

PREDICTORS OF JOB SATISFACTION AMONG NURSES WORKING IN ETHIOPIAN PUBLIC HOSPITALS, 2014: INSTITUTION-BASED CROSS-SECTIONAL STUDY

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Background: Nurses play a pivotal role in determining the efficiency, effectiveness, and sustainability of health care systems. Nurses' job satisfaction plays an important role in the delivery of quality health care. There is paucity of studies addressing job satisfaction among nurses in the public hospital setting in Ethiopia. Thus, this study aimed to assess job satisfaction and factors influencing it among nurses in Jimma zone public hospitals, South-western Ethiopia.

Methods: An institution-based census was conducted among 316 nurses working in Jimma zone public hospitals from Mar' to Apr' 2014. A structured self-administered questionnaire based on a modified version of the McCloskey/Mueller Satisfaction Scale was used. Data were entered using Epi Info version 3.5.3 statistical software and analyzed using SPSS version 20 statistical package. Mean satisfaction scores were compared by independent variables using an independent sample t-test and ANOVA. Bivariate and multivariable linear regressions were done.

Results: A total of 316 nurses were included, yielding a response rate of 92.67%. The overall mean job satisfaction was (67.43±13.85). One third (33.5%) of the study participants had a low level of job satisfaction. Mutual understandings at work and professional commitment showed significant and positive relationship with overall job satisfaction, while working at an inpatient unit and work load were negatively associated.

Conclusions: One third of nurses had a low level of job satisfaction. Professional commitment, workload, working unit, and mutual understanding at work predicted the outcome variable

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