

CHAPTER III

RESEARCH QUESTION AND DESIGN OVERVIEW

3.1 JUSTIFICATION OF RESEARCH QUESTION

Within a short period of its establishment, Tribhuwan University Teaching Hospital has faced the problem of absenteeism and turnover of the nursing staff.

The previous studies have reported that the absenteeism and turnover were the indicators of job satisfaction. Other literatures exhibited the strength of relationships of the factors associated with job satisfaction. These factors included achievement, advancement opportunity, recognition, status, interpersonal relation, supervision, work itself, working condition, responsibility, part time work, salary and demographic factors as age, sex, education, marital status, shift hours and length of service period. But all these studies have been conducted mostly in developed and developing countries in the West. The study population, environment and socio - economic and cultural backgrounds were different than those of Nepalese nurses. There is no evidence of study done on the aspects of job

satisfaction of the staff nurses working in the hospitals of Nepal.

Therefore, the study is designed to investigate the average level of overall job satisfaction as perceived by staff nurses working in T. U. Teaching Hospital. The study has been further undertaken to discover the relative strength of factors associated with job satisfaction among staff nurses in TUTH. It is hoped that the results may be helpful for the organization and may serve as a baseline data for further study.

3. RESEARCH QUESTION

What are the factors associated with Job Satisfaction among the staff nurses working in Tribhuvan University Teaching Hospital in Nepal ?

3.3 RESEARCH OBJECTIVES

The following are the objectives of proposed study :

- 3.3.1 to determine the average level of perceived overall job satisfaction of the staff nurses working in T. U. Teaching Hospital
- 3.3.2 to determine the strength of relationship of various factors with job satisfaction of the staff nurses in T.U.T.H.

3.4. DESIGN OVERVIEW

This study is a descriptive cross-sectional research designed to investigate the relationship of the factors associated with job satisfaction of the staff nurses working in T.U. Teaching Hospital, Nepal. The primary intention of this design is to determine the level of overall job satisfaction as perceived by the staff nurses. The secondary intention is to determine the strength of relationship of the factors associated with the overall perceived job satisfaction. A diagram of research study is shown in Figure 1.

This study concerns with the assessment of the nursing personnel. The sample population consists of all accessible graduate staff nurses working in T.U. Teaching Hospital during the time of study period. T.U. Teaching Hospital is the only one teaching hospital under University in Nepal. Therefore, these subjects were the appropriate sample population. The dependent variable for the present study is the total scores of the aspects of job satisfaction included as advancement opportunity, recognition, supervision, working condition, inter-personal relation and salary. The predictor variables, the

independent variables include demographic information as age, education, marital status, length of service, opportunity for part time work and heavy shift duty. The relationship between the measured variables are not so easy. When one variable is found to be associated with more than one other variables at the same, it is called that one variable, the dependent variable. The dependent variable is that one variable which is predicted from the knowledge of several other correlated variables with it. These other variables upon which the dependent variable depends, are called independent variables. These variables are so called independent because they vary by the nature of things and consequently it is expected the dependent variable to vary accordingly.

The data had been collected from the information gathered from the staff nurses working in T. U. Teaching Hospital. Questionnaire were used as the method for data collection. Data has been coded to assure confidentiality of information. Multiple logistic regression analysis was employed for data analysis.

