

Job Dissatisfaction in Hospital Nurses

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Des enjeux et des gens

Job Dissatisfaction: Why it's important

Previous research shows strong links with:

- job performance
- job turnover

Objectives

1. To study links between conditions in the work environment and nurses' job dissatisfaction.
2. To examine job dissatisfaction in relation to absenteeism and intention to leave the job.

Data Source

2005 National Survey of the Work and Health of Nurses

Response rate: 80%

Sample size: 18,676

Sample for analysis

4,328 RNs employed in hospital, job involves giving direct care—weighted to represent 142,000.



Influences on Job Satisfaction

■ Perceived control over practice

“There is enough staff to get the work done.”

■ Perceived autonomy

“Nursing controls its own practice.”

■ Inter-professional working relations

“There is a lot of team work between nurses and physicians.”

■ Work organization

- shiftwork
- frequent overtime
- 12-hour shifts



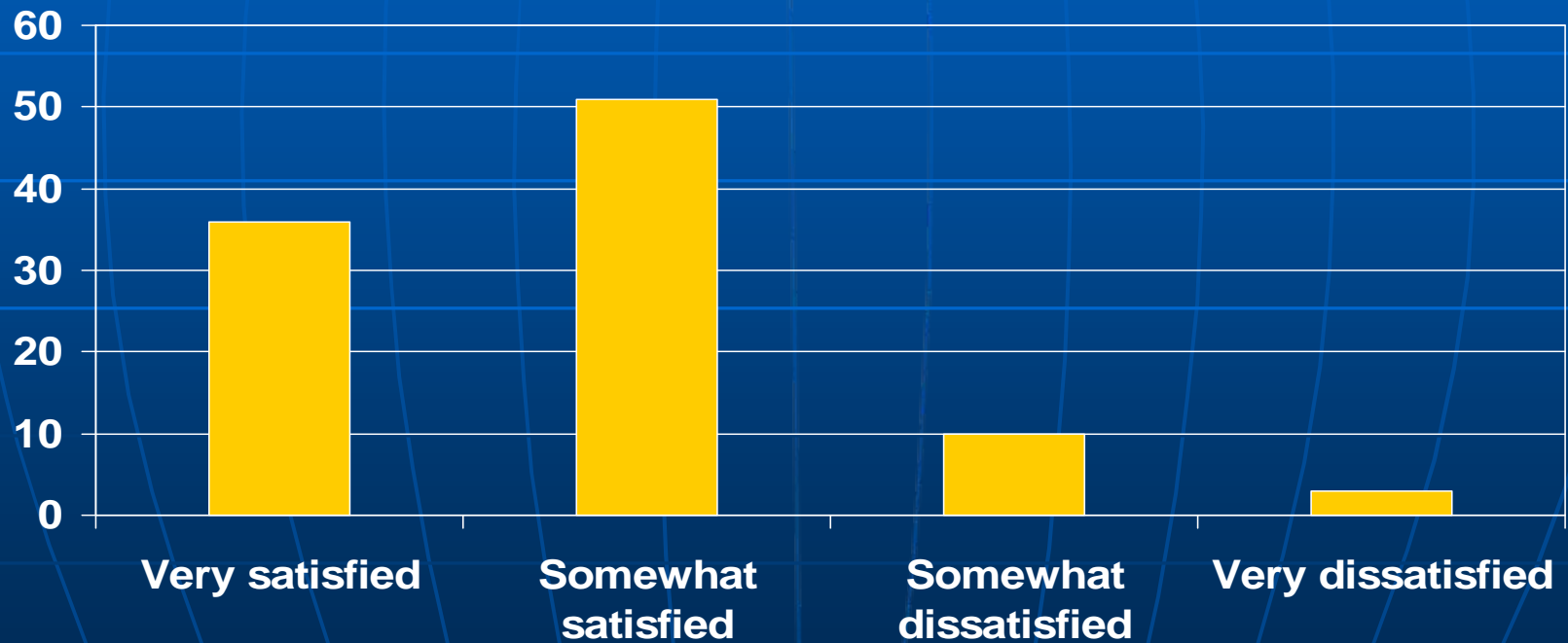
Descriptive statistics

Mean age (years)	42.5
Time in job (years)	8.9
Usually work 12-hour shifts	45%
Usually work overtime	68%

