



Level of job satisfaction and its impact on quality of care among male nurses

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Abstract

Background: Men are growing minority in nursing. A deeper understanding of their motivation, career paths and job satisfaction is needed to provide quality care. Patient satisfaction is an integral part of the quality care which is provided by the nurses. Now a day's nurses are responsible for providing quality care to patients but unfortunately they are not satisfied with their jobs due to some factors like stress, workload, unsafe working environment etc. The job satisfaction and quality of care both are correlated with each other.

Objectives: The main objective of the study was to assess the level of job satisfaction and its impact of quality care among male nurses.

Methods: Qualitative approach with descriptive survey research design was adopted. Total 133 male nurses were selected for the study using non probability convenient sampling technique. After the participant selection, according to inclusion criteria self-questionnaire is administered. The study subjects took an average of 15 minute of complete the survey tool and the data was recorded and analysis. The tools used to collect the data were as follows: (1) Demographic questionnaire, (2) Misener Nurse Practitioner Job Satisfaction Scale and (3) Self-structured questionnaire quality of care questionnaire. Baseline assessment was done on the 1st day of visit after explaining the objects of the study and it was done by questionnaire method. The data were analysed using descriptive and inferential statistics.

Result: According to job satisfaction, 72.2% male nurses were highly satisfied and 2.3% were mildly satisfied with their job. According to quality of care, 95.5% were giving high quality of care and 4.5% were giving medium quality of care. There was a weak positive co-relation found between the level of job satisfaction and quality of care which was evidenced by $r=0.014$, $p=0.872$.

Conclusion: Thus, the male nurses who were highly satisfied with their job were giving high quality of care to the patient.

Keywords: Male nurses, job satisfaction and quality of care

Introduction

Nurses make up the largest portion of the health care system throughout the world, hence making the profession the backbone of health care. The nursing work force is made up of both males and females. However, the majority of nurses are predominately females with the number of male nurses reported to unappreciable [1].

Nurses play an essential role in society today by being advocates for health promotion, educating the public and patients on preventing injury and illnesses, participating in rehabilitation and providing care and support [2].

Additionally, nurses educate patients and families on their conditions, treatment regimen, and serve as patient's advocate [3]. Evidence suggests that the number of male nurses locally and internationally is few compared to female nurses [4]. It was discovered that male nurses form only 9.6 % of the nursing work forces [5]. Despite the fact that they form the minority of the nursing work force, they are also exposed to discrimination at the work place and several challenges that could negatively affect their interest in their profession and the quality of care delivered [6].

One of the challenges is the negative public perception that male nurses have chosen a feminine profession [4].

Roles of men in nursing are further reinforced as patients are favoring them over their female counterparts as providers of high-quality nursing care [7].

More men are now choosing the profession, the growth of health care needs, global vital nursing shortages and the need for job protection [8].

The nursing work forces shortage challenges the health care systems in many countries. The World Health Organization (WHO) projects 32.3 million nurses/midwives in 2030 based on the current trend, while the needs-based number can be 40 million [9].

Methods and materials

Qualitative approach with the descriptive research design was adopted to assess the level of job satisfaction and its impact on quality of care among male nurses. The present study was carried out in selected hospitals, Odisha. Male nurses are available during data collection period, are willing to participate in the study and able to understand both English and Odia language were included in the study. Male nurses who are having psychological issues were excluded from the study. Total 133 male nurses were selected for the study by using convenient sampling

technique. Before conducting study, ethical permission was taken from the IRB (Institutional Review Board) and administrative permission was taken from Medical Superintendent of the selected hospitals. The tools used to collect the data were as follows: (1) Demographic questionnaire, (2) Misener Nurse Practitioner Job Satisfaction Scale and (3) self-structured questionnaire quality of care questionnaires. The reliability value of Misener Nurse Practitioner Job Satisfaction Scale is $r=0.966$ and self-structured quality of care questionnaire is $r=0.865$. Baseline assessment as well as data collection was done on the same day through questionnaire method. In the offline consent the investigator first introduce herself to the participant and explain the purpose of the study. After the participant selection, according to inclusion criteria self-questionnaire is administered. The study subjects took an average of 15 minute for complete the survey tool and the data was recorded for analysis. The data analysed using descriptive and inferential statistics with SPSS 21 version.

