Abstract

Original Article

Job Satisfaction of Nurses in Various Clinical Practices

Despena Andrioti, BA, MSc, PhD
Senior Researcher, Centre of Maritime Health and Society, University of Southern Denmark

Alexandra Skitsou, BA, MSc, PhD
Visiting Professor, Frederick University Cyprus, Nicosia, Cyprus

Leena Eklund Karlsson, PhD
Health Promotion Unit, University of Southern Denmark

Constantinos Pandouris, MSc
MSc Health Management, Frederick University, Nicosia, Cyprus

Andros Krassias, MSc
MSc Health Management, Frederick University, Nicosia, Cyprus

George Charalambous, MD, MSc, PhD
Hippokration Hospital Coordinator MSc in Health Management, Frederick University Cyprus

 Correspondence: Despena Andrioti, Centre of Maritime Health and Society, University of
Southern Denmark Niels Bohrs vej 9-10, DK-6700, Esbjerg, Denmark tel + 45 6550 1000
E-mail: dandrioti@health.sdu.dk

Abstract

Background: The healthcare industry increasingly requires skilled labor, and thus job satisfaction is a critical factor in attracting and retaining highly qualified staff. The objective of this research has been to study the job satisfaction levels of nurses in Cyprus working in three different areas of clinical practice (mental health, drug addictions and general nursing) and to investigate the impact of demographic, professional and personal variables on job satisfaction of staff and its individual dimensions.

Material and methods: This study was performed using «The Greek Nurses' Job satisfaction Scale» questionnaire on 144 nurses. Overall, 29 out of 47 general nurses, 33 out of 46 mental health nurses and 39 from a total of 51 nurses who work in drug addictions answered. The response rate was 70.14% with 101 answered questionnaires. In this instrument a score of 58 and above indicates the employees' job satisfaction.

We used one-way ANOVA to identify associations between individual characteristics of nurses and job satisfaction. In all cases a p-value of less than $\alpha=0.05$ confidence level was considered to indicate statistical significance The statistical analysis of data was performed using the SPSS v20.

Results: The nursing staff seemed not satisfied with an overall score of 51.88. Self- growth and responsibility was the main reason of satisfaction with a score of little over 16. While the other three dimensions i) interaction and recognition scored 15.02 ii) leadership style and organizational policies scored 13.52 and iii) remuneration and nature of work only scored 7.2 pointing out this dimension as the most important reason for nurses dissatisfaction

Conclusions: Based on the increasing need for the best possible care supply and in order to increase the quality of service, it is indispensable that the necessary interventions be applied by the nursing services. This would encourage satisfaction of nursing staff and, hence, improve the performance and quality of provided services. In line of this it is important that the leadership should take into consideration nurse job satisfaction, plan and implement relevant proactive policies

Keywords Job satisfaction, nursing staff, mental health nurses, drug addiction nurses, general nurses, Cyprus.