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Job Satisfaction of Nurses Working in ICU during Covid 19 Pandemic Situation at Chennai Private Hospitals

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Abstract: ***The globalized era gave a lot of growing opportunity for health sector interms of growth and employment opportunities. A single person with high job satisfaction holds an uplifting aura towards the job, while a person who is frustrated with occupation holds an adverse mindset about job. The job satisfaction is the key for better performance, productivity, involvement and retention of employees. Measuring the job satisfaction among the health care employees is very importance in this covid 19 pandemic situation especially among nurses working in ICU of covid wards. The sample size of this study is 110 and the major findings reveals that majority of the respondents are satisfied about their job and they felt the training given for them in this period is effective.***

Keywords: Hospitals, nurses, satisfaction, research, Pandemic situation

I. INTRODUCTION

"People become attached to their burdens, sometimes more than the burdens are attached to them."

A. *George Bernard Shaw*

Job satisfaction among nurses is important as they are key persons for proper diagnosis, patient care and services. So it is the responsibility of an organization to take care of nurses by making them motivated and satisfied with the job they are involved. Job satisfaction is the energetic response to the mission of work they are involved. So, in simple language it is generating motivation and deriving positive attitude towards their duty. High work satisfaction may incite improved advantage, reduce turnover, upgrade interest especially increases productivity during the covid pandemic period. A single person with high job satisfaction holds an uplifting aura towards the job, while a person who is frustrated with occupation holds an adverse mindset about job.

B. *Objectives*

The major objectives of this research work are,

1) To study about their existing job satisfaction level of respondents.
2) To assess the factors influencing the job satisfaction of the respondents, the nurses in ICU during the covid 19 pandemic situation.

II. REVIEW OF LITERATURE

Blanchflower and Oswald (1999), focused on "the relationship between Job Satisfaction, Job Security and mental situation by utilizing cross-section data from three sources "the Eurobarometer Surveys" (1995-1996), "the International Social Survey Program" (1989), and "the US General Social Surveys"information. They say that the desires for conceivable occupation misfortune have the biggest negative impact on employment fulfillment". It has been understood from research that maximum employees of the organization find negative consequences of job satisfaction by expecting of job loss.

Nikolaou I. Theodossiou, E. G. Vasileiou (2005), In their research paper, Does Job security Increase Job Satisfaction? A study of the European Experience. This concept investigates the association amid job satisfaction and job Security in European countries after scheming for the various economic and personal characteristics. In their investigation they have taken into consideration the endogenous nature of the job satisfaction- job security relationship. There are lots of evidences that if they show high job satisfaction than workers are having high productivity rate in their task but on the other way round high un-certainty in the job security will invariably hamper the production rate for both the gender.

Dr. Subhasish chatterjee, lt.col (rtd) dipali chatterjee, The survey showed that job Satisfaction, which is the most important factor to employees is not as per their wish. More than 65 percent i.e. 17 out of 25 employees are not at all satisfied with their job. The grounds employees gave for feeling dissatisfaction in their job are not among the employees‟ own personal locus of control. This may considering that job satisfactions often impacted by internal factors of the organization such as attitude of top management towards employee, Employees get appreciation and rewards if the desired work (or) targets are accomplished, career prospect, involvement employees in the management decisions, satisfactory Salary and more.

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More than 80 percent employee informed that they do not have Job Security in their organization. The result from the Job Security Survey shows that the employees appear to be dissatisfied with their job security .

Vanlalnguri Hmar and Dr. Amit Kumar Singh, The study examined only individual satisfaction of employees in Civil Hospital, Aizawl. Job satisfaction has been assessed mostly in terms of the amount of satisfaction that employees of Doctors and Nurses experience with different facets of their jobs, work atmosphere, pay endorsement, and the relation with superior in the organization. Job satisfaction also includes work-life organization. In this study it was initiate minority of employees of Civil Hospital, Aizawl are satisfied with the dissimilar parameters of job in their organization with positive exceptions. It can be concluded that the organization is presenting a very fine operational surroundings,where it's mainstream of the employees are satisfied with the organization which will assist the organization for its development and enlargement.

