

# SOCIO-ECONOMIC FACTORS INFLUENCING JOB SATISFACTION AMONG WOMEN NURSES IN CHENNAI

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**Abstract:** *Nursing as a career is all about bringing a difference in the lives of people. Nursing as a career offers not only many opportunities but also poses challenges and could be rewarding. It provides nurses the unique opportunity of working in the direction of improving the wellbeing of the patients who are under their care. It cannot be denied that socio-economic status could be taken as one of the most important variables determining a person to choose a particular a career. It is to be analysed here whether the socio-economic environment could also play a vital role in influencing women in choosing nursing as a career. The objectives of this paper is to study the socio-economic factors influencing women to choose nursing as a career and to know the level of job satisfaction among nurses drawn from chosen hospitals in Chennai. The result prove that there is an association between socio-economic conditions of nurses and their level of job satisfaction with respect to their nursing career.*

**Keywords :** *Socio-economic factors, nursing career, job satisfaction.*

## 1. INTRODUCTION :

Nursing as a career provides the opportunity for nurses to have a bonding with the society by providing healthcare with a lot of patience and affection. It cannot be doubted that nursing as a career calls for care clubbed with many challenges. Nurses are often viewed as the pivotal point of contact when it comes to care. The professional skills of a nurse help in contributing significantly to handling patient successfully in a different types of settings which could vary from tertiary care to acute with the intention of providing care and wellness programmes. A nurse with her smile and compassion could easily touch the heart of patient who may be suffering from pain and losing out on self-confidence.

Nursing as a career is all about bringing a difference in the lives of people. Nursing as a career offers not only many opportunities but also poses challenges and could be rewarding. It provides nurses the unique opportunity of working in the direction of improving the wellbeing of the patients who are under their care. The work of a nurse does not only involve providing moral support to the patients but also to their families in every type of settings apart from working on creating new and innovative models of healthcare which could lead in enhancing their work related process thereby raising the quality of work rendered and lowering the costs.

## 2. NEED FOR THE STUDY:

It can be noted that childhood experiences, including the family members, peers and interactions had with schoolmates could act as influencers with respect to making a career choice. However by undertaking an in-depth research with respect to the choice of career one would be able to identify the variables which influence such choices. Thus with the intention of having a thorough understanding of the context in which women choose nursing as a career this study is being undertaken.

It cannot be denied that socio-economic status could be taken as one of the most important variables determining a person to choose a particular a career. The social economic status could be taken as an important indicator of the economic and social background of individuals at large. It is to be analysed here whether the socio-economic environment could also play a vital role in influencing women in choosing nursing as a career.

## 3. REVIE OF LITERATURE:

With the help of synthesis of literature already existing on the topic an understanding the reasons for career choice and influences on the decision to enter the nursing profession could be arrived at. A review of existing literature has helped in identifying four main reasons for the choice of nursing as a career. They are idealized and traditional views, career choice influences made by self and others; other factors such as gender, race of the person and other cultural considerations and the last being the process of socialization and shock.

In spite of showing some differences with respect to the researchers opinion with respect to nurses and the nursing career in general it can be seen that most of the research work has highlighted that nurses held some had some noble reasons for choosing the profession such as the desire to be caring at work has been proved by Andersson (1993),

Beck(2000), Hemsley-Brown & Foskett (1999), Hinds & Harley (2001), Howkins & Ewens (1999), McLaughlin et al. (2010), (Stevens & Walker (1993) and Whitehead et al. (2007). The results have shown that the desire to care for others and help others was the most important and most commonly quoted reason for choosing nursing as a career.

#### 4. OBJECTIVES OF THE STUDY:

- To study the socio-economic factors which influenced women to choose nursing as a career
- To know the level of job satisfaction among nurses drawn from chosen hospitals in Chennai.

#### 5. METHODOLOGY:

The research design has been descriptive in nature and the research tool used for the study has been a structured non-disguised questionnaire. The sample technique was convenience sampling and the sample size was limited to 128 nurses drawn from various corporate hospitals operating in Chennai. The sample chosen included nurses who have not put in more than 5 years of experience in their respective hospitals.

#### 6. DATA ANALYSIS :

Regression analysis is concerned with the derivation of an appropriate mathematical expression is derived for finding values of a dependent variable on the basis of independent variable. It is thus designed to examine the relationship of a variable Y to a set of other variables  $X_1, X_2, X_3, \dots, X_n$ . the most commonly used linear equation in  $Y = b_1 X_1 + b_2 X_2 + \dots + b_n X_n + b_0$

Here Y is the dependent variable, which is to be found.  $X_1, X_2, \dots$  and  $X_n$  are the known variables with which predictions are to be made and  $b_1, b_2, \dots, b_n$  are coefficient of the variables.

In this study, the dependent variable is job satisfaction of nurses. Independent variables are age, number of dependents, nature of family, educational qualification of parents, monthly income of the family, experience, working environment, interpersonal relations at work and empowerment of nurses.

