

JOB SATISFACTION AMONG FACULTY MEMBERS AT SELECTED COLLEGE OF NURSING

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ABSTRACT

The concept of job satisfaction has been developed by many researchers, among these the most famous definition is “job satisfaction is a pleasurable emotional state resulting from their own job experiences”. It is also meant that how does an individual like his or her job or satisfy or not. Job satisfaction can be understood in terms of 14 common facets such as appreciation, type of supervision, security, recognition, opportunities for promotion, policies and procedures, opportunities for personal growth, nature of work, job conditions, fringe benefits, colleagues and types of communication. Here, investigators torches the light to assess the job satisfaction among faculty members working in selected college of nursing, Tiruvallur district. The main objectives of the study were to assess the level of job satisfaction among nursing teachers, to find the association between job satisfaction and selected demographic variables. Methodology: Quantitative approach with descriptive research design was used to accomplish the objectives and convenience sampling technique was adopted to obtain the desired sample size. A total of 30 sample comprising nursing teachers from different positions meeting the inclusion criteria were selected as a samples. Demographic variables and Paul Spector’s Job Satisfaction Survey was used to assess the level of job satisfaction of faculty members. Results: Results showed that the overall mean score was 92.2 and the standard deviation was ± 9.84 . From the findings, it has been found that the Majority 25(85%) of them were satisfied and 5(17%) of them were highly satisfied in context to the overall level of job satisfaction. Conclusion: The findings of the study suggest that the satisfaction level of nursing teachers is Good. After conducting the study, the investigator has come to the conclusion that more studies can be done in this area to refine the teaching and enhance satisfaction of nursing teachers which, in turn, leads to the advancement and upliftment of the whole profession as a whole.

Key words: Job satisfaction, Faculty members, Nursing college.

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INTRODUCTION

Job satisfaction is an important component of improving job performance and maintaining the overall quality of work in any organization. [1] Job satisfaction has been defined as the fulfillment of an employee’s expectations for the work he or she performs. It has also been described as a person’s attitude with a correlation between expectations and outcomes at work. [2] It is well established that persons who are satisfied with their job tend to be more creative and innovative for better organizational performance.

Nursing teachers are expected to perform multiple tasks that range from teaching nursing students, undertaking research activities, fulfilling an administrative role, facilitating support of staff in practice and providing patient care. In nursing education, it is quite important to maintain and evaluate the satisfaction of teaching faculties because they are related to the production of nursing personnel who provide firsthand health service to the patients. [3]

Nurse teachers are experiencing the challenge of supporting students transitioning from full time school



education to higher education. Additionally, the role of nurse teachers has changed significantly with the transfer of nurse education from hospital based schools of nursing into universities. [4] They are expected to teach, undertake research alongside a range of other scholarly activities (e.g. writing for publication, conference papers, consultancy), fulfill an administrative role and, in some instances, support staff in practice as well as provide patient care. These roles are varied and demanding in scope and may influence the level of nurse teachers' job satisfaction as well as the factors that contribute to job satisfaction or, indeed, job dissatisfaction.

Many studies in nursing showed that job satisfaction is a key determinant in faculty retention[5]. Recently, Darby-Davis (2014) found that there was a significant positive relationship between job satisfaction and nursing faculty's intent to stay. Gutierrez, Candela, and Carver (2012) found that job satisfaction positively predicted faculty's commitment.

The result of job satisfaction will have an impact not only at the individual level but also in the institutional, societal, and national level. [6] Multiple factors affect a person's job satisfaction, including pay, benefits and promotions, working condition, leadership and social relationship, diversities of tasks involved, and opportunities and challenges. Job satisfaction among nurses is great concern throughout the world but the satisfaction of nurse teachers has received less attention and no review of global research on the topic has been published. Thus, this study focuses on job satisfaction among nursing faculties.

OBJECTIVES

1. To determine the level of Job satisfaction among faculty members
2. To find out the association between the level of job satisfaction with their selected demographic variables of faculty members.

RESEARCH METHODOLOGY

A quantitative approach descriptive research design was used to assess the job satisfaction among faculty members at selected college of Nursing. The faculty members of the nursing colleges in TamilNadu were considered as its population. The term "faculty" included professors, associate professors, assistant professors, lecturers, clinical instructor and Non-teaching member. A total of 30 samples were selected by Non probability Convenience sampling technique. Assessment of demographic variables and Paul Spector's Job Satisfaction Survey was used to capture the level of job satisfaction of faculty members.

Description of the tool

Section A: Demographic variables includes age, gender, educational qualification, designation, total year of

teaching experience, total year of teaching experience in current working institution and monthly income.

Section B: Paul Spector's Job Satisfaction Survey was used to assess the satisfaction level which comprises of 28 items with 5-point rating scale, each item has five options varying from the response "strongly disagree" to "strongly agree". Each response carried a score of 1-5 respectively. Therefore, the maximum possible score is 140. It had 6 dimensions namely; Opportunities for rewards, co-workers, supervision, Fringe benefits, operating condition and nature of work and the scores were arbitrarily divided as dissatisfied (≤ 69), satisfied (70 to 105) and Highly satisfied (106-140). [7] To avoid common method variance, some reverse problems were provided in the scale. After data collection, the corresponding data were treated with reverse processing. Content validity of the tool was obtained. The reliability of the tool was established using Cronbach's alpha. The reliability coefficient was found to be 0.8.