3.5. DESIGN JUSTIFICATION

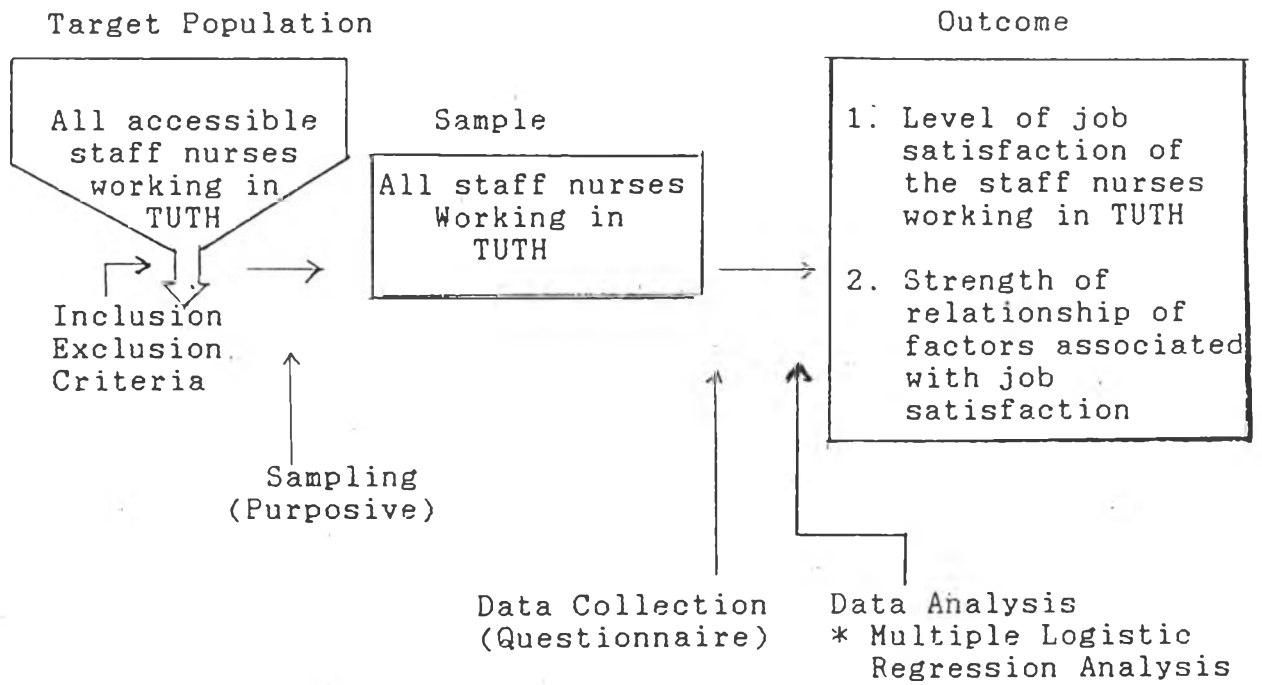
Descriptive research design is designed to look for the data about distribution and frequency of a particular data in a population or subgroup in existing conditions. Diers (quoted in Caherine, H.C., 1987) describes descriptive study as a "factor searching" study and places descriptive design into the first level of inquiry which asks the question " what is this ? "

Descriptive study describes and interprets conditions or relationship that exist: beliefs, views or attitudes that are present. A descriptive study is the best method to provide information on the current stated problem asked in this study. Descriptive Cross-sectional Design further intends to observe, describe or assemble new knowledge that existed in the current situation or a particular of period of time. The population is examined at one point of time. In this study the population as the staff nurses were studied on the aspects of job satisfaction in TUTH. The information was collected from those subjects. Therefore, it seemed justifiable to use descriptive cross sectional research design in this study.

Figure 1

DIAGRAM OF STUDY DESIGN

Descriptive Research



3.6 OPERATIONAL DEFINITION OF TERMS

JOB SATISFACTION

is the feeling of the staff nurses in responses to the aspects of job satisfaction considered as advancement opportunity, recognition, supervision, working condition, interpersonal relation and salary.

STAFF NURSE

is a graduate nurse who has successfully completed the prescribed and recognized Certificate Level Nursing Course working in TUTH.

ADVANCEMENT OPPORTUNITY

includes chances for promotion, further education, or any in - service education offered to the staff nurses during service period.

RECOGNITION

means acknowledgement of the work by superiors, sudordinates, colleagues, and patients.

SUPERVISION

refers to the guidance provided by supervisors to their staff nurses during work situation. It is an assistance that assures them that work is taking place in accordance with plan and instruction.

WORKING CONDITION

includes the physical surroundings of a staff nurse and physical facilities available for doing work ; for instant the number of staff working with, equipment and supplies.

INTERPERSONAL RELATION

refers to relationship between nursing staff and other members of the hospital working together This includes the relationship with nursing supervisors, physicians, colleagues, subordinates, nursing campus teachers, other level of workers and patients.

SALARY

means the money paid at regular interval to the staff nurses for service rendered to the organization. This term also includes additional pay for overtime work or any part time work.