

Job Satisfaction of Nursing Teachers in Selected Nursing Institutions of Guwahati, Assam

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Abstract

Aim: The aim of the study was to assess the level of job satisfaction of nursing teachers in selected nursing institutions of Guwahati, Assam.

Objectives: The main objectives of the study were as follows: To assess the level of job satisfaction among nursing teachers, to find the association between job satisfaction and selected demographic variables such as age, sex, marital status, income, education (basic), and type of family, and to find the association between job satisfaction and selected work-related variables such as professional qualification, designation, years of teaching experience in nursing, type of institution, and sector of teaching institution.

Methodology: Quantitative approach with descriptive cross-sectional survey research design was used to accomplish the objectives and multistage sampling technique was adopted to obtain the desired sample size. A total of 110 sample comprising nursing teachers from different nursing institutions meeting the inclusion criteria. Minnesota Satisfaction Questionnaire with additional demographic and work-related variables was used to assess the level of job satisfaction of nursing teachers. The estimated reliability of the tool was calculated using “split half method” and was found to be 0.876.

Results: Results showed that the overall mean score was 65.19 and the standard deviation was ± 10.95 . From the findings, it has been found that the level of job satisfaction of nursing teachers’ was average with 52.7% mean and SD ± 65.81 . Therefore, after assessing the association between level of job satisfaction and selected demographic variables, a significant association was found between level of job satisfaction and education (basic), professional qualification, sector of teaching institution, and type of teaching institution.

Conclusion: The findings of the study suggest that the satisfaction level of nursing teachers is average. After conducting the study, the investigator has come to the conclusion that more studies can be done in this area to refine the teaching and enhance satisfaction of nursing teachers which, in turn, leads to the advancement and upliftment of the whole profession as a whole.

Keywords: Job satisfaction, nursing teachers, nursing institutions

INTRODUCTION

Teaching is one of the best and noble professions and the teacher is a prominent personality in this world.^[1] Job or work is an important aspect of an individual’s life which occupies

a lot of personal and professional time compared to any other activity. Satisfaction is the feeling of pleasure felt after a need is fulfilled. Job satisfaction describes how much extent an individual is pleased, comfortable, or satisfied with his or her job as a whole. It is a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences.^[2] Job satisfaction is a function of situation and personality. It is affected by external condition and varies from person to person depending on the individual characteristics as well.

Thus, job satisfaction can be considered as a function of situation and personality. It is affected by external condition and also varies

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from person to person depending on the individual characteristics as well. Job satisfaction includes intrinsic and extrinsic dimensions. The intrinsic job satisfaction refers to how people feel about the nature of the job tasks themselves such as work activity, ability utilization, and sense of achievement, while the extrinsic job satisfaction refers to how people feel about aspects of the working situation that is external to the job task or work itself such as working policies, human relations, and work compensations. The efficiency of the employees depends to a substantial extent on the concentration of employees in their work, this state of mind can be attained only if the employees are well satisfied and are relaxed. 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.^[3] Job satisfaction is a topic consuming wide interest to both people who work in organizations and also to people who study them. It is most frequently studied variable in organizational behavior, research, and also a central variable in both research and theory of organizational phenomenon ranging from job design to supervision (Spector, 1997).^[4]

Nursing is a noble profession, a profession within the health-care sector focused on the care of the individuals, families, and communities so they may attain, maintain, or recover optimal health and quality of life. Future of the profession is in hands of nursing faculty, who molds and trains new generation of nurses. A teacher, who is happy with his job, plays a pivotal role in the upliftment of students.^[5]

Objectives of the study

The objectives of the study are as follows:-

- To assess the level of job satisfaction among nursing teachers
- To find the association between job satisfaction and selected demographic variables such as age, sex, marital status, income, education (basic), and type of family
- To find the association between job satisfaction and selected work-related variables such as designation, professional qualification, years of teaching experience in nursing, tenure status, type of institution, and sector of teaching institution.

METHODOLOGY

Research approach

The research approach adopted was quantitative approach.

