

The Nurse Job Satisfaction

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Abstract: Introduction- The level of satisfaction at nursing staff in the pediatric service is a key factor and necessary to maintain balance in their professional activity. Aim: The identification of job satisfaction and factors influencing satisfaction of nursing staff in pediatric service and pediatric intensive care unit. Materials and methods: This is a case-control study, retrospective and analytical one. This study was conducted in the staff of pediatric nursing service and pediatric intensive care unit during the period 15 November to 15 February and as an instrument for data collection was applied, a questionnaire consisting of eight questions. Results and conclusions: In the very satisfied nursing staff, we look that perceptions are different: 31% are very satisfied about the work schedule, 27% about the relationship with the supervisor and colleagues, 19% about independence at work, 11% are satisfied for the support from responsible and colleagues, 4% in relation to working conditions (reanimation unit), good communication and presentation at work. In the nursing staff very disappointed we distinguish that: 86% of nursing staff are very unhappy about working conditions, 14% about stress, tension and irritation at work. Recommendation: To improve working conditions and train the nursing staff about stress management in various situations with which are faced every day in their work.

Keywords: job satisfaction, nurses, pediatric.

1. Introduction

It has been noted that health workers, especially nurses, try and experiment every day with very serious situation at work that cause distress. As a result, the experience of suffering at work for of nursing staff of pediatric nurses should be more numerous due to the constant exposure of the employees in very ugly and very frightening situations which characterize the dynamics of the profession, as individual or others experiences, originating in situations of conflict between the desire / need of the employee and the work organization [1].

They are in frequent contact with pain, anxiety, suffering and death threats. Degree of satisfaction at pediatric nursing staff is an essential factor to maintain balance in their activity, a condition through which the actions, behaviors and obligations can be developed tensions that disable or interfere in the specific specialty care [2].

According to a recent survey conducted by the Agency for Healthcare nursing staff appears that nurses may be more satisfied professionally compared with general practitioners [3]. Dissatisfaction with the work of nurses has been the main determinant of intention to leave the job, however, although many determinants of job satisfaction have been identified, little is known about the impact of the changing attitudes of nurses on job satisfaction, such as psychological empowerment and bravery [4].

There are aspects such as job interest, gratitude, the degree of responsibility, professional development, promotion policies, which constitute internal motivational aspects and if are not handled with care, leading to a bad job in the profession. External aspects of motivation are related to the work environment, organizational politics, frequent observations, interpersonal relations, working conditions and support of colleagues and chiefs. It is considered essential that resources should be directed towards the needs of these professionals and their motivation conditions, as the union of the economic,

environmental, and job conditions, and professional development. Satisfaction at work is something that relates to the work conditions, internal and external motives of professional activity and coping conditions, cognitive and management conditions, with the stresses and modalities of perception and emotional manifestation of the working conditions and stress is something that leaves no doubts. Satisfaction with one job is considered a consequence of the behavior from stress at work is one of the most classic indicators used most often when should become familiar with the general behavior of people in working life.

To assess job satisfaction is necessary to take into consideration several dimensions, some of them are known as relatively stable and in accordance. Among them we should emphasize the pleasure associated with external motivations conditions, the method of supervision or management, institutional organizing and the direction, the possibilities of intervention, with collaborators, working conditions (physical and mental), material income, recommendations, gratitude and moral stimulation (feedback, verbal gratitude for the work done) [2].

High levels of stress and challenges of meeting the complex needs of seriously ill children and their families can threaten job satisfaction and cause movement of nurses [5].

During the last decades, the stress has been paid much attention from researchers in various fields. A main reason why researchers are studying stress stands in recognizing from managers that stress related problems have reduced productivity and moral [6]. Well, nursing is a profession that the most part of the activity is carried out under stress and is critically important that all the work be accomplished with satisfaction and joy. In the event that the nurse is satisfied with her work, patients will be better served and better expected [2]. It is possible discovery of a new form of work development be more satisfying for the employee and better for the patient [1].

2. Aim

The identification of job satisfaction and factors influencing satisfaction of nursing staff in pediatric service and pediatric intensive care unit.

