

Research on Job Satisfaction and Influencing Factors of Nurses

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Abstract

The purpose of this study was to clarify the job satisfaction and the working environment of nurses working in hospitals, and to clarify the factors affecting job satisfaction.

Method

From June 1 to July 31, 2019, a questionnaire survey was conducted for nurses working in hospitals in the Kanto region, and valid responses were obtained from 790 people. The questionnaire used the "Job Satisfaction (pay, interpersonal relationship, work environment, and job content)".

Ethical consideration

This survey was conducted with the approval of the ethics committee of Kyoritsu Women's University (#KWI 19001) Conflict of Interest (COI) of the Principal Presenter : No potential COI to disclose

Result

In the "work environment", "salary" and "interpersonal relationship", job satisfaction was especially low in the 50s and 11-20 years of experience. In the "job content", the managers were more satisfied than the staff, and in the "job content" and "salary", those who completed the professional education course were significantly more satisfied. As a result of multiple regression analysis, "job satisfaction" was influenced by "experience working in other job", "years of experience", "position", "presence of work model", "existence of extended leave".

Consideration

In the future, it will be necessary to present work styles that take into consideration the life cycle, to consider support that suits readiness, and to train nursing managers who can be role models tailored to their career development.

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Biography

Yasue Yamazumi has expertise in Fundamentals Nursing. She is associate professor of Kyoritsu Women's University. Education: 2009 Fukuoka Prefectural University, Nursing Education (MS). She is also a PhD student. Professional Experience: 1997-2009: Clinical training staff, 2009-2013: Assistant Professor, Adult Nursing, Fukuoka Prefectural University, 2013-2016: Senior Lecturer, Fundamentals Nursing, Division of Nursing, School of Medicine, National Defense Medical College.

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