



A COMPARATIVE STUDY ON JOB SATISFACTION AND ITS CONTRIBUTING FACTORS AMONG NURSES WORKING IN INDIA AND ABROAD

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ABSTRACT

Objectives: To compare the level of job satisfaction among nurses in India and abroad and to identify the contributing factors of job satisfaction among nurses in India and abroad **Methodology:** Non experimental descriptive research design was used for the study. The study setting chosen for the present study was hospitals in India and abroad. Hundred and twenty Nurses, sixty each from India and abroad who satisfied the inclusion criteria were selected by convenient sampling method. The tools used for data collection procedure were sociodemographic variable Performa, questionnaire related to job satisfaction and its contributing factors and Likert scale for assessment of level of job satisfaction. **Results:** The study shows that 91.7% of nurses working in India were satisfied and 8.3% of nurses were dissatisfied whereas in abroad 83.3% of nurses were satisfied and 16.7% of nurses working were highly satisfied. The study showed that there is a significant mean difference between level of job satisfaction between nurses working in India and abroad ($t = 7.01, p < 0.001$). **Conclusion:** The study concluded that there is a significant difference between the level of job satisfaction and its contributing factors among nurses working in India and abroad.

KEYWORDS : Job satisfaction, contributing factors, nurses, India and abroad

Statement Of The Problem

A comparative study on job satisfaction and its contributing factors among nurses working in India and abroad.

Objectives

- To compare the level of job satisfaction among nurses in India and abroad.
- To identify the contributing factors of job satisfaction among nurses in India and abroad

Operational Definition

Nurse

Any person either male, female or transgender, who have BSc, PBBSc, MSc or GNM qualification and are currently working as nurses in India and abroad.

Job Satisfaction

Job satisfaction refers to nurses overall feeling about their job. It is the state of wellbeing and happiness of a nurse concerning their performance in the workspace and its environment.

Contributing Factors

In this study factors influencing job satisfaction include (i)organizational facilities,(ii) employee welfare, (iii) inter and intra personal relationship, (iv) career development.

Assumptions

The study assumes that level of job satisfaction differs among nurses working in India and abroad.

Hypothesis

The following hypothesis will be tested at 0.05 level of significance. H_1 : There is significant difference between the level of job satisfaction among nurses working in India and abroad.

Analysis And Interpretation

Section 1: Distribution Of Socio Demographic Variables Among Nurses Working In India And Abroad.

This section collects baseline data regarding age, gender, type of family, religion, marital status, qualification, years of experience, monthly income, area of working.

Figure 1 shows that the highest 38.3% of nurses working in India were aged <26 years and the least 10% were aged >36 whereas in Abroad highest 65% of nurses were aged >36 years, and the least 1.7% of nurses were <26 years of age.

Chi-square test was used to find the homogeneity between

groups and it shows that, the nurses working in India and abroad differed in terms of age ($\chi^2 = 46.840; P < 0.001$).

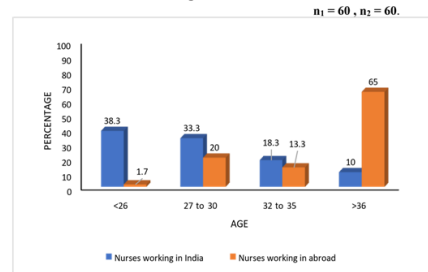


Figure 1: Percentage distribution of age among nurses working in India and abroad

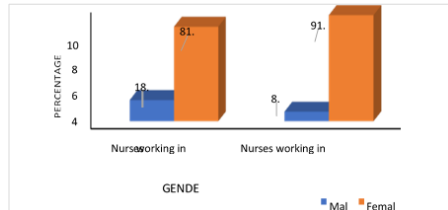


Figure 2: Percentage distribution of gender among nurses working in India and abroad

Figure 2: shows that the highest 81.7% of nurses working in India were female and the least 18.3% were male whereas in Abroad highest 91.7% of nurses were female, and the least 8.3% of nurses were males.

