

CHAPTER VI

DATA ANALYSIS AND INTERPRETATION

6.1 DATA PROCESSING AND ANALYSIS

Data processing is an integral part of the study. The information obtained from the questionnaire was coded and tabulated by the investigator on to the coding sheet. The three subjects with incomplete data were eliminated from data analysis. A descriptive statistical method as frequency distribution, rates, means, and standard deviation were used in data summarization for statistical analysis. The data analysis was computed by employing DBASE III plus and Software SPSS / PC+ program (Statistical Package for Social Science).

The data analysis provides answer to research questions. The issue of data analysis included :

6.2 THE PRIMARY OUTCOME

The primary outcome was measured in terms of level of overall job satisfaction as perceived by the staff nurses. The main concern is to determine the current level of job satisfaction among the subjects. The data were analysed on the scores obtained by the respondents in each items and subitems of job

satisfaction in Part II section of questionnaire. In the scoring, the negative scores were reversed so that a high item score denoted a higher level of satisfaction with that item. Responses to each item of the number choosing each of the five choices and each of these was in turn computed as means and standard deviation. Satisfaction mean score was used to determine the average level of satisfaction. Since the initial task of data summarization was to tabulate the findings, the results were tabulated illustrating the outcomes (See Tables 1 - 9).

6.3 THE SECONDARY OUTCOME

The secondary outcome was measured in terms of strength of relationship of the factors associated with the perceived overall job satisfaction.

The outcome measures were measured in terms of the strength of relationship between independent variables and dependent variable. The independent variables included in this study were demographic information : age, sex, marital status, education, length of service, heavy shift hours, opportunity for part time duty and dependent variable was consisted of the total scores of perceived overall job satisfaction of the staff nurses working in TUTH.

To explore the strength of relation between independent and dependent variables Multivariate analysis - Multiple Logistic Regression Analysis was used. Multiple Logistic Regression Analysis is a linear regression which uses the logarithm of relative proportion of satisfied and not satisfied as the dependent variables in this study. The results were interpreted on Odd Ratio and 95% Confidential Interval.

6.4 CRITERIA FOR INTERPRETATION

As had been stated earlier, a Likert Scale of five point scale of agreement - disagreement was used by the respondents to record their answers in Part II. In these questions, the response " Strongly agree " indicated maximum satisfaction and in some question the response, " Strongly disagree " indicated maximum dissatisfaction. Thus the questionnaire yielded a total score for each respondent, starting with a particular point of view, all questions where the responses " Strongly agree " indicated maximum satisfaction would be :

	Scale value
Strongly agree	5
Agree	4
Undecided	3
Disagree	2
Strongly disagree	1

For the items opposing the point of view, the items were scored in the opposite order :

	Scale value
Strongly agree	1
Agree	2
Undecided	3
Disagree	4
Strongly disagree	5

According to above scale value, the average satisfaction scores could range from a low of 1.00 indicating maximum dissatisfaction to a high of 5.00 indicating maximum satisfaction. A score of exactly 3.00 must be interpreted conceptually as being midway between these two extremes. These average satisfaction scores were used in this study to indicate satisfaction and dissatisfaction of the respondents.