

Nurse Practitioners' Job Satisfaction and Associated Factors among Nurses working at the University of Gondar Specialized Hospital, Northwest Ethiopia: A Cross-sectional Survey study.

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Statement of the Problem: Job satisfaction is an important measure of cognitive as well as a behavioral component of employees' feelings of comfort in their particular work. It is also the outlook and spirit of certain professionals towards their work. Nurses' job satisfaction is a significant predictor of staff retention. Therefore, this study aimed to assess Nurse Practitioners' Job Satisfaction and Associated Factors among Nurses Working at the University of Gondar Specialized Hospital Northwest Ethiopia.

Methods: A cross-sectional study design was employed from May 15-20/2019. A total of 416 nurses participated in the study. A simple random sampling technique was used to select each study participant. A Minnesota satisfaction measurement tool was used to measure nurse practitioners' job satisfaction. A binary logistic regression analysis was used. Variables having p-value <0.05 in a multivariable analysis model were considered as statistically significant and independently associated with the outcome variable.

Result: The prevalence of nurses' job satisfaction was found to be 50.2%. Motivational factors such as professional advancement (AOR=2.737, 95% CI; 1.109, 6.751), work itself (AOR=4.250, 95%CI; 1.645, 10.983), recognition at work (AOR=11.869, 95% CI; 4.238, 33.241), growth at work (AOR=6.272, 95% CI; 2.278,17.264), and hygienic factors; organizational policy (AOR=5.623, 95% CI; 2.131, 14.836), relationship with friends (AOR=6.112,95% CI; 2.393, 15.612), work-securi-

ty (AOR=6.562, 95% CI; 2.374,18.136), relationship with supervisor(AOR=5.127, 95% CI; 1.796, 14.641), payment (AOR=5.889, 95% CI; 1.989, 17.438), and working conditions AOR=3.806, 95% CI; 1.195, 12.123) were the factors associated with nurses' job dissatisfaction

Conclusions: In this study, one of every two nurses experienced job dissatisfaction. Motivational factors such as professional advancement, work itself, recognition at work, growth at work, organizational policy, relationship with friends, work security, relationship with supervisor, payment, and working conditions were the factors associated with nurses' job dissatisfaction.

Keywords: Nurse practitioner, Job satisfaction, Northwest Ethiopia.

Biography

Abere Woretaw Azagew is an academician in nurse profession. He has been working as lecturer in the University of Gondar in an assistant professor of academic rank in the school of Nursing. He has ample clinical and academic experience. He had working as head, department of medical nursing and postgraduate nursing coordinator. Regarding research experience, he has been authored a number of articles in internationally peer reviewed journals.