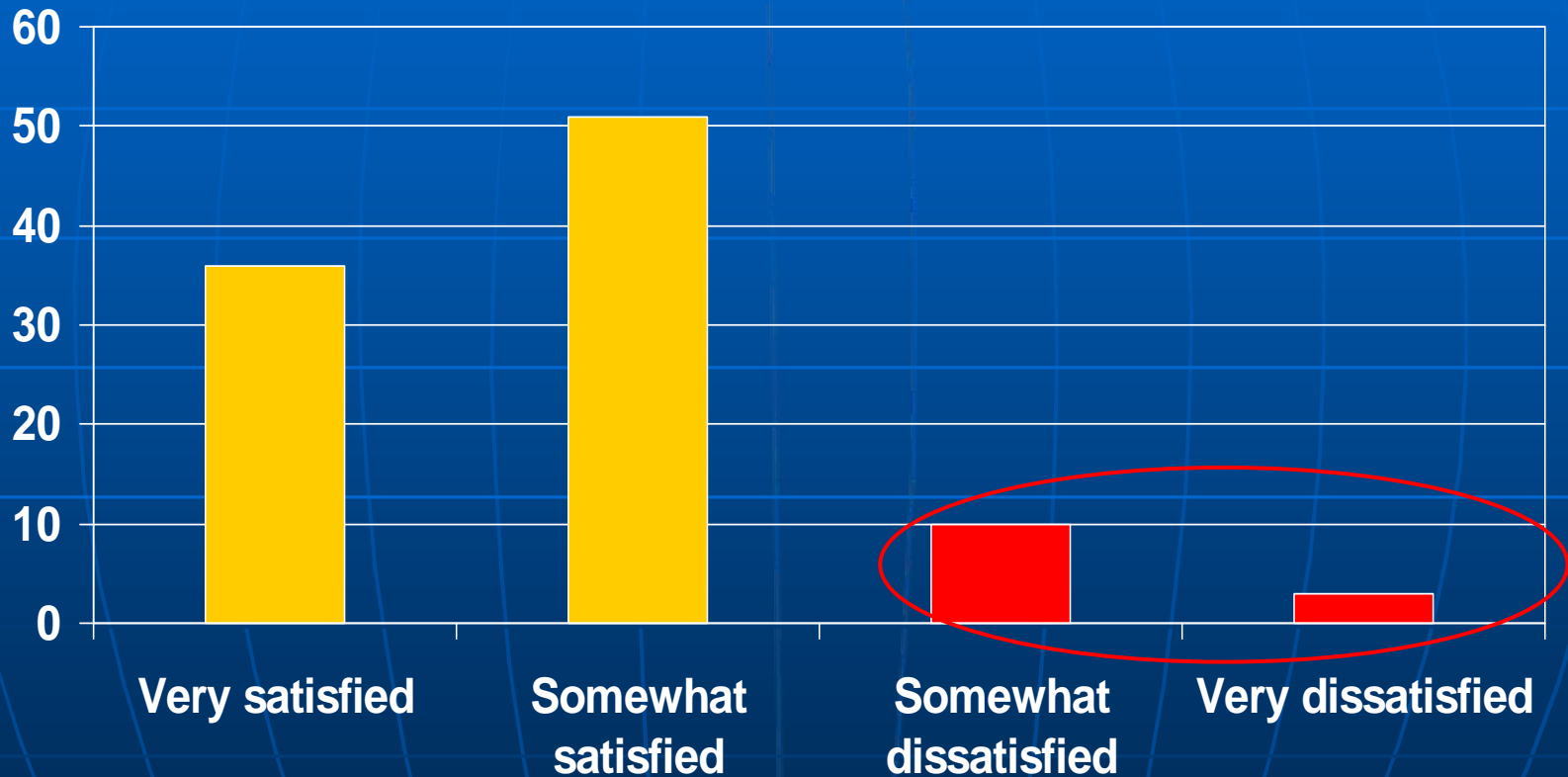


One in eight dissatisfied

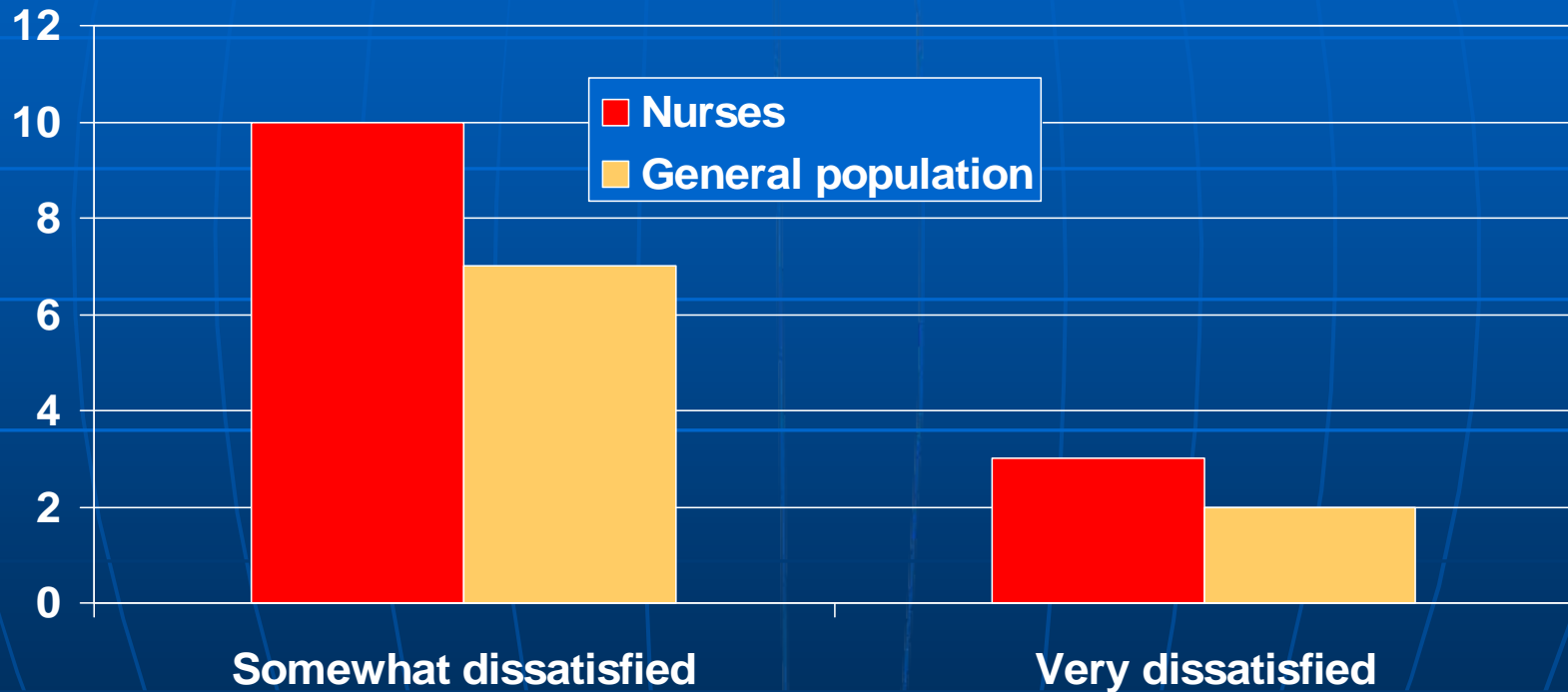
“On the whole, how satisfied are you with this job?”