Research design

The research design is a descriptive cross-sectional survey design.

Conceptual framework

The conceptual framework of the proposed study was based on the Herzberg's two-factor theory.^[4] It provided the comprehensive framework for achieving the objectives of the present study.

Setting of the study

Eleven nursing institutions from Guwahati, Assam, were selected as the settings of the study.

Sample

The study sample consisted of 110 nursing teachers selected from 11 nursing institutions.

Sampling technique

Probability (multistage) sampling technique was used in the present study to select the sample.

Research tool

Job satisfaction of nursing teachers was assessed using the data collection tool which consists of three sections: -

- Section A: Demographic pro forma.
- Section B: Work related pro forma.
- Section C: Minnesota Satisfaction Questionnaire (MSQ).^[6] (20 items)

Data collection

The main study was conducted in 11 nursing institutions of Guwahati, Assam, during the month of March with sample size 110 nursing teachers who worked in 11 nursing institutions of Guwahati, Assam, through structured questionnaire.

Data analysis

The obtained data were analyzed using descriptive and inferential statistics. The descriptive statistics used were frequency, mean, median, standard deviation, and graphical presentation of data. The inferential statistics used was computation of Chi-square to find out the association between demographic and work-related variables of nursing teachers with the level of job satisfaction of nursing teachers.

RESULTS

The collected data were analyzed and presented under the following headings:

- Section I: Frequency and percentage distribution to describe selected demographic data
- Section II: Frequency and percentage distribution to describe selected work-related data
- Section III: Description of descriptive statistics to assess the level of job satisfaction among nursing teachers in selected nursing institutions of Guwahati, Assam
- Section IV: Association between level of job satisfaction and selected demographic variables of nursing teachers in selected nursing institutions of Guwahati, Assam
- Section V: Association between level of job satisfaction and selected work-related variables of nursing teachers in selected nursing institutions of Guwahati, Assam.

Section I: Frequency and percentage distribution to describe selected demographic data

Data presented in Table 1 showed that out of 110 nursing teachers, majority of the nursing teachers 55 (50%) were <30 years; majority, that is, 108 (98.2%) were female and only 2 (1.8%) were male; majority, that is, 68 (61%) were unmarried; majority, that is, 49 (44.5%) had income <Rs. 25,000; majority of nursing teachers, that is, 63 (57.3 %) belonged to nuclear family, 28 (25.5 %) were single living.

Table 1: Frequency and percentage distribution to describe selected demographic data ($n=110$)

Demographic variables	Subgroup	Frequency	Percentage
Age	<30 years	55	50.0
	30–40 years	37	33.6
	40–50 years	12	10.9
	>50 years	6	5.5
Sex	Male	2	1.8
	Female	108	98.2
Marital status	Married	41	37.3
	Unmarried	68	61.8
	Widow	1	0.9
Education (basic)	H S	15	13.6
	Graduate	37	33.6
	Postgraduate	57	51.8
	Doctorate	1	0.9
Income (Rs.)	<Rs. 25,000	49	44.5
	Rs. 25,000–30,000	29	26.4
	Rs. 31,000–40,000	7	6.4
	>Rs. 40,000	25	22.7
Type of family	Single	28	25.5
	Nuclear	63	57.3
	Joint	19	17.3
Total		110	100.0

Section II: Frequency and percentage distribution to describe selected work-related data

Data represent in Table 2 showed that out of 110 nursing teachers, majority, that is, 60 (54.5%) of nursing teachers were M.Sc. nursing; majority, that is, 39 (35.5%) were clinical instructor; majority, that is, 73 (66.4%) had experience in teaching <5 years; majority, that is, 65 (59.1%) were temporary; majority, that is, 64 (58.2%) were from private sector; and majority, that is, 47 (42.7%) nursing teachers worked in nursing colleges.

Section III: Assessment of job satisfaction among nursing teachers in selected nursing institution of Guwahati, Assam

Data presented in Table 3 depicted the descriptive statistics value, 65.19, 1.04, 66, and 10.95 respectively, as mean, standard error of mean, median, and standard deviation of the score to assess the level of job satisfaction among nursing teachers.