3. Materials and Methods

This is a case-control study, retrospective and analytical one. This study was conducted in the staff of pediatric nursing service and pediatric intensive care unit during the period 15 November to 15 February and as an instrument for data collection was applied, a questionnaire consisting of eight questions.

4. Results and Conclusions

Table 1: Satisfaction at work according to categories

	Very satisfied	Satisfied	Somehow satisfied	Less satisfied	Un-satisfied	Very unsatisfied	No answer
Independence	5	5	14	2	3	0	2
Job conditions	1	0	9	2	6	12	2
Communication	1	19	7	1	1	0	0
Good performance in job	1	25	3	1	0	0	0
Relationships (responsible/colleagues)	7	11	11	1	0	0	0
Stress/tension and irritation at work	0	2	6	12	8	2	0
Support (responsible/colleagues)	3	14	8	3	0	0	0
Working hours	8	14	6	1	1	0	0

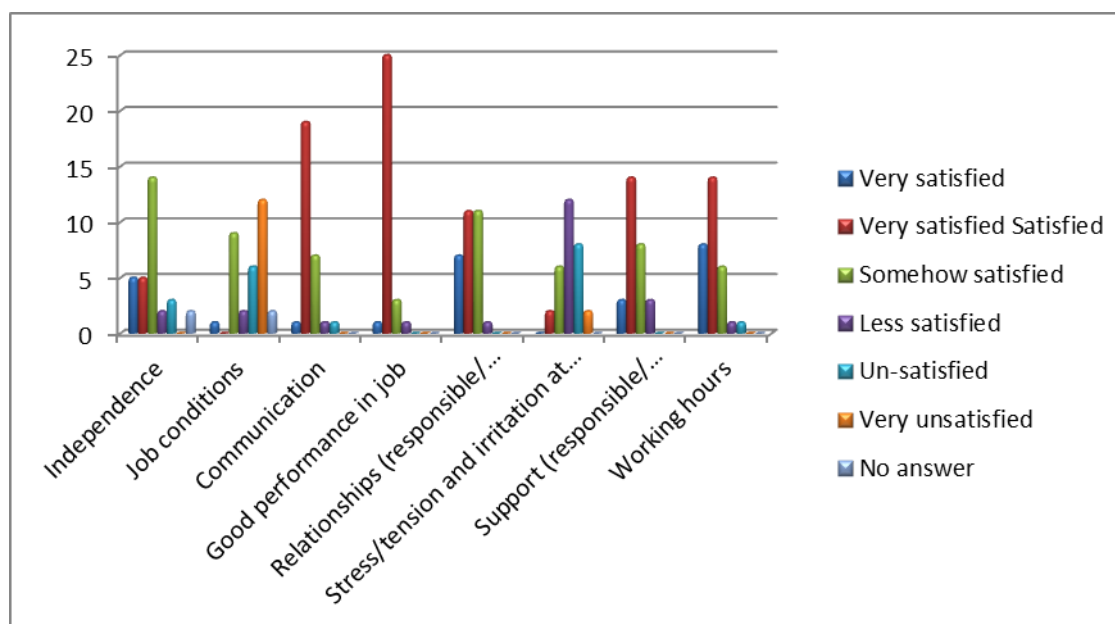


Figure 1: Satisfaction at work according to categories

The nursing staff of pediatric and intensive care services in regarding to the:

- Independence: is somewhat satisfied, followed by the satisfied staff and very satisfied one.
- Working conditions: is very unhappy, followed by the somewhat satisfied staff.
- Communication: is satisfied, followed by the somewhat satisfied staff.
- Good presentation at work: is well satisfied staff, to be followed by the somewhat satisfied staff.
- Relationships responsible/colleagues: is satisfied, followed by the somewhat satisfied staff and very satisfied.

- Stress/tension and irritation at work: is less satisfied staff, followed by unsatisfied staff.
- Psychological support responsible/colleagues: is satisfied, followed by the somewhat satisfied staff.
- Work schedule: is satisfied, followed by very satisfied staff.

5. Recommendation

To improve working conditions and train the nursing staff about stress management in various situations with which are faced every day in their work.

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