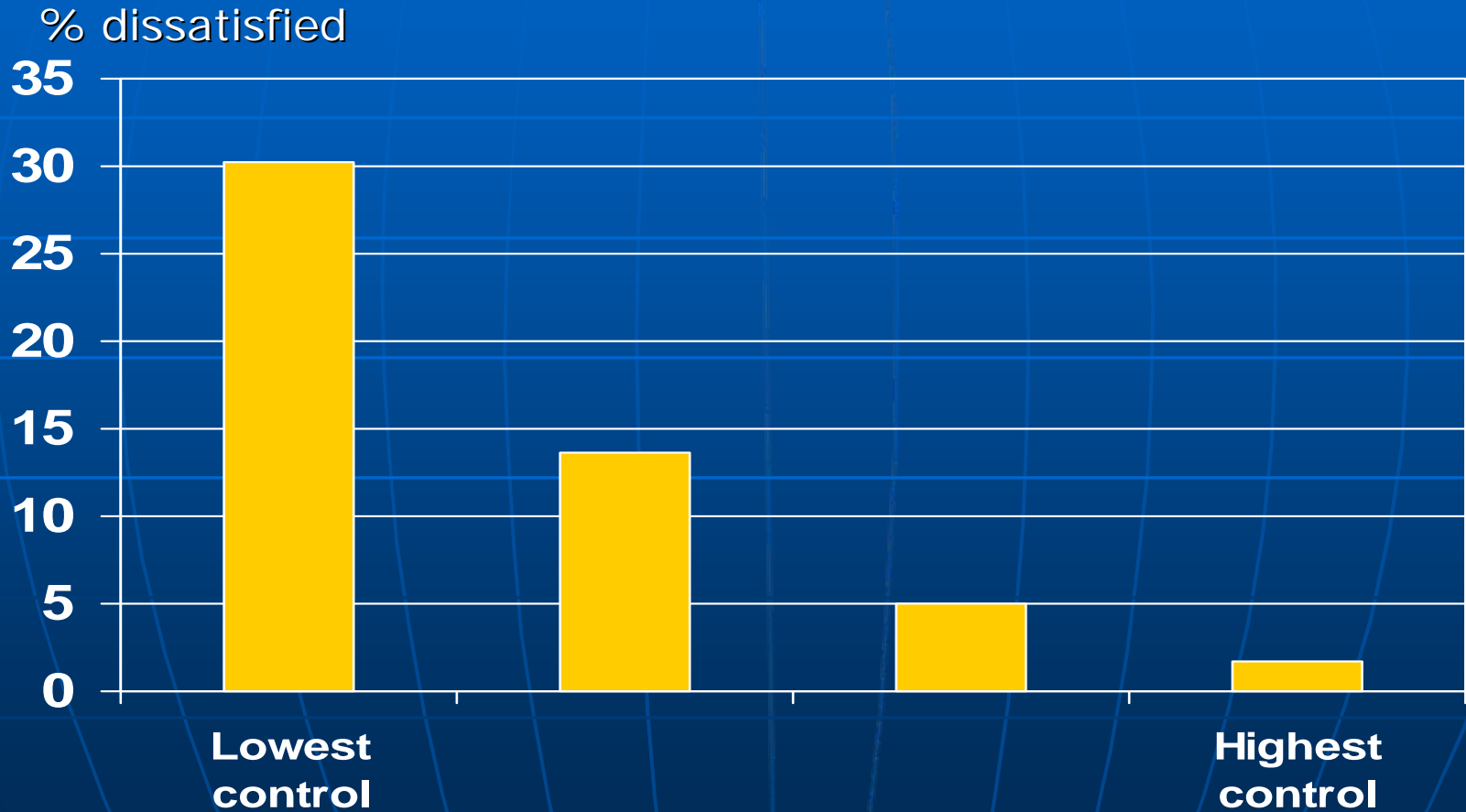
One in eight dissatisfied