Result

Demographic characteristics of male nurses shows that highest percentage of male nurses (62.4 %) belongs to age group of 21–30 years. Highest percentage of male nurses (39.8%) completed B.Sc. nursing. Most of the male nurses 27.8% were working in the department of ICU and few 20.3% were in the department of emergency. Most of the male nurses 42.9% were having duration of work experience 1-5year. Highest percentage of male nurses (65.4%) belongs to joint family. Highest percentage of male nurses (46.6%) having per capita monthly income 6001-12000. Most of the male nurses 54.9% were living in rural area. Most of the male nurses 51.9% were working in private hospitals. Highest percentage of male nurses (51.9%) were unmarried.

Table 1: Findings related to job satisfaction (N=133)

Level of job satisfaction	f	%
44-117(mildly satisfied)	3	2.3
118-191(moderately satisfied)	34	25.6
192-265(highly satisfied)	96	72.2

Table-1 shows that highest percentage of male nurses (72.2%) were highly satisfied with their job and few 2.3% were mildly satisfied with their job.

Table 2: Findings related to quality of care (N=133)

Quality of care	f	%
4-7(medium quality care)	6	4.5
8-11(high quality care)	127	95.5

Table-2 shows that highest percentage of male nurses (95.5%) were giving high quality of care and few 4.5% were giving medium quality of care.

Table 3: Correlation between level of job satisfaction and quality of care (N=133)

Variable	r value	P value
Level of job satisfaction Quality of care	0.014	0.872

Table-3 shows the correlation between the level of job satisfaction and quality of care. It revealed that there was

weak positive correlation between level of job satisfaction and quality of care. Hence, it can be interpreted that as the level of job satisfaction increases the quality of care also increase.

Chi square test was computed to find the association between the level of job satisfaction and selected socio demographic variables. There was a significant association found between the work experience ($\chi^2=14.648, 0.023$) and no of children ($\chi^2=16.369, 0.011$).

Discussion

In present study, highest percentage of male nurses (42.9%) were having duration of work experience 1-5 years. Layala Halawani *et al.* also stated in his study that majority of male nurses (61.9%) of them had >3 years of experience [10]. Salha M. Assiri, Shehata F. Shehata, Maha M. Asiri also found in his study that majority of nurses (46.2%) had >10 years experience [11]. Mahammad Hussein, *et al.* also stated in his study that most of nurses (64.4%) having 1-5 years experience [12]. Vasantakalyani also found in his study that 41% having 6months-2 years experience [13].

In the present study, most of the male nurses (72.2%) were highly satisfied with their job. Salha M. Assiri, Shehata F. Shehata, Maha M. Asiri (2020) stated that most of the nurses (70.7%) were highly satisfied with their job. M.S. Vinsi and Monika Chaturvedi (2016) stated that 33.3% were very satisfied with their job [14].

In the present study highest percentage of male nurses (95.5%) were giving high quality of care. Salha M. Assiri, Shehata F. Shehata, Maha M. Asiri (2020) stated that highest percentage of male nurses (86.2%) were giving good quality of care [11].

The present study revealed that there was weak positive correlation between level of job satisfaction and quality of care. Samuel Aron (2015) stated that there was positive relationship between perceived level of job satisfaction and quality of care at the hospital ($r=0.337, p=0.202$) [15].

In the present study the Chi square findings gives a significant association between the work experience ($\chi^2=14.648, 0.023$) and no of children ($\chi^2=16.369, 0.011$). Abdullahi N.M & Nasir P.O (2018) stated that there was a significant association between the level of job satisfaction among staff nurses with marital status ($p=0.003$), work experience ($p=0.002$) and annual income ($p=0.001$) at the level of 0.05 [16].

Conclusion

The finding of the study suggest that the survey regarding assess the level of job satisfaction was effective in improving its impact on quality of care. So, the level of job satisfaction should be maintained to improve the quality of care among nurses.

Conflict of interest: None

Ethical permission: Approved

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