III. RESEARCH METHODOLOGY

1) *Research Design:* The study is descriptive in nature, which describes the state of affairs as it exists
2) *Data Collection:* The structured questionnaire was prepared with respect to the objective of the research work and utilised to collect the first hand data. The Secondary data was collected through Earlier research work, Journals and websites
3) *Sampling Design:* Convenient sampling technique was utilized with the sample size of 110 nurses.

IV. DATA ANALYSIS

The collected data were edited, coded and tabulated as below.

Table 1. Respondent's Number Of Working Hours In A Week

Working Hours	No. of respondents	Percentage
Less than 30	0	0%
30 to less than 40	35	32%
40 hours and above	75	68%
Total	110	100%

The above data indicates that 32% of the respondents are work 30 to less than 40 hours in a week ,68% of the respondents are work 40 and above hours in a week.

Table 2. Respondents opinion on experiencing stress in personal life

Experiencing Stress	No. Of respondents	%
Strongly disagree	5	5%
Disagree	10	9%
Neutral	65	59%
Agree	25	23%
Strongly agree	5	5%
Total	110	100%

Majority of them felt this pandemic period as special and mentioned their opinion as neutral.

Table 3- Table Shows Resting Time Between The Work

Resting time	No. Of respondents	%
Strongly disagree	10	9%
Disagree	10	9%
Neutral	30	27%
Agree	50	45%
Strongly agree	10	9%
Total	110	100%

45% of the respondents agreed and 9% of the respondents strongly agreed that the resting time is sufficient, as they would like to serve more patients.

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Table 4-Table Shows Initial Training On Covid 19 Treatment Provided By The Hospital Was Very Supportive

INITIAL TRAINING PROVIDED BY THE HOSPI-TAL	NUMBER OF RE-SPONDENTS	%
Strongly disagree	0	0%
Disagree	0	0%
Neutral	0	0%
Agree	60	55%
Strongly agree	50	45%
Total	110	100%

55% of the nurses agreed and 45% of them are strongly agreed to the statement.The majority of the hospital staff got adequate initial training to cope up with the pandemic situation.

Table 6- Shows Rotating Schedules Negatively Affect

ROTATING SCHEDULES NEGATIVELY AFFECT MY LIFE	NUMBER OF RESPONDENTS	%
Strongly disagree	15	14%
Disagree	65	59%
Neutral	15	14%
Agree	15	14%
Strongly agree	0	0%
Total	110	100%

From the above table it is clearly shown that 14% of the respondents strongly disagreed to that statement, 59% of the respondents dis agreed to the statement, 14% of the respondents have shown neutral response towards it. They are so self-responsible and ready to serve people with any modified schedule.

Table 7-Get Sufficient Safety Measures From Pandemic Diseases

GET SUFFICIENT SAFETY MEASURES FROM PANDEMIC DISEASES	NO. OF RESPONDENTS	%
Strongly disagree	0	0%
Disagree	0	0%
Neutral	0	0%
Agree	25	23%
Strongly agree	85	77%
Total	110	100%

This table clearly shown that 23% of the nurses agreed the statement and 77% of the nurses strongly agreed that they get sufficient safety measures while serving people.

V. KARL PEARSON'S CORRELATION COEFFICIENT ANALYSIS

Analyzing the correlation between the Work stress(X) and Resting time(Y)

1) *Null Hypothesis (H0):* There is no significant relationship between X & Y.
2) *Alternate Hypothesis (H1):* There is a significant relationship between X & Y.

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A. Solu

x	dx	dx^2	y	dy	dy^2	dx.dy
5	-17	289	10	-12	144	204
10	-12	144	10	-12	144	144
65	43	1849	30	8	64	344
25	3	9	50	28	784	84
5	-17	289	10	-12	144	204

€x= 22 €dx^2=516 €y= 22 €dy^2=256 €dx.dy=400

Correlation Coefficient Formula

$$r = \frac{n(\Sigma xy) - (\Sigma x)(\Sigma y)}{\sqrt{[n\Sigma x^2 - (\Sigma x)^2][n\Sigma y^2 - (\Sigma y)^2]}}$$

=0.53(+ve)

- *Interpretation:* From the results of the above calculation, it is clearly showing that the Experiencing stress has a weak positive linear relationship with the Resting time. (i.e) The alternative hypothesis (H1) is proven; therefore, the experiencing stress is likely to disturb the resting time of the employees.