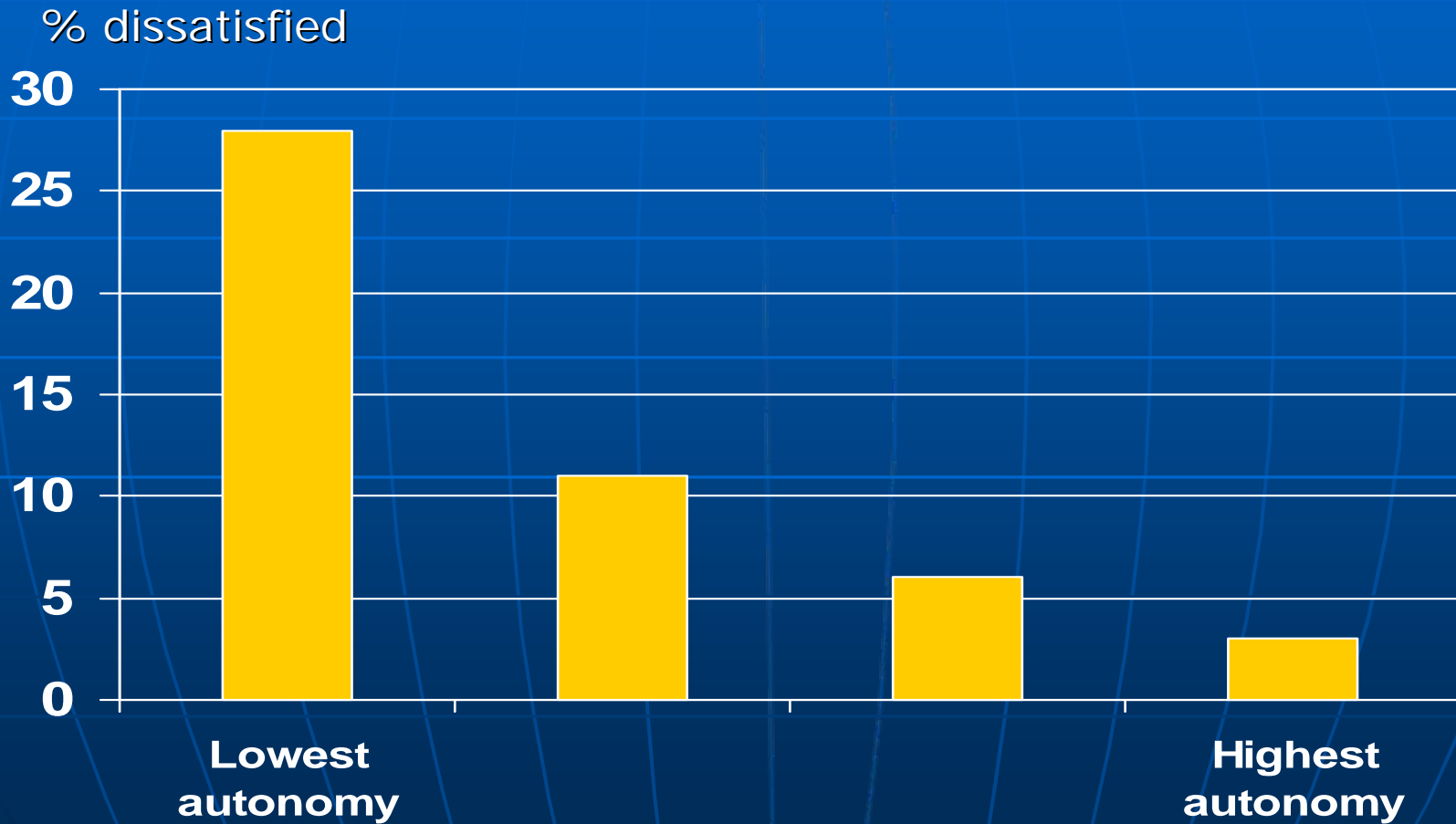
Job dissatisfaction more likely in nurses



