire were (78). Content validity was determined for the questionnaire. It was presented to a panel of (20) experts. The analysis of data shows that the majority of the sample (83.19%) was dissatisfied with their job. Also, it revealed that Kirkuk’s Nurses were more dissatisfied than Mosul and Erbil Nursing staff. The study recommended that the health administration should acknowledge the profession of Nursing. Nurses need some form of Appreciation or recognition for their hard work. As the manager, are an important part of the administration and in direct communication with the nurses on the ward level, it is, therefore, necessary to provide help for them to develop their skills to achieve the evaluation and appreciation they need.

Abstract

Job satisfaction can be defined from a global approach as the feelings and emotions employees perceive based on their work experiences. The specific objectives of the present study were to assess the level of job satisfaction among nursing staff who are working in the Ministry of Health and Ministry of Higher Education and Scientific Research in the provinces of Erbil, Mosul and Kirkuk to determine the factors that affect their satisfaction. A description design was carried out from September 20th, 2006 through April 1st, 2007 in order to assess the job satisfaction for nursing staff in governmental health agencies and educational setting. Quantitative research methods were utilized to employ the study design. The study was conducted on three Iraqi governorates: Mosul, Kirkuk and Erbil. The sample of the study was collected from all teaching hospitals and some of Primary Health Care Centers, Faculties and institutions of Nursing, as well as, administrative staff in Directorates of Health in the above mentioned provinces. A cross-sectional sample that consists of (547) nurses participated to answer the study questions. Those nurses had been chosen randomly from the three provinces. Through extensive review of relevant literature, and a questionnaire was constructed for the purpose of the study. It was consisted of three major parts and the overall items included in the questionnaire were (78). Content validity was determined for the questionnaire. It was presented to a panel of (20) experts. The analysis of data shows that the majority of the sample (83.19%) was dissatisfied with their job. Also, it revealed that Kirkuk’s Nurses were more dissatisfied than Mosul and Erbil Nursing staff. The study recommended that the health administration should acknowledge the profession of Nursing. Nurses need some form of Appreciation or recognition for their hard work. As the manager, are an important part of the administration and in direct communication with the nurses on the ward level, it is, therefore, necessary to provide help for them to develop their skills to achieve the evaluation and appreciation they need.