B. Major Suggestions

The major findings of this study reveal that 75% of the respondents work more than 49 hours per week and majority of the respondents didn't found heavy workload as they are readyto serve to people in this pandemic period and even they felt the resting period is too sufficient. All the nurses revealed that the initial training on covid 19 treatment was very supportive to them and they could serve the needy better. To manage the excess cases, they were assigned with rotation schedule and they were ready to work on any shifts. All the respondents said that they got sufficient safety measures while serving the patients.

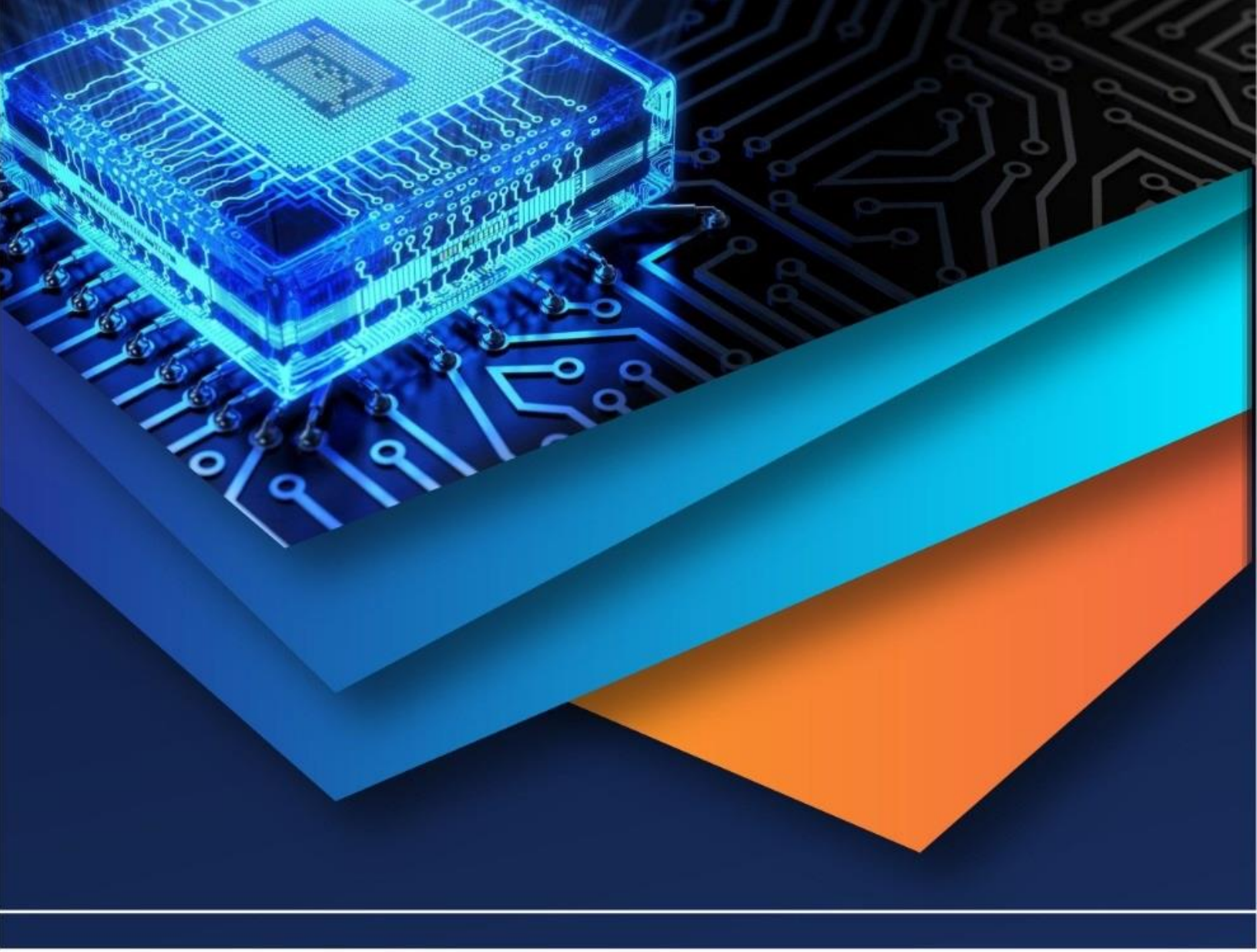
C. Suggestion And Conclusion

The findings of this