

## **An Impact Study on Job Satisfaction of Private Hospital Nurses in Erode District**

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### **ABSTRACT**

*In India, the medical industry has been developing through the services and patient treatments of doctors and nurses. The hospitals are safeguarding the people from the critical illness and varied diseases. It contains more specialized doctors, physicians, health practitioners and well trained nurses in the health centres. Many nurses offers care within the scope of general practitioner and this usual role has formed the public representation of nurses as care providers. The private hospitals have been providing crucial services to the patients and protecting their health. The nurses are an important element in hospital and giving better services. They are facing more problems and having more obstacles in their personal life. The investigator has tried to analyze their job satisfaction level of nurses in the private hospitals of Erode. They are facing more problems and having more obstacles in their personal life. So, the investigator has tried to analyze their job satisfaction level and changes of nurses in the private hospitals of Erode. The current research has adopted 100 private hospital nurses as sample respondents in the study. The study has taken empirical research design and convenience sampling adopted for the sample selection. The primary data utilized for the data collection with the help of questionnaire. The period of the crucial study has taken 1 year from September 2017 to September 2018. The percentage analysis and ANOVA test utilized for the analysis. The study has indicated that the private hospital nurses have highly satisfied in the present study.*

**Keywords:** Private Hospitals, Nurse, Convenience Sampling, Medical Industry.

### **INTRODUCTION:**

In India, the medical industry has been developing through the services and patient treatments of doctors and nurses. The hospitals are safeguarding the people from the critical illness and varied diseases. It contains more specialized doctors, physicians, health practitioners and well trained nurses in the health centres. The hospitals are differentiated into government and private hospitals in our country. The government hospitals include few trained nurses appointed by their work experience and eligibility. But, the private hospitals have some restrictions on appointing the nurses and utilizing some nursing students. They are playing crucial role in the hospitals and clinics. In particular, the nurses are providing services to the society and someone sacrificing their life for the profession. Nurses may be distinguishing from other special health care contributor by their caring of patient, practices and observations. Nurses work in many specialty hospitals with diverse levels of instruction authority. Many nurses offers care within the scope of general practitioner and this usual role has formed the public representation of nurses as care providers.

## REVIEW OF LITERATURE:

The existing review literatures are used to undertake some methodological and for sample selection process in the study. Nelson (1949) has analyzed the leadership with employee's behavior and satisfaction in manufacturing companies. The researcher has checked the leadership styles of 220 employees. The study found that the organization has more satisfied with interaction of the workers in organization. Ahmed (2000) has measured that the 290 samples job satisfaction and commitment of public hospitals in Riyadh city. The questionnaire has utilized for the data collection and measured the data by ANOVA, standard deviation and correlation analysis. The study has found out that the nurses satisfied in their hospitals. Bradford et al. (2009) has evaluated that the job satisfaction of 5 areas contributors and the turnover intention utilized in the study. They have utilized that 5 factors related to the satisfaction of the supervisors and co-workers in their working conditions. The study indicated that the workers have mostly satisfied in their workplace. Khan & Jan (2015) has investigated the antecedents and factor influences of job satisfaction of nurses of two Dera Ismail Khan hospitals. The study adopted 125 samples and analyzed data by correlation and regression tests for the impact of demographics and job satisfaction of employee's. The employees are mostly satisfied with more commitment in the selected hospitals.

## STATEMENT OF THE PROBLEM:

The private hospitals have been providing crucial services to the patients and protecting their health. The nurses are an important element in hospital and giving better services. They are facing more problems and having more obstacles in their personal life. So, the investigator has tried to analyze their job satisfaction level of nurses in the private hospitals of Erode.

## OBJECTIVES OF THE STUDY:

The objectives of the study are given below:

1. To show the demographic profile of the nurses of private hospitals in Erode.
2. To analyze the job satisfaction level of selected nurses in Erode district.
3. To investigate the difference between the job satisfaction and demographic variables of the nurses in Erode study area.

