

4th International Conference on **Nursing & Healthcare**

October 05-07, 2015 San Francisco, USA

Association between job characteristics and job satisfaction in nurses

T Kawakita, A Hara and F Michishige
Osaka Medical College, Japan

Objectives: To determine the job characteristics consisting of five factors advocated by Hackman & Oldham (1980) and their connection with job satisfaction.

Method: Nurses working in one of 37 hospitals who provided consent to participate in this study completed a questionnaire survey between November 2013 and March 2014. The survey items included participants' backgrounds, a job characteristics scale developed for nurses consisting of five factors and 30 items and a nurses' job satisfaction scale consisting of 14 factors and 59 items. Analysis was performed using SPSS Statistical software (ver. 19) to calculate a correlation coefficient between job characteristics and job satisfaction.

Results: The number of participants who responded to the questionnaire was 2,919 (recovery rate: 45.6%). Of these, 2,211 were valid responses (response rate: 75.7%). The mean age of the respondents was 36.7±9.3 years. There was a positive correlation between the total score of the job characteristics and the four sub-factors (autonomy, diversity, clarity of the role and feedback) and the total job satisfaction score ($\gamma=0.25, 0.27, 0.09, 0.24$ and 0.16 , respectively; $p<0.001$). There was a negative correlation between interdependence in the rest of the sub-factors and job satisfaction ($\gamma=-0.15$; $p<0.001$).

Discussion: It is thought that the jobs that enhance the autonomy of nurses enable nurses to fulfill their potential, leading to improvement in job satisfaction. On the other hand, there is a consistent negative relationship between interdependence and job satisfaction. This suggests that improvement in all five factors in job characteristics is not necessarily associated with improvement in job satisfaction.

Biography

T Kawakita is an Assistant Professor at Faculty of Nursing, Osaka Medical College. Her interests are to promote the quality of nurses work life and practice environments that support quality profession practice.

t.kawakita@art.osaka-med.ac.jp

Notes: