

ABSTRACT

The main goal of the study was to determine the job satisfaction of nurses and to explore the factors which play significant role in their job satisfaction.

This was cross sectional study. Sample was proportionally allocated to relative hospital sizes. There were 449 nurses selected from six public sector hospitals of Lahore. A structured questionnaire was filled out by participants. The questionnaire was divided into four sections Demographic and Socio-Economic factors, Facilities provided at Hospital, Environmental factors and General attitude about job.

Descriptive and inferential analyses were done to explore the job satisfaction level of nurses across various levels of classifications. It was observed that hospital, academic qualification, timely salary, annual increment in salary, family support and social status play important role with job satisfaction. Facilities provided at hospital like adequate staff, sufficient equipments, facilities regarding leave, reasonable income, promotion based on merit, co-operation among colleagues and reorganization of hardworking were found significant and positively associated with job satisfaction. Similarly, among environmental factors, how doctor respect, Superintendent behavior and heavy work load were significantly associated with Job satisfaction. Moreover, using multiple logistic regression different logit models were developed in order to find the predictive strength of job satisfaction using different predictors.