Chi-square test was used to find the homogeneity between groups and it shows that, the nurses working in India and abroad were homogeneous in terms of gender ($\chi^2 = 2.596; P > 0.05$).

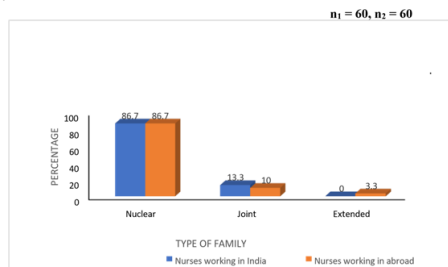


Figure 3: Percentage distribution of type of family among nurses working in India and abroad.

Figure 3: shows that the highest 86.7% of nurses working in

India belonged to nuclear family and the remaining 13.3% belonged to joint family whereas in Abroad that highest 86.7% of nurses belonged to nuclear family, and the least 3.3% of nurses belonged to extended family.

Chi-square test was used to find the homogeneity between groups and it shows that, the nurses working in India and abroad were homogeneous in terms of type of family ($\chi^2 = 2.286; P > 0.05$).

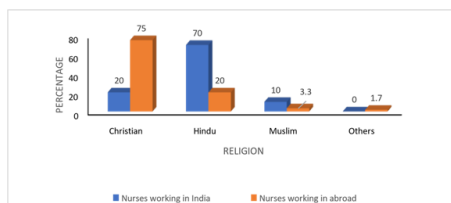


Figure 4: Percentage distribution of religion of nurses working in India and abroad.

Figure 4 : shows that the highest 70% of nurses working in India were Hindus and the remaining 10% were Muslims whereas in Abroad that highest 75% of nurses were Christians , and the least 1.7% of nurses belonged to other religion.

Chi-square test was used to find the homogeneity between groups and it shows that, the nurses working in India and abroad differed in terms of religion ($\chi^2 = 38.772; P < 0.001$).

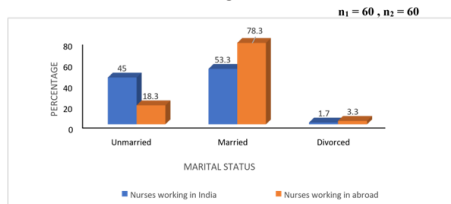


Figure 5: Percentage distribution of marital status of nurses working in India and abroad.

Figure 5: shows the highest 53.3% of nurses in India were married and the remaining 1.7% were divorced whereas in Abroad that highest 78.3% of nurses were married, and the least 3.3% of nurses were divorced..

Chi-square test was used to find the homogeneity between groups and it shows that, the nurses working in India and abroad were homogeneous in terms of marital status ($\chi^2 = 9.918; P > 0.05$).

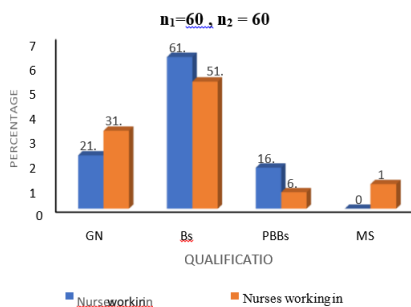


Figure 6: Percentage distribution of qualification of nurses working in India and

Figure 6 : shows that the highest 51.7% of nurses in India were Bsc qualified and the remaining 16.7% were PBBsc qualified whereas in Abroad highest 51.7% of nurses were Bsc qualified, and the least 6.7% of nurses were PBBsc qualified .

Chi-square test was used to find the homogeneity between groups and it shows that, the nurses working in India and abroad were homogeneous in terms of qualification ($\chi^2 =$

10.226; $P > 0.05$).

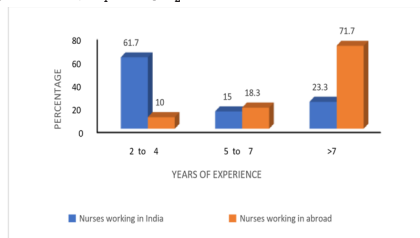


Figure 7 : Percentage distribution of years of experience of nurses working in India and

Figure 7: shows that highest 61.7% of nurses working in India had an experience of 2 to 4 years and the least 15% had an experience of 5 to 7 years whereas in Abroad highest 71.7% of nurses had an experience >7 years, and the least 10% of nurses had an experience of 2 to 4 years .