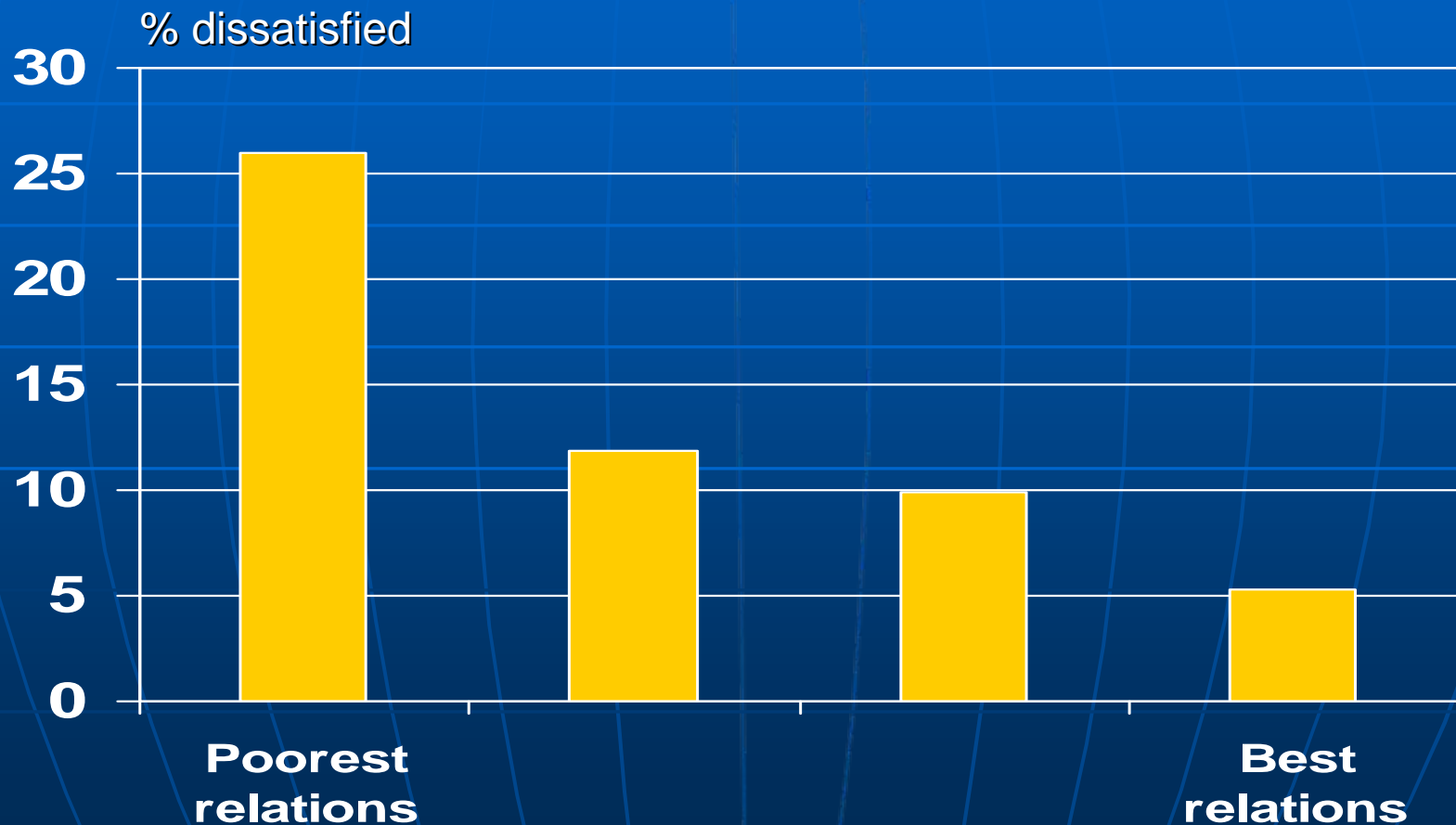
Control over practice--inversely related



Autonomy--inversely related



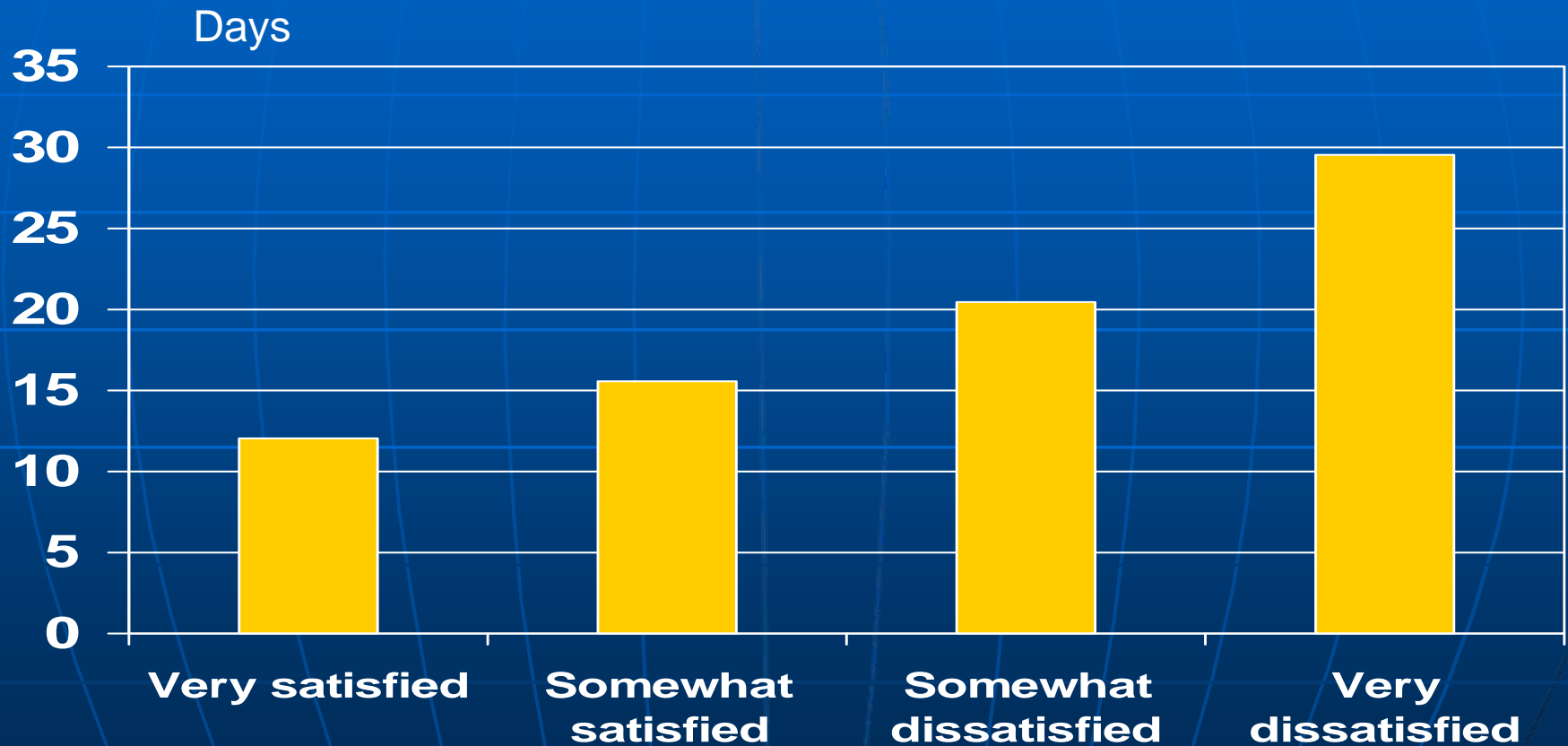
Favourable nurse-MD working relations also inversely related



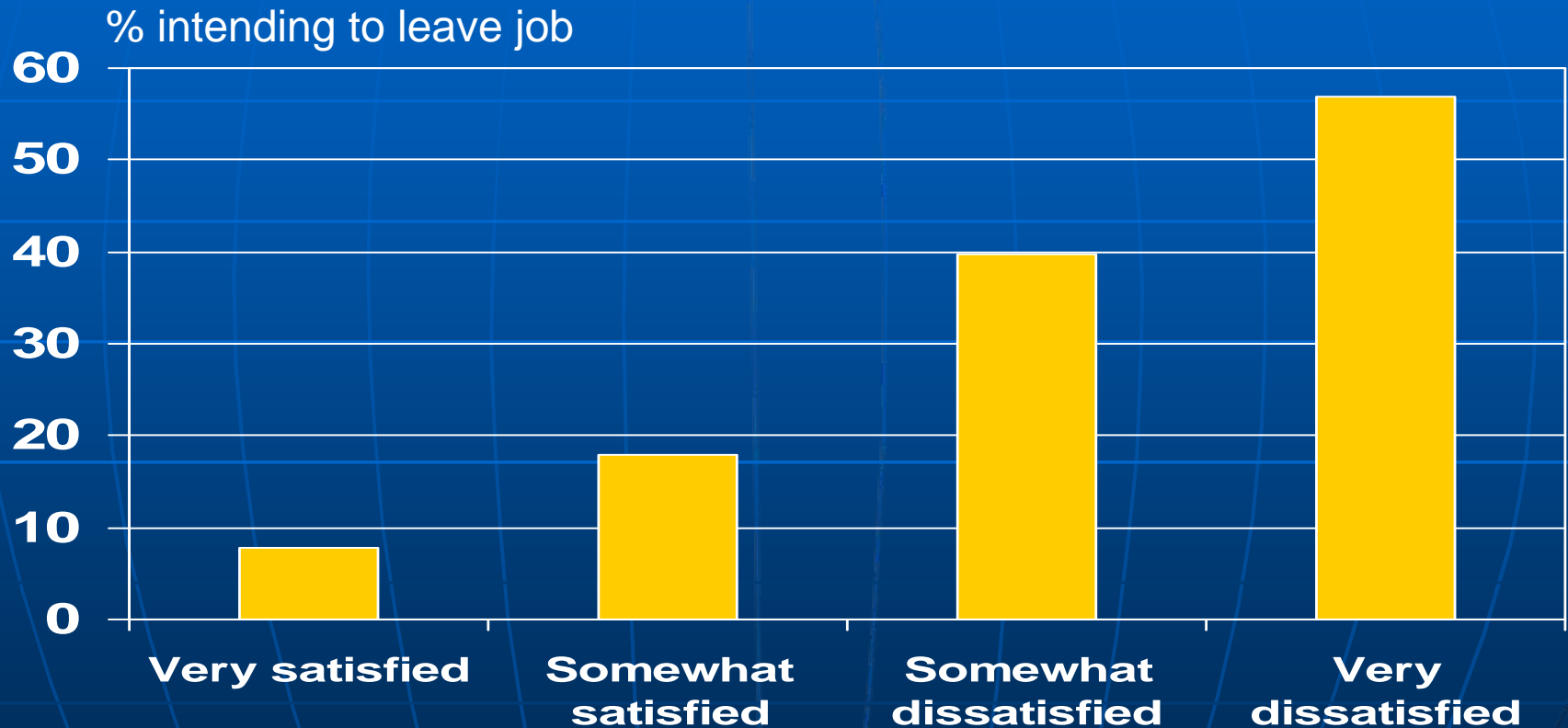
Work organization

- 12-hour shifts
- Usually working overtime
- Working >40 hours per week
 - not significant when controlling for personal characteristics and factors reflecting the work environment.

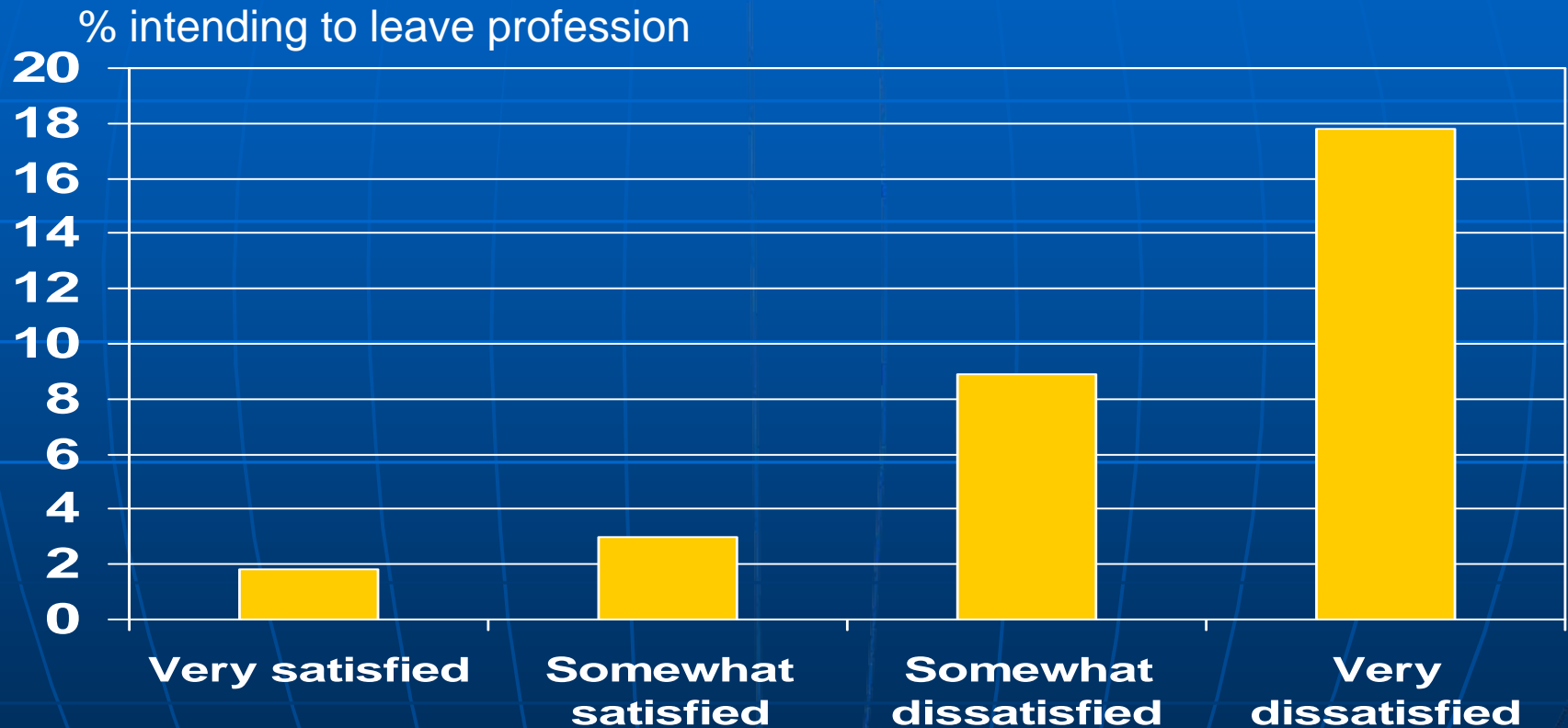
Health-related leave taken in past year



Intention to leave job increases with job dissatisfaction



Intention to leave nursing also related to job dissatisfaction



Limitations

- Data are cross-sectional
- No external validation
- Data on some factors that affect satisfaction not available (e.g., hospital size, administration system).



Summary of findings

- 1 in 8 hospital RNs are dissatisfied with their current job.
- Job dissatisfaction is strongly related to nurses' perceptions of autonomy and control, and also to inter-professional working relations.
- Factors reflecting work organization (long hours, shift work, etc.) are not associated with job dissatisfaction when controlling for other influences.
- High absenteeism, intention to quit or leave nursing are much more likely among nurses who are dissatisfied with their job.



Access: *2005 National Survey of the Work and Health of Nurses*

Report: <http://www.statcan.ca/bsolc/english/bsolc?catno=83-003-X>

Data: <http://dissemination.statcan.ca/english/rdc/index.htm>