## METHODOLOGY:

The current research has adopted 100 private hospital nurses as sample respondents in the study. The study has taken empirical research design and convenience sampling adopted for the sample selection. The primary data utilized for the data collection with the help of questionnaire. The period of the crucial study has taken 1 year from September 2017 to September 2018. The percentage analysis and ANOVA test utilized for the analysis.

## ANALYSIS AND INTERPRETATION:

This present work has measured the private hospitals nurses' job satisfaction and the personal details of the sample respondents are given below:

**Table 1: Demographic Profile of Nurses in Erode District**

Sl. No.	Variables	Variables	No. of Respondents	Percentage
1.	Age	Up to 20 years	21	21.0
		<b>21-40 years</b>	<b>45</b>	<b>45.0</b>
		Above 41 years	34	34.0
2.	Marital Status	<b>Married</b>	<b>67</b>	<b>67.0</b>
		Unmarried	33	33.0
3.	Educational Qualification	UG/ PG Level	45	45.0
		<b>Nursing Course</b>	<b>55</b>	<b>55.0</b>
		Others	5	5.0

Sl. No.	Variables	Variables	No. of Respondents	Percentage
4.	Monthly Income	Below Rs.10000	24	24.0
		<b>Rs.10001-20000</b>	<b>36</b>	<b>36.0</b>
		Rs.20001-30000	22	22.0
		Above Rs.30001	18	18.0
5.	Type of family	Joint	36	46.0
		<b>Nuclear</b>	<b>64</b>	<b>64.0</b>
		Others	42	21.0
7.	Earning Members in Family	Single	15	15.0
		<b>2 Members</b>	<b>63</b>	<b>63.0</b>
		Above 2 Members	22	22.0
8	Work Experience	Below 2 years	23	23.00
		<b>2-4 years</b>	<b>45</b>	<b>45.00</b>
		Above 4 years	32	32.00
9.	Residential Area	Rural	33	33.0
		<b>Urban</b>	<b>48</b>	<b>48.0</b>
		Semi- Urban	19	19.0
	<b>Total</b>		<b>100</b>	<b>100.0</b>

**Source:** Primary Data

Table-1 revealed that the demographic profile of the sample respondents in the present study. The sample nurses who have mostly under the age category of 21-40 years (45.00 %) and mostly married respondents (67.00%). They have studied mostly nursing courses (55.00%) and who were earning monthly income of Rs.10000-Rs.20000 (36.00%). Mostly, the nurses are from the nuclear family category (64.00%) and having 2 earning members in their family (63.00%). The selected nurses mostly have work experience of 2-4 years (45.00) and there were mostly residing at urban area (48.00%).

**Table 2: ANOVA Test**

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1296.851	8	1296.851	18.293	.000
Within Groups	35303.997	52	70.892		
<b>Total</b>	<b>36600.848</b>	<b>59</b>			

**Source:** Calculated Value

Table-2 measured the ANOVA test for checking the changes between the personal details and job satisfaction in the present study. The analysis result indicated that there is a significant change between the nurse's personal details and the job satisfaction variables in the current study.

**Table 3: Job Satisfaction of the Private Hospital Nurses in Erode**

Job Satisfaction	No. of Respondents	Percentage %
High	56	56.00
Medium	21	21.00
Low	23	23.00
<b>Total</b>	<b>100</b>	<b>100.00</b>

**Source:** Calculated Value

Table-3 exemplified that the job satisfaction of selected nurses in Erode district. The analysis result indicated that the private hospital nurses have highly satisfied in the present study. The nurses have satisfaction with more commitment in the private hospitals of Erode district.

### CONCLUSION:

The hospitals are safeguarding the people from the critical illness and varied diseases. It contains more specialized doctors, physicians, health practitioners and well trained nurses in the health centres. The nursing employees have significant changes between the job satisfaction and the demographic variables. The study has indicated that the private hospital nurses have highly satisfied in the study. Hence, the nurses have more commitment and satisfaction in the private hospitals of Erode district.

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