Chi-square test was used to find the homogeneity between groups and it shows that, the nurses working in India and abroad differed in terms of years of experience ($\chi^2 = 37.303; P < 0.001$).

$n_1 = 60, n_2 = 60$.

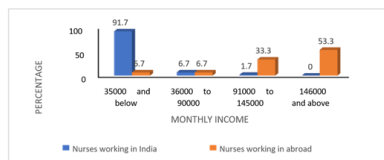


Figure 8: Percentage distribution of monthly income of nurses working in India and

Figure 8: shows that the highest 91.7% of nurses working in India had a monthly income of 35,000 and below and the least 1.7% had a monthly income of 91,000 and 1,45,000 whereas in Abroad highest 53.3% of nurses had a monthly income of 1,46,000 and above, and the least 6.7% of nurses had a monthly income distributed between the range of 35,000 and below and 36,000 to 90,000 .

Chi-square test was used to find the homogeneity between groups and it shows that, the nurses working in India and abroad differed in terms of monthly income ($\chi^2 = 93.275; P < 0.001$).

$n_1 = 60, n_2 = 60$

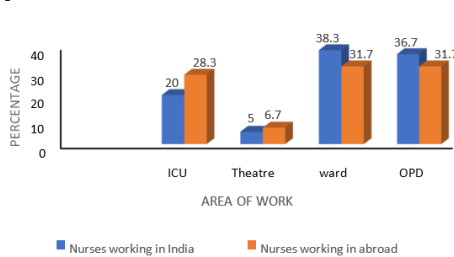


Figure 9: Percentage distribution of nurses based on area of working

Figure 9: shows the highest 38.3% of nurses in India worked in ward and the least 5% worked in Theatre whereas in Abroad that highest 31.7% of nurses worked equally in ward and OPD, and the least 6.7% of nurses worked in Theatre.

Chi-square test was used to find the homogeneity between groups and it shows that, the nurses working in India and abroad were homogeneous based on area of working ($\chi^2 = 1.434; P > 0.001$).

Section 2: Distribution Of Level Of Job Satisfaction Among Nurses Working In India And Abroad.

n₁=60, n₂ = 60

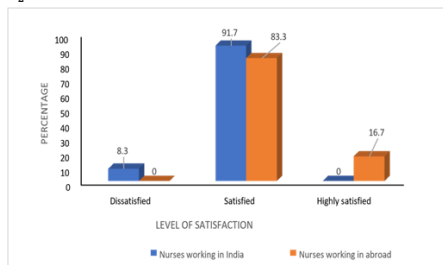


Figure 10: Percentage distribution of nurses working in India and abroad based on level

Figure 10: shows that 91.7% of nurses working in India are satisfied and 8.3% of nurses are dissatisfied whereas in Abroad 83.3% of nurses working in abroad are satisfied and 16.7% of nurses are highly satisfied .

Table 1: Comparison Of Level Of Job Satisfaction Among Nurse Working In India And Abroad.

n₁=60, n₂ = 60

Variable	Group	Mean	Standard Deviation	Mean difference	t value	p value
Level of job satisfaction	Nurses working in India (n ₁ = 60).	76.48	10.543			
	Nurses working in abroad (n ₂ = 60).	89.76	10.208	13.28	7.011	<0.001***

***significant at p <0.001

Table 1 shows the comparison of mean level of job satisfaction among nurses working in India and Abroad

Mean value of level of job satisfaction among nurses working in India were

76.48 which was less than job satisfaction among nurses working abroad 89.76 (mean difference 13.28). There is significant mean difference between job satisfaction between nurses working in India and abroad (t=7.011; p-value <0.001).