Level of job satisfaction score among nursing teachers

As per the guidelines mention in the manual of MSQ, the scoring of the tool is based on percentile scores. Table 4 represents the frequency, mean, SD of MSQ scoring in range categories as low, average, and high representing the level of job satisfaction of nursing teachers.

Table 4 represents the data of descriptive statistics (mean, SD, and quartile) of the MSQ scoring used to assess the level of job satisfaction and to know about the nature of data. Score of 57 or less signifies low level of job satisfaction. Twenty-seven (24.5%) nursing teachers scored ≤ 57 , that is, low level of job satisfaction. Score of 58–73 indicates moderate satisfaction. Fifty-eight (52.7%) nursing teachers scored in between 58 and 73, that is, average satisfaction. Score more ≥ 74 signifies

Table 2: Frequency and percentage distribution to describe selected work-related data ($n=110$)

Work-related variables	Subgroup	Frequency	Percentage
Professional qualification	B.Sc. N	41	37.3
	M. Sc. N	60	54.5
	M.Phil. N	2	1.8
	Ph.D.	6	5.5
	Others	1	0.9
Designation	Clinical instructor/tutor	39	35.5
	Sister tutor	25	22.7
	Lecturer	26	23.6
	Asstt. Prof.	9	8.2
	Assoc. Prof	4	3.6
Years of teaching experience in nursing	Professor	2	1.8
	Principal	5	4.5
	<5 years	73	66.4
	5–10 years	19	17.3
	10–15 years	8	7.3
Tenure status	15–20 years	3	2.7
	20–25 years	4	3.6
	>25 years	3	2.7
	Contract	11	10.0
	Temporary	65	59.1
Sector of teaching institution	Permanent	34	30.9
	Govt.	18	16.4
	Semi Govt.	25	22.7
	Pvt.	64	58.2
	Charity	3	2.7
Type of teaching institution	Nursing school	21	19.1
	Nursing college	47	42.7
	Combined	42	38.2
Total		110	100.0

Table 3: Description of descriptive to assess the level of job satisfaction among nursing teachers ($n=110$)

Mean	65.19
Standard error of mean	1.04
Median	66
Standard deviation	10.95
Range	36–87
Quartile	Q 1 (25)
	Q 2 (50)
	Q 3 (75)

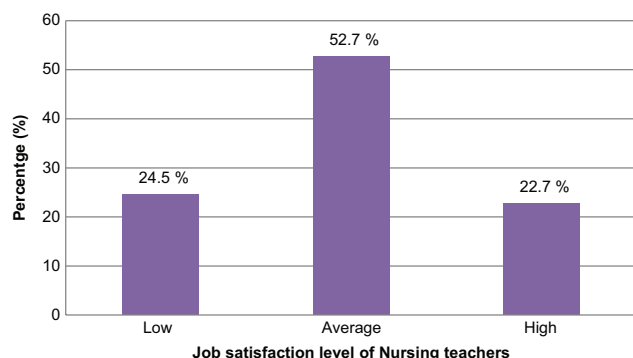
Table 4: Level of job satisfaction score among nursing teachers ($n=110$)

Job satisfaction level	Frequency (f)	Percentage	Mean	SD
Low (36–57)	27	24.5	51.07	6.27
Average (58–73)	58	52.7	65.81	5.09
High (74–87)	25	22.7	79.00	4.08
Total	110	100.0	65.19	10.95

high satisfaction. Twenty-five (22.7%) nursing teachers scored ≥ 74 , that is, high satisfaction. The overall mean of the job satisfaction among nursing teachers is 65.19 and SD is ± 10.95 .

Section IV: Association between level of job satisfaction and selected demographic variables of nursing teachers in selected nursing institutes of Guwahati, Assam

Among the demographic variables, age, sex, marital status, income, and type of family are not associated with level of job



satisfaction. However, level of job satisfaction is associated with education (basic).

Section V: Association between job satisfaction and work-related variables

Among the work-related variables, designation, years of teaching experience, and tenure status are not associated with level of job satisfaction. However, level of job satisfaction is associated with professional qualification, sector of teaching institution, and type of teaching institution.

DISCUSSION

Here, the findings of the study are discussed with reference to the objectives, hypotheses, and in relation to the findings of the other studies.

Age: In the present study, majority of the nursing teachers 55 (50%) are <30 years, 37 (33.6%) were in the age group of 30–40 years, 12 (10.9%) were in the age group of 40–50 years, and 6 (5.5%) of nursing teachers were of more than 50 years.

Similarly, in a descriptive study conducted by Castelino to assess the level of job satisfaction of nursing faculty at selected nursing colleges, Mangaluru, the majority of the participants were in the age group of 25–30 years.^[6]

On the contrary, in a study done by Chin *et al.* with an aim to investigate the levels of job satisfaction among nurse lecturers in Malaysia, the age groups of the nursing lecturers were distributed equally as 25% are more than 50 years, 23% were between 36 and 40 years, and 23% were <35 years.^[7]

Objective 1: Level of job satisfaction among nursing teachers

In the present study, the level of job satisfaction among nursing teachers in selected nursing institutions of Guwahati, Assam, was seen that 52.7% of nursing teachers' level of job satisfaction was average, that is, score between 58 and 73, 24.5% of nursing teachers' level of job satisfaction was low, that is, obtaining score between 36 and 57, and 22.7% was high, that is, obtaining score between 74 and 87. Thus, from the findings, it had been found that the level of job satisfaction of nursing teachers' was average.

The findings of the study are supported by a descriptive study done by Chin *et al.* with an aim to investigate the levels of

job satisfaction among nurse lecturers in Malaysia. The mean score of general or overall job satisfaction was 66.3 out of a total possible score of 100, representing a moderate level of satisfaction. Thus, the main finding of their study indicated that Malaysia's nurse lecturers demonstrated a moderate level of job satisfaction.^[7]

Objective 2: Association between job satisfaction and demographic variables such as age, sex, marital status, income, education (basic), and type of family

In the present study, investigator reported that, among the demographic variables, age, sex, marital status, income, and type of family were not associated with job satisfaction. However, job satisfaction is associated with education (basic).

The findings of the study are supported by a descriptive study done by Chin *et al.* with an aim to investigate the levels of job satisfaction among nurse lecturers in Malaysia and also to examine significant correlations between demographic variables and level of job satisfaction. There were no significant correlations between age, marital status, and academic qualification.^[7]

On the contrary, in a study conducted by Baral and Bhatta in Chitwan district of Nepal among nursing faculties to assess their level of job satisfaction, majority (67%) of the participants had more than 3 years of teaching experience in nursing.^[8]

Objective 3: Association between job satisfaction and selected work-related variables such as professional qualification, designation, years of working experience in nursing, tenure of status, type of institution, and sector of teaching institution

In the present study, investigator reported that, among the work-related variables designation, years of teaching experience, and tenure status are not associated with level of job satisfaction. However, level of job satisfaction is associated with professional qualification, sector of teaching institution, and type of teaching institution.

In a similar descriptive study conducted by Castelino to assess the level of job satisfaction of nursing faculty at selected nursing colleges, Mangaluru, it was found that there is no significant association of level of job satisfaction of nursing faculty with teaching experience (years) and designation.^[6]

In an another study conducted by Thomas *et al.*, an aim was to assess the level of job satisfaction among nurse educators and to find an association between level of job satisfaction and selected baseline variables in a selected college of nursing in Mangalore. There is no association found between the level of job satisfaction and selected baseline variables (professional qualification, years of experience, designation, and status of work).^[9]

CONCLUSION

Research studies on job satisfaction among nursing teachers' are still a new concept and more studies are recommended

in this regard. This is particularly important as it is probable the level of job satisfaction among nursing teachers' on the quality of the teaching and learning process and ultimately in the quality of patient care.

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CONFLICTS OF INTEREST

None.

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