

15th Euro Nursing & Medicare Summit

October 17-19, 2016 Rome, Italy

Satisfaction levels among female nurses with different shift duty

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In recent years, one of the Bahrain hospitals has experienced an acute shortage of qualified nurses. This shortage has been attributed to work shift duties combined with family commitments. This situation has placed issues of recruitment and retention high on the political agenda. The dwindling workforce has led to tension and stress within the system. We, therefore, attempted to measure the levels of work satisfaction among female nurses with different shift duties using a self-administered questionnaire. A quantitative cross-sectional descriptive study survey was performed using scale related to satisfaction with irregular working hours. A total of 235 questionnaires were distributed to selected female nurses working in the inpatient unit and outpatient clinics. This was carried out in the second largest hospital at the Kingdom of Bahrain. Two twenty seven completely answered questionnaires were returned completed with a 96.6 response rate. Our findings revealed that the nurses had neutral satisfaction level, which increases with the age. The overall satisfaction level mean was (3.29). We concluded that the function of the nursing department in hospitals was challenging both physically and spiritually. Hospital management must endeavor to assess the nurses' shift work and create job incentives to raise nurse's morale materially and decently as well as to sustain them in the nursing profession.

Biography

Hana Kadhon has 33 years experience in nursing as a practitioner and educator. Her experience has been across the Middle East and UK. She obtained her PhD from the University of Hull (UK) and she has Postgraduate diplomas from British universities (in nursing education and Health & Safety). She is currently a senior Lecturer and Director of a Nursing Degree Bridging program in Bahrain and Saudi Aramco.

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