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Assessment of Job Satisfaction and Work Stress among Nurse at AL-Muthanna Governorate Hospital

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ABSTRACT

Background: *Nursing shortage is a problem that is being experience ed world-wide. It is a problem that, left unresolved, could have a serious impact on the provision of quality health care. Understanding the reasons why nurses leave their employment or the profession is imperative if efforts to increase retention are to be successful. Shortage of nurses highly affect the treatment of patient in care of patient involve the all care head to toe care when we discussed the care many factor involve time required to full fill all need time management is very significant. In nursing, nurse's works not only have lots of things to get done, but also enforced to make some decisions*

Objectives: *This study aimed to assess the Nurse's Job Satisfaction and Work Stress among nurses at AL-Muthanna governorate hospital.*

Methodology: *A descriptive design is carried throughout the present study Al-Muthanna city hospital. This study started from 14 Oct 2021 to 20 Nov 2022, nonprobability "purposive " sample of (245) Nurses and (224) patients in al Hussein teaching hospital, maternity and child hospital, AL-Khudir hospital and AL-Rumaitha hospital in Al-Muthanna city, Data were collected through the application of the questionnaire designed and consist of two parts, part include nurse questioner and part includes patients questioner.*

Results: *The study findings showed that there are statistically significant relationship between Nurse's Job Satisfaction and Works Stress on Patients Care. At a p-value (.019) for correlation between nurse job satisfaction works stress and patients care. Where the statistical mean of the overall knowledge at a p-value of impact was (.000).*

Conclusion: *Most nurses suffer from a shortage of nursing staff, which led to insufficient care provided to patients and created psychological and practical pressures on the nursing staff.*

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INTRODUCTION

Nurses are the vital part of the health care departments and there is no doubt that nurses are the prime unit of the health care profession. According the world health statistics analysis there are approximately 29 million nurses worldwide and there is an estimation that one million nurses are further needed by the year of (2020) Shortage of nurses affect the country health care setting and significantly, it also affect the patient care which results in overall health decline in the whole country.(Fainguersch et al., 2020)

Nurse's shortage not only affect the patient care it affect the overall health care of any country there are many reason behind this critical shortage of nurse like low funding by the government , shortage of nursing school, low socio economic status and less scholarships for nursing students. Shortage of nurses affect the country health care setting and significantly, it also affect the patient care which results in overall health decline in the whole country. Nurses shortage in the health care settings affect the health of nurses itself as it increases the work load which may result in the job stress, anxiety, over burden and physical issues as well mental health on the other those countries who have less shortage of nurses their nursing care is quite better because their nurse have less job stress and dissatisfaction (Tamata et al., 2021).

Multiple factors causes the shortage of nurses which may be job dissatisfaction, less finical add, late promotion, less motivation, number of retirements increases the shortage because when country does not focus on new recruitments its increases the burden on the profession which also leads to the shortage of young employ . Current shortage of nurses is also increasing the burden on patient care globally, because nurses are responsible to provide all type of care in health care settings and even in the home setting as public health nurses (Ghafoor et al., 2017).

One way of increasing the level of job satisfaction and motivate staff nurses by giving them the freedom and the power to perform their tasks. Therefore, they will feel that they are capable and responsible within the quality of the care. Generally, as they become advance in their work they will add more responsibility. However, the added responsibility should be meaningful and exciting and not in sequence of overload. For example, the nurse manger can motivate their staff in the terms of increasing the accountability through the delegation process to develop new skills. (Drennan, 2019).

A majority of all respondents indicated concern for the amount of time nurses have to spend with patients, although significantly fewer physicians and CEOs expressed concern about the impact of the shortage on the early detection of patient complications and nurses' ability to maintain patient safety. Studies have linked nurses to the timely identification of complications that, if acted upon quickly, might prevent deterioration in patients' condition and even avoid preventable deaths (Buerhaus,P , 2007)

Short-staffing compromises patient care and also impact's nurses' well-being, leading to adverse outcomes such as burnout, increased stress, workplace violence, intention to leave, abseentism , job dissatisfaction and leaving their position, or the professional altogether (Douglas, 2011, RNAO, 2017, Shin, 2018). As with adverse patient outcomes, there have been many studies conducted showing that lower nurse staffing and dissatisfaction with working conditions are with burnout, job dissatisfaction, turnover and abseentism.(Aube.T, 2019)

METHODOLOGY

A descriptive design is carried throughout the present study Al-Muthanna city hospital. This study started from 14 November 2021 to 20 May 2022, nonprobability "purposive " sample of (245) Nurses and (224) patients in al Hussein teaching hospital, Maternity and child hospital,

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AL-Khudir hospital and AL-Rumaitha hospital in Al-Muthanna city, Data were collected through the application of the questionnaire designed and consist of two parts, part include nurse questioner and part includes patients questioner.

After receiving the necessary approvals to conduct the study Al-Muthanna Health Directorate to obtain official permission to conduct the study. Then, approval was issued to Al-Hussain Teaching Hospital, Maternity and child hospital, AL-Khudir hospital and AL-Rumaitha hospital to secure the management and employee's agreement and cooperation.

The researcher obtained approval from all nurse and patients as the names of the sample were not collected. Also, the researcher explains the research and its goals for all nurse and patients. Therefore fully informed about their mission was obtained. The researcher told all participants that the results of the questionnaire would be utilized specifically for research purposes. Also told those that all participants are autonomous individuals have the right to refuse involvement.

Setting of the study, this research was conducted at AL-Muthana City Hospitals including Al-Hussain Teaching Hospital, Maternity and child hospital, AL-Khudir hospital and AL-Rumaitha hospital. A purposive sample of 226 patientsand 244 nurse. Ten patients and ten nurse were excluded from the study sample as part of a pilot study.

The questionnaire instrument were presented to a panel of seventeen (18) specialists to assess their validity for the study project. In each field, the professionals had more than (5) years of experience. The experts' examination of the questionnaire and program found that the items on the questionnaire were clear and sufficient for the study. According to the experts' recommendations, minor changes were made to a few sections of the questionnaire and the program.

A pilot study was carried out on (ten randomly selected nurse and patients), to determine the study instruments' reliability. The patients in the pilot study have the same criteria as the original study sample. The pilot study was conducted in Al-Hussain Teaching Hospital during the period from 15nd of Oct 2021 to the 10th of Nov 2022. The ten patients who participated in the pilot study are excluded from the original study sample.

The reliability of the knowledge questionnaire was determined using a split half approach that was obtained through evaluating (ten) patients and nurse in Al-Hussain Teaching Hospital. The result of the questionnaire reliability shows that the person correlation coefficient is ($r = 0.84$). Descriptive and inferential statistics were used to analyze the results of the study using the Statistical Package of Social Sciences (SPSS) version 26.

RESULTS AND DISCUSSION

The results of the present study in Table 1 and Table 2 explored the statistics of nursing shortage at hospital. Nursing shortage statistics are classified into two main domains: assessment of nurse job satisfaction; and assessment of nurse work stress. Likert scale questions items to assess nursing shortage. The results show that there is no job satisfaction and moderate work stress among nurse at hospital. The overall assessment that the majority of sample subjects are at a moderate level.

These findings agree with those of Ayalew et al., (2019) that there is not satisfied among nurse working at hospital due to intrinsic factors such as recognition at hospital with (57%). Furthermore, these findings are agreed with those of Okab, (2019), which shows that there is a poor job satisfaction among nurse at hospital with low M.S score. Also, These findings agree with those of Saputera & Suhermin (2021) study, which found that 58.7% respondents rated that the workload they passed was classified as heavy, in same direction These results agreed with Timothy et al., (2021), which show that most of study sample with (92%) had work stress. These results agree with those of Babapour et al., (2022). This reveals that there is high work stress

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among nurses working at the hospital due to physical or psychological position.

The researcher concludes that there is low job satisfaction and moderate work stress. Because A shortage of nurses, which generates pressure on nurses working in the wards, as well as due to the low wages and the healthy environment available to the nursing staff.

CONCLUSION

Most nurses suffer from a shortage of nursing staff, which led to insufficient care provided to patients and created psychological and practical pressures on the nursing staff. Therefore, we found that most nurses had dissatisfaction with my guest for the reasons mentioned and the lack of monthly salaries.

RECOMMENDATIONS

The Ministry of Health should increase its efforts to develop nursing staff and allocate incentive rewards for its nursing shortage, as well as paying attention to monthly salaries to motivate students to study nursing and choose a nursing specialization.

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Table 1: job satisfaction among nurse

		Frequency	Percent	t. test
Job satisfaction	not satisfied	135	55.3	35.900
	moderate	84	34.4	
	satisfied	25	10.2	
	Total	244	100.0	

Table 2: work stress among nurses

		Frequency	Percent	t. test
work Stress	No stress	37	15.2	50.377
	Moderate stress	121	49.6	
	High stress	86	35.2	
	Total	244	100.0	

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