

International Conference on

NURSING EDUCATION & PRACTICE

November 26-27, 2018 | Las Vegas, USA

Job satisfaction of nurses in a tertiary medical care center: A cross sectional study, Riyadh, Saudi Arabia

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Job satisfaction is of interest to both people who work in organizations and people who study them. In the Kingdom of Saudi Arabia, the health care delivery system relies heavily on expatriate human resources; hence their job satisfaction is crucial for patient satisfaction and quality of care. The objectives of this study are to: determine the overall job satisfaction and its correlates among nurses working in a tertiary care. This is a cross sectional study among nurses working in a tertiary care center. A stratified random sample with proportional allocation used to choose 980 nurses. A self-administered questionnaire was used. Descriptive, bivariate and multivariate analysis was used for data analysis using SPSS version 23. The level of significance was set to be $\alpha < 0.05$ throughout the study. The study results showed that mean satisfaction scores for all

participants was 105.2 out of 150 (70% satisfaction), males were less satisfied than females, Saudis were less satisfied than non Saudis but the differences were not significant. Significantly higher satisfaction was associated with Staff nurse 2, nurses working in Women hospital, nurses with lower than doctorate qualification and nurses with higher salaries. In general the overall job satisfaction of nurses is acceptable and comparable to similar medical care facilities. The study recommends Revision of salaries and fringe benefits to make them more attractive in this competitive market and in depth inquiry about the specific reasons and determinants of the poor satisfaction among nurses with doctorate qualification, nurses working in Rehabilitation hospital to boost their job satisfaction level.

Biography

Ahmed A Bahnassy is an Experienced Professor with a demonstrated history of working in the research industry. Skilled in Clinical Research, Medical Education, Epidemiology, Data Analysis, and Program Evaluation. Strong education professional with a PhD focused in Biostatistics from Tulane University.

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