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Job satisfaction priorities in nursing: A gender viewpoint

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The term male nurse often brings a stereotype to mind. While medicine is dominated by men and women have been catching up in recent years, nursing is still a female-dominated profession. In the most countries, male-nurse comprise only a small percentage of the nursing staff. Gendered views of nursing remain widespread. The aim of this study was to determine whether there are differences in preferences of job satisfactions and motivation factors between female and male nurses. The presented research was carried out at the turn of 2015 and 2016 in randomly selected hospitals throughout Czech Republic. The research set included a random sample of nurses working in hospitals in Czech Republic (female-nurse: 592, male-nurse: 59). Based on modified Herzberg's theory of motivation, the respondents were asked to rank 16 factors on forced selection from the most important to the least important one, where no factor could be assigned the same value. To evaluate the differences in preferences of work values the nonparametric tests were used. To identify differences between females and males, a non-parametric test was used. The research showed that for female the factors like work relations with superiors ($p=0.001$), cooperation in ward ($p=0.026$) and job security ($p=0.009$) are more important than for men. Male-nurses preferred factors like career advancement ($p=0.039$) and hospital reputation ($p=0.019$). There were no significant differences between other factors. The differences in preference of these factors between female and male nurses may help the management increase job satisfaction among both sexes.

Biography

Jiri Vevoda has defended his Doctoral thesis entitled "Motivation and stimulation of doctors and nurses" and was awarded PhD in 2010. He has worked in various managerial positions in the General Health Insurance Company of the Czech Republic from 1993 to 2012. Presently, he works as the Deputy Head of the Department of Healthcare Management at Palacký University Olomouc. He focuses on the research of motivation, job satisfaction, burnout, psychological safety, occupational stress and coping strategies among physicians, nurses and paramedics and costs associated with labour turnover of health professionals.

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