ABSTRACT

The problems leading to job dissatisfaction include poor interpersonal relationship between nurses and co-workers, low pay packages and lack of professional growth while those leading to job satisfaction include high salary, good interpersonal relationship between nurses and co-workers and career advancement. The aim of the survey was to identify factors related to job satisfaction among nurses. This survey was conducted at Ramathibodi Hospital in Bangkok, Thailand. Three hundred and eighteen nurses responded to self-administered questionnaire.

The attitude scores of nurses toward their profession was strongly inversely correlated with job satisfaction (r=-0.322 and p-value =0.000). Those who had low level of job satisfaction were majority of nurses who were in age group of 20-29 years (n=141), with job status as junior (n=181), with salary <10,000 bahts/month (n=145), and had low levels of reinforcing factor (n=149).

Since levels of job satisfaction was statistically significantly associated with age ($\chi^2=26.509$, p-value<0.0001), Salary ($\chi^2=20.822$, p-value<0.0001), and job status ($\chi^2 =11.523$, p-value=0.009), the hospital policy makers could embark on promotion of nurse on regular bases and also based on merits since most of them(78.3%) favored promotion based on merits.