Original Article

Job Satisfaction of Nurses in a Psychiatric Hospital, in Cyprus

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Abstract

Background: In order to be productive, employees need to be satisfied by their occupation. This greatly applies in the case of nursing staff, who takes up important roles, and whose contribution to hospital efficiency is immense. Especially when it comes to hard working environments like psychiatric clinics, staff job satisfaction is considered crucial.
Objective: To investigate the job satisfaction level of the nursing staff in Athalassa Psychiatric Hospital of Cyprus.
Methodology: Data was collected during the month of September 2011, from Athalassa Psychiatric Hospital nursing staff. Paul E. Spector's Job Satisfaction Survey questionnaire was employed, which included 36 question elements with Likert scale possible answers. Nine aspects of job satisfaction were measured: salary, development opportunities, supervision, general benefits, moral rewards, functional processes, partners, nature of work and communication. There were ten extra questions added in order to cover demographic and socio-economical characteristics of the respondents. We used Spearman's correlation and one way- Anova to examine the reliability of the data.
Results. Out of 149 questionnaires handed out, 65.77% (98 questionnaires) were returned. From a total of 36 questions, the highest satisfaction average (4.71) was found in question "sympathy toward partners" with the lowest value of standard deviation (0.963), while the lowest satisfaction average (2.78) concerned question "existence of additional benefits" with a standard deviation of 1.082. In general, the staff appeared satisfied by only two aspects: "partners" and "nature of work". On the contrary, they expressed dissatisfaction on "development opportunities". The rest of the questions received neutral indications.
Conclusions. To increase the job satisfaction of nurses in Athalassa hospital, the coexistence of hygiene and motivational factors is necessary. The leadership of the hospital should use the results of this research to increase the job satisfaction of nurses in the hospital and, consequently to increase the quality, effectiveness and efficiency of the services provided.

Key words: Spector's Job Satisfaction Survey questionnaire, job satisfaction, mental, psychiatric hospital