Dependent variable	: Overall Job satisfaction (Y)
Independent variables	: 1. Age ( $X_1$ )
	2. Number of dependents ( $X_2$ )
	3. Nature of family( $X_3$ )
	4. Educational Qualification of parents( $X_4$ )
	5. Monthly income of the family ( $X_5$ )
	6. Experience
	7. Working environment ( $X_7$ )
	8. Interpersonal Relations at work ( $X_8$ )
	9. Empowerment ( $X_9$ )

Multiple R value	: 0.873
R Square value	: 0.741
F value	: 283.233
P value	: <0.001**

**Table 1: Variables in the Multiple Regression Analysis**

Variables	Unstandardized co-efficient	SE of B	Standardized co-efficient	t value	P value
Constant	.196	1.777		.112	.924
$X_1$	.383	.038	.508	11.094	<..000**
$X_2$	.326	.066	.271	5.225	<..000**
$X_3$	.068	.019	.165	3.726	<..000**
$X_4$	1.096	.123	.352	9.052	<..000**
$X_5$	.835	.046	.604	12.113	<..000**
$X_6$	.434	.062	.273	6.342	<..000**
$X_7$	.089	.023	.167	3.935	<..000**
$X_8$	1.024	.132	.353	9.344	<..000**
$X_9$	0.987	.136	.364	9.452	<..000**

Note: \*\* Denotes significant at 1% level

The multiple correlation coefficient of 0.873 measures the degree of relationship between the actual values and the predicted values of the Adjustment. Because the predicted values are obtained as a linear combination of age ( $X_1$ ), number of dependents ( $X_2$ ), nature of family ( $X_3$ ), educational qualification of parents ( $X_4$ ), monthly income of the family ( $X_5$ ), experience ( $X_6$ ), working environment ( $X_7$ ), interpersonal relations at work ( $X_8$ ) and empowerment ( $X_9$ ), the coefficient value of 0.873 indicates that the relationship between adjustment and the four independent variables is strong and positive.

The coefficient of determination R-square measures the goodness-of-fit of the estimated Sample Regression Plane (SRP) in terms of the proportion of the variation in the dependent variables explained by the fitted sample regression equation. Thus, the value of **R square is 0.741** simply means that about 74.1% of the variation in job satisfaction is explained by the estimated SRP that uses age, number of dependents, nature of family, educational qualification of parents, monthly income of the family, experience, working environment, interpersonal relations at work and empowerment as the independent variables and R square value is significant at 1 % level.

The multiple regression equation is :

$$Y = .196 + 0.383X_1 + 0.326X_2 + 0.068X_3 + 1.096X_4 + 0.835X_5 + 0.434X_6 + 0.089X_7 + 1.024X_8 + 0.987X_9$$

Here the coefficient of  $X_1$  is 0.383 represents the partial effect of age on overall job satisfaction, holding the other variables as constant. The estimated positive sign implies that such effect is positive with overall job satisfaction score increasing by 0.383 for every unit increase in age and this coefficient value is significant at 1% level.

The coefficient of  $X_2$  is 0.326 represents the partial effect of number of dependents on overall job satisfaction, holding the other variables as constant. The estimated positive sign implies that such effect is positive with overall job satisfaction score increasing by 0.326 for every unit increase in number of dependents and this coefficient value is significant at 1% level.

The coefficient of  $X_3$  is 0.068 represents the partial effect of nature of family on overall job satisfaction, holding the other variables as constant. The estimated positive sign implies that such effect is positive with overall job satisfaction score increasing by 0.068 for every unit increase in nature of family and this coefficient value is significant at 1% level.

The coefficient of  $X_4$  is 1.096 represents the partial effect of educational qualification of parents related factors on overall job satisfaction, holding the other variables as constant. The estimated positive sign implies that such effect is positive with overall job satisfaction score increasing by 1.096 for every unit increase in educational qualification of parents and this coefficient value is significant at 1% level.

The coefficient of  $X_5$  is 0.835 represents the partial effect of monthly income of family related factors on overall job satisfaction, holding the other variables as constant. The estimated positive sign implies that such effect is positive with overall job satisfaction score increasing by 0.835 for every unit increase in monthly income of family and this coefficient value is significant at 1% level.

The coefficient of  $X_6$  is 0.434 represents the partial effect of experience related factors on overall job satisfaction, holding the other variables as constant. The estimated positive sign implies that such effect is positive with overall job satisfaction score increasing by 0.434 for every unit increase in experience and this coefficient value is significant at 1% level.

The coefficient of  $X_7$  is 0.089 represents the partial effect of working environment related factors on overall job satisfaction, holding the other variables as constant. The estimated positive sign implies that such effect is positive with overall job satisfaction score increasing by 0.089 for every unit increase in working environment and this coefficient value is significant at 1% level.

The coefficient of  $X_8$  is 1.024 represents the partial effect of interpersonal relations at work related factors on overall job satisfaction, holding the other variables as constant. The estimated positive sign implies that such effect is positive with overall job satisfaction score increasing by 1.024 for every unit increase in interpersonal relations at work and this coefficient value is significant at 1% level.

The coefficient of  $X_9$  is 0.987 represents the partial effect of empowerment related factors on overall job satisfaction, holding the other variables as constant. The estimated positive sign implies that such effect is positive with overall job satisfaction score increasing by 0.987 for every unit increase in empowerment and this coefficient value is significant at 1% level.

Based on standardized coefficient, educational qualification (1.096) is the most important factor to extract adjustment score, followed by interpersonal relations at work (1.024ho),

## 7. FINDINGS OF THE STUDY:

The results of multiple regression bring out insights on the association between the dependent variable overall job satisfaction and the nine independent variables which include age, number of dependents, nature of family,

educational qualification of parents, monthly income of the family, experience, working environment, interpersonal relations at work and empowerment. It is obvious from the results of the multiple regression that all the nine factors are associated with the job satisfaction of nurses and are all significant at 1% level of significance. This proves that nurses who take on a thankless and noble work do derive job satisfaction at work.

## 8. CONCLUSION :

Nursing being the most important aspect relating to the health selector helps in providing proper and prompt care to patients with respect to their health related problem and in the absence of doctor nurses turn out to be the only source of support. Nurses who act as the advocate of a healthy society, it is very important that care is taken to know their socio-economic status such that improvements could be ushered in to their lives so that they also start leading a meaningful and useful life.

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