

Abstract

Original Article

Job Satisfaction and Motivation Levels of Midwives/Nurses Working in Family Health Centres: A Survey from Turkey

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Abstract

Aim: The research was conducted to determine job satisfaction and motivation levels of midwives/nurses working in family health centres.

Methodology: The sample for this descriptive study consists of 97 midwives/nurses all working in Family Health Centres located in a city centre in Turkey. The data were collected using the Personal Information Form, the Minnesota Satisfaction Scale and the Motivation Sources Inventory.

Results: It was found that there was a statistically significant difference between number of years in the profession/job, career breaks, practising the profession voluntarily, personal suitability of the profession, the state of having problems in the working environment and the internal, external, general satisfaction average scores; and between number of years in the profession/job and the total motivation sources inventory average scores ($p < 0.05$). There was a statistically positive significant difference between internal satisfaction and external satisfaction scores ($r = 0.747$; $p = 0.000$), between internal satisfaction and general satisfaction scores ($r = 0.955$; $p = 0.000$), between external satisfaction and general satisfaction scores ($r = 0.910$; $p = 0.000$).

Conclusions: Midwives/nurses who worked for 6–10 years, who never stopped working, who do not practise the profession voluntarily, who think this profession is not suitable for them and who have problems in their working environments, have lower internal, external and general satisfaction. The total motivation scores of midwives/nurses who worked for 11 years and more are low. As the internal satisfaction scores of midwives/nurses increase, the external satisfaction scores and general satisfaction scores increase; as their external satisfaction scores increase, their general satisfaction scores also increase.

Key Words: Family health centres, midwife/nurse, job satisfaction, motivation, Turkey