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A Comparative study to assess the level of job satisfaction and burnout among staff nurses working in Shri Rajendra Government (S.R.G.) Hospital Jhalawar (Rajasthan)

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Abstract

Only a satisfied person can satisfy others, job satisfaction has direct relation to mental health of people. Satisfaction results when needs, expectations or wishes are met. Nurse's job satisfaction is a key role in work performance and production. Imbalance between providing high quality care and coping with stressful working environments can lead to burnout.

Results

1. The result shows Correlation between job satisfaction score and burnout score was 30.38 and 46.12 respectively. There is a fair significant negative correlation between Job satisfaction score and burnout score. It means Job satisfaction score decreases their burnout score increase. Karl Pearson correlation coefficient was $r = -0.38$ ($r \pm 1$).
2. The study result revealed that the level of burnout score among staff nurses working in Shri Rajendra Government Hospital, Jhalawar (Rajasthan) nurses are having low burnout score, 65% of the nurses are having medium score and 19% of the nurses are having high burnout score. In present study revealed that there is a fair significant negative correlation between job satisfaction score and burnout score, it means job satisfaction score decreases their burnout score increases.

Conclusion & Recommendation

1. The study results concluded that good sleep and relaxation technique will promote more job satisfaction and less burnout.
2. The study examined the relationship between job satisfaction and burnout among the staff nurses working in SRG Hospital, Jhalawar, Rajasthan. The result shows that job satisfaction have significant negative relationship with nurses' burnout. Therefore, the hospitals administration should emphasize on the strategies which can increase the satisfaction of the nurses and ultimately decreases the job burnout.

Keywords: Job satisfaction, burnout, hospital, staff nurses

1. Introduction

Nursing is an oldest art and youngest profession within the health care sector focused on the care of individuals, families, and communities. So, they may attain, maintain, or recover optimal health and quality of life¹. According to American Nurses association in 2003, Nursing as the protection, promotion and optimization of health and abilities, prevention of illness and injury, alleviations of suffering through the diagnosis and treatment of human response, and advocacy in the care of individuals, families, communities, and population. Only a satisfied person can satisfy others, job satisfaction has direct relation to mental health of individual. Satisfaction results when needs expectations or wishes are only met. Job satisfaction is the emotional feelings as well as the behavioural expression for a job. The feeling is influenced by some job-related factors such as pay, different types of benefits, recognition, working condition, relation with co-worker and supervisors, and others Job satisfaction among nurses is of paramount importance to providers of health care because satisfied nurses appear to be endowed with the physical and emotional dexterity and the effort needed to perform their tasks that will enhance the quality of care provided to the patient⁶. Studies of job satisfaction carried out in general nursing settings have found a diversity of factors which influence job satisfaction.

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2. Methodology

The present study is aimed to assess the level of job satisfaction and burnout among staff nurses working in Shri Rajendra Government Hospital (S.R.G), Jhalawar, Rajasthan.

(a) Research Approach

The research approach is one of the important aspect of research. Descriptive research approach was used for this study.

(b) Research Design

The investigator used in non- experimental correlative survey research design.

(c) Research Variables

Job satisfaction, burnout

(d) Study Setting

According to Pilot and Hungler (1997) setting refers to the physical location and condition in which data collection takes place in the study. The setting was selected based on acquaintance of the investigator with the institution, feasibility, of conducting the study, availability of the sample, permission and proximity of the setting to investigation. The study was conducted for staff nurses working in Shri Rajendra Government Hospital (S.R.G), Jhalawar, Rajasthan.

(e) Sample: Staff nurses working in selected wards in Shri Rajendra Government Hospital (S.R.G), Jhalawar, Rajasthan, Who fulfilled the inclusion criteria?

(f) Sample Size

The size of the sample were 300 staff nurses

(g) Sampling Technique

Convenience sampling technique was used for this study.

(h) Tool

Socio Demographic profile& structured questionnaire.

(I) Inclusion criteria for sampling

- The nurses who are qualified with baccalaureate nursing programme or post basic nursing or general nursing and midwifery course in selected hospitals.
- Both male and female staff nurses are included.
- Minimum experience 1-5 years.