RESULTS AND DISCUSSION

Demographic variables of the Faculty Members

In regard to the age 16 (53%) of them were in the age group of 20-30yrs, 8 (27%) of them were in the age group of 30-43 yrs and 6 (20%) of them were in the age group of above 40 yrs. In terms of gender, 29 (97%) were females. Majority 28 (93%) of them had completed professional degree. More than half of the participants had a BSc(N) degree 19(63 %) and their current positions were clinical instructor, 3(10%) were professor, associate professor and Assistant Professor respectively. With regard to the total year of experience 11(37%) had more than 10 years of total experience, 10(33%) had 4-6 years of total experience, 6(20%) had 1-3 year of total experience. In context to the year of experience in the current working institution 12(40%) had less than 1 year of experience in the current working institution, 11(37%) had 4-6 years of experience in the current working institution, 5(17%) had 1-3 year of experience in the current working institution. While portraying their monthly income 23(77%) were fall in the category of 9232-27648, 6(20%) of them were fall in the category of 27654-46089.

This figure depicts the Level of job satisfaction of Faculty members working in selected college of Nursing. Majority 25(85%) of them were satisfied and 5(17%) of them were highly satisfied in context to the overall level of job satisfaction, whereas in the aspect of Opportunities for rewards, 8(27%) of them were dissatisfied, 21(70%) of them were satisfied and only 1(3%) was highly satisfied.[8]

In regard to Co-workers, 8 (27%) of them were satisfied, 19(63%) of them were highly satisfied and only 3(10%) of them were dissatisfied. In relation to Supervision, 22(74%) of them were satisfied, 7 (23%) of



them were highly satisfied and only 1 (3%) was dissatisfied.

With regard to Fringe benefits, 12 (43%) of them were dissatisfied, 13(43%) of them were satisfied and 5 (17%) of them were highly satisfied. Regarding operating

condition, 13(43%) of them were dissatisfied, 12(40%) of them were satisfied and 5 (17%) of them were highly satisfied. In relation to Nature of work, 12(40%) of them were satisfied, 17(57%) of them were highly satisfied and only 1(3%) was dissatisfied.

Figure 1: Frequency and percentage distribution of level of Job satisfaction of faculty members. N=30.

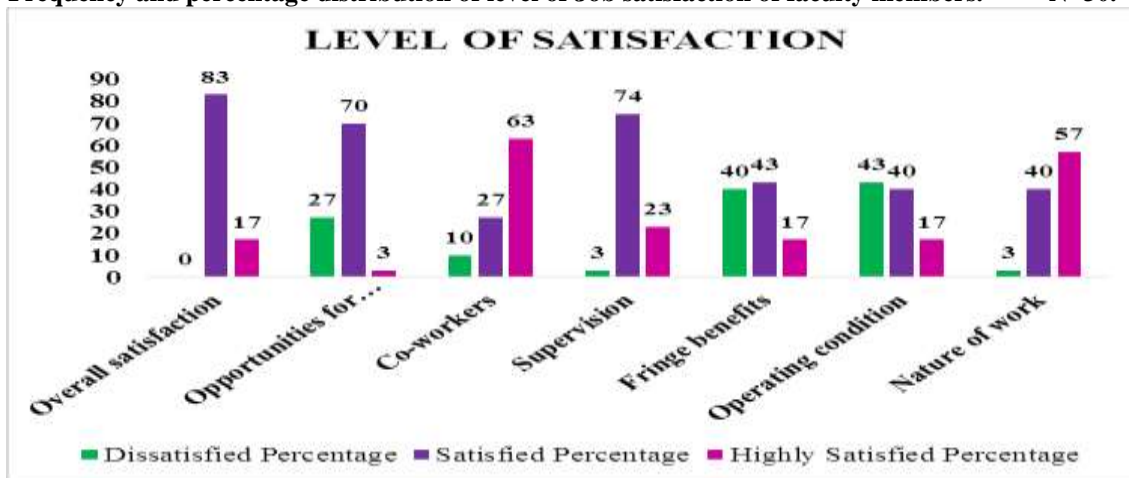


Table 1: Mean and standard deviation of level of Job satisfaction of faculty members N=30.

Level of Satisfaction	Mean	SD
Overall satisfaction	92.2	9.84
Opportunities for rewards	35.5	5.1
Co-workers	12.4	1.56
Supervision	15.7	2.47
Fringe benefits	11.8	2.33
Operating condition	5.1	2.26
Nature of work	11.6	2.59

The job satisfaction is the effective components in the professional life to retain the health workers and to deliver the health care services effectively in the developing as well as developed countries. The cross sectional survey conducted in North India, among 1916 public health workers, aimed to identify health worker's satisfaction related to motivation showed that majority of them are highly motivated with the 'good employment pay benefits'. Similarly, in the present study, 21(70%) of them were satisfied with the Opportunities for rewards [9]

This table shows the mean and standard deviation of overall job satisfaction (92.2±9.84), Opportunities for rewards (35.5±5.1), Co-workers(12.4±1.56), Supervision(15.7±2.47), Fringe benefits

(11.8±2.33), Operating condition(5.1±2.26)and Nature of work(11.6±2.59)

Association between the level of satisfaction with their selected demographic variable of faculty members

There is no significant association found between the level of satisfaction with their selected demographic variable of faculty members at (p<0.05) level.

CONCLUSION

The study concludes that, Majority of them were satisfied and only few of them were highly satisfied in context to the overall level of job satisfaction.

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