Table 2: Comparison Of Domain Wise Level Of Job Satisfaction Among Nurses Working In India And Abroad.

n₁=60, n₂ = 60

Level of job satisfaction	Nurses working in India (n ₁ = 60).		Nurses working in abroad (n ₂ = 60).		Mean difference	t value	p value
	Mean	SD	Mean	SD			
	Organizational facilities	26.20	4.62	24.25			
Employee welfare	29.28	5.79	28.53	4.72	0.75	0.777	0.439
Intra and Interpersonal relations	17.43	2.88	16.66	2.73	0.76	1.493	0.138
Career Development	12.50	2.45	12.30	2.42	0.20	0.449	0.654

*significant at p<0.05

Table 2 shows comparison of domain wise mean score of job satisfaction among nurses working in India and abroad.

Mean score of organizational facilities among nurses working in India were

26.20 which was greater than nurses working in abroad 24.25 (mean difference = 1.95). There is significant difference between organizational facilities among nurses working in India and abroad (t-value: 2.367, p <0.05).

Discussion, Conclusion And Summary

The present study arrived at following conclusions and summary. A) Based on the sociodemographic variables of the study group :

- 1.In India 38.3% nurses were aged more than 26 years whereas in Abroad 65 of nurses were aged more than 36 years.
- 2. Based on gender ratio female nurses were more among the both the study group.
- 3. Regarding type of family, majority of the both groups belong to nuclear family.
- 4. Based on religion, most of the nurses from India were Hindus whereas in Abroad most of the nurses were Christians.
- 5. Marital status shows majority of the nurses in both the study group are married.
- 6. Regarding qualification, majority of the staff in both the study group are BSc qualified nurses.
- 7. Based on years of experience, in India majority of the nurses are less than 7 years experienced whereas in abroad majority of abroad nurses are experienced more than 7 years, .
- 8. Monthly income status shows, Indian nurses are receiving a salary of rupees 35,000 and below when compared to the abroad nurses who receive salary in the range of 1,46,000 and above.
- 9. Based on area of working majority of nurses working in India and abroad were distributed on wards.B) Based on the distribution level of job satisfaction among nurses working in India and abroad.
- 1.91.7% nurses working in India were satisfied and 83.3% nurses working abroad were satisfied.
- workload2. Higher satisfaction level of 16.7% is seen among nurses in abroad whereas it is 0% for nurses working in India.
- 3. There is a dissatisfaction percentage of 8.3% seen in nurses in India, which is not seen in abroad nurses.
- [C] Comparison of level of job satisfaction among nurses working in India and abroad.

Result of mean value of level of job satisfaction is 76.48% for nurses working in India and 89.76% for nurses in abroad, which shows abroad nurses were more satisfied when compares to Indian nurses in their level of job satisfaction.

- Comparison of domain wise level of job satisfaction among nurses working in India and abroad.

[D] Comparing the four domains of job satisfaction , it shows significant difference exists in the domain organizational facilities available among nurses working in India and abroad. All the other three domains namely employee welfare, inter and intrapersonal relations among nurses and career development shows no significant difference among nurses working in India and abroad.

Nursing Implications

1. Nursing Practice: Nurses are more prone to burnout because of the workload and the domains which determine job satisfaction level. So motivation, encouragement, good working environment helps them to work in more improved way.

2. Nursing Education: Nursing curriculum should impart more information regarding factors influencing the level of job satisfaction and educate the student nurses how to carry out their work in their ward without burden.

3. Nursing Administration: Nursing administration can arrange in-service education program to improve knowledge and should post the nurses as per their workload. It helps to identify area in which there is scope to improve satisfaction of nurses with implementation of specific measures.

4. Nursing Research: Many more research studies could be done to assess the efficacy of the study in other settings. Adequate allocation of fund and manpower for conducting research can be promoted.

Limitations

- The study is limited to 120 staff nurses only.
- The study is limited to data collection period of 1 week only.

Recommendations

- The findings of the present study can be used as a guide for future research.
- Comparative study can be conducted by taking India and abroad data with specialty hospital staff nurses to assess the job satisfaction level among specialty nurses in India and abroad.

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