(J) Exclusion criteria for sampling

- Who are all not willing and not available during data collection
- Staff nurses who are practising any relaxation technique.
- Nurses working under any government schemes.

3. Limitations

The study limited to the staff nurses working in SRG Hospital, Jhalawar.

The study limited to data collection period of four weeks.

4. Analysis and Interpretation

4.1 Sec I

Table 1: Socio demographic variables of staff nurses working in SRG hospital, Jhalawar, Rajasthan

Demographic variables	No. of staff nurses	%
Age	25- 35 years	64.0%
	35- 45 years	25.3%
	45- 55 years	10.7%
Sex	Male	7.3%
	Female	92.7%
Attending Job as a	From home	53.0%
	From hostel	47.0%
Academic qualification	Higher Secondary	50.3%
	Graduate	40.7%
	Post graduate	9.0%
Professional Qualification	DGNM	76.7%
	PBB.Sc. (N)	16.3%
	M.Sc. (N)	7.0%
Marital status	Married	70.7%
	Single	29.0%
	Widow	0.3%
	Others	0.0%
Type of family	Nuclear family	57.0%
	Joint family	39.7%
	Extended family	3.3%
Area of job performance	General ward	49.0%
	Special ward	25.3%
	Intensive care unit	21.7%
	Isolation ward	4.0%
Year of experience in hospital	1-5 years	40.3%
	6-10 years	30.0%
	11-15 years	14.3%
	> 15 years	15.4%
Duration of sleep / day	< 8 hours	49.7%
	8 hours	35.0%

	> 8 hours	46	15.3%
Duration of work per day	8 hours / day	245	81.7%
	> 8 hours /day	55	18.3%
	Reading books	82	27.3%
Hobby of every day	Watching TV	137	45.7%
	Games	32	10.7%
	Others	49	16.3%
	Occasionally	117	39.0%
Exposure to stressful situations in the ward	Frequently	107	35.7%
	Daily	76	25.3%

4.2 Objective 1: To identify the level of job satisfaction among staff nurses working in Shri Rajendra Government Hospital, Jhalawar, Rajasthan

The present study revealed that the level of job satisfaction score among staff nurses working in SRG Hospital, Jhalawar, Rajasthan. In general, 79.33% of the nurses are having good job satisfaction score, 19.67% of the nurses are having moderate job satisfaction score and 1% of the nurses are having poor job satisfaction score.

My study consistent with the cross-sectional study of a comparative study on the level of satisfaction among regular and contractual health-care workers which conducted By Sonu Goel, *et al.*, (2017) ^[15] were depicted that Majority of the regular health-care staff was highly satisfied (86.9%) as compared to contractual staff (10.5%), which however was moderately satisfied (55.9%). Stepwise regression model showed that work-related matters ($\beta = 1.370, P < 0.01$), organizational facilities ($\beta = 1.586, P < 0.01$), privileges attached to the job ($\beta = 0.530, P < 0.01$), attention to the suggestions ($\beta = 0.515, P < 0.01$), chance of promotion ($\beta = 0.703, P < 0.01$), and human resource issues ($\beta = 1.0721, P < 0.01$) are strong predictors of overall satisfaction level.

4.3 Objective 2: To assess the level of burnout among staff nurses working in Shri Rajendra Government Hospital, Jhalawar, Rajasthan

The study result revealed that the level of burnout score among staff nurses working in SRG Hospital, Jhalawar, Rajasthan. 16% of the nurses are having low burnout score, 65% of the nurses are having medium score and 19% of the nurses are having high burnout score.

My study consistent with the study of burnout among nurses which is conducted by Victor Olufolahan Lasebikan, Modupe Olusola Oyetunde, *et al.*, (2012) ^[16] were depicted that a high level of burnout was identified in 39.1% of the respondents in the area of emotional exhaustion (EE), 29.2% in the area of depersonalization and 40.0% in the area of reduced personal accomplishment. Multivariate analysis showed that doctor/nurse conflict (OR = 3.1, 95% CI: 1.9–6.3), inadequate nursing personnel (OR = 2.6, 95% CI: 1.5–5.1), and too frequent night duties (OR = 3.1, 95% CI: 1.7– 5.6) were predictors of burnout in the area of EE, doctor/nurse conflict (OR = 3.4, 95% CI: 2.2–7.6) and too frequent night duties (OR = 2.4, 95% CI 1.5–4.8) in the area of D, high nursing hierarchy (OR = 2.7, 95% CI: 1.5–4.8), poor wages (OR = 2.9, 95% CI: 1.6–5.6), and too frequent night duties (OR = 2.3, 95% CI: 2.3–4.5) in the area of RPA. The study concluded that prevalence of burnout among these nurses was high.

4.4 Objective 3: To evaluate the relationship between job satisfaction and burnout among staff nurses

In present study revealed that there is a fair significant negative correlation between job satisfaction score and burnout score, it means job satisfaction score decreases their

burnout score increases. Thus the hypothesis, there will be a significant relationship between job satisfaction and burnout among staff nurses. The result shows there was a no significant relationship between job satisfaction and burnout among staff nurses.

My study consistent with the descriptive correlational study of the impact of Job satisfaction on Nurses' Burnout among registered nurses at Jinnah Hospital Lahore, Pakistan which was completed by Afzal M, Sarwar H, *et al.*, (2017) ^[17]. 260 registered nurses were selected for this study; the study result showed that job satisfaction has significant negative relationship ($r = -0.475, p < .001$) with nurses' burnout.

4.5 Objective 4: To find the association of job satisfaction and selected socio demographic variables

The association between job satisfaction and selected socio demographic variables among staff nurses were calculated by using chi square test. the result shows middle aged (35-45 years) nurses, > 8 hours duration of sleep hours staff nurses, 8 hours duration of work per day nurses and Books reading habit nurses are having more good job satisfaction than others. It was found that there is a significant relationship between job satisfaction and selected some of the socio demographic variables

4.6 Objective 5: To find out the association between burnout and selected socio demographic variables

The Association of Burnout and selected socio demographic variables among staff nurses were calculated by using chi square test. The result revealed that Graduates nurses, nuclear family nurses, >8 hours duration of work per day nurses and Daily Exposure to stressful situations in the ward nurses are having more burn out than others. It was found that there is significant association between burnout and some of the selected socio demographic variables.

5. Conclusion

Based on the study conducted among staff nurses at Shri Rajendra Government Hospital in Jhalawar, Rajasthan, several key conclusions can be drawn:

- 1. Correlation between Job Satisfaction and Burnout:** The study reveals a significant negative correlation between job satisfaction scores and burnout scores among nurses. Specifically, as job satisfaction decreases, burnout tends to increase. This correlation highlights the importance of enhancing job satisfaction to mitigate burnout among nurses.
- 2. Distribution of Burnout Levels:** A substantial proportion of nurses experience moderate to high levels of burnout, with only a minority reporting low burnout. This underscores the prevalence and severity of burnout within the nursing staff at SRG Hospital.
- 3. Implications for Mental Health and Job Performance:** Given the observed correlation, maintaining high levels of job satisfaction is crucial not

only for the mental health and well-being of nurses but also for sustaining their job performance and quality of patient care. Strategies aimed at improving job satisfaction could potentially reduce burnout and its associated negative outcomes.

- 4. Recommendations:** Based on these findings, interventions such as promoting good sleep hygiene and relaxation techniques are recommended to enhance job satisfaction and decrease burnout among nurses. Additionally, hospital administrations should prioritize strategies that foster job satisfaction, which could include improving working conditions, recognition, and opportunities for professional development.

In conclusion, the study underscores the critical role of job satisfaction in influencing nurses' burnout levels and emphasizes the need for proactive measures to enhance job satisfaction within healthcare settings to mitigate burnout effectively.

5.1 Conflict of Interest: Not available.

5.2 Financial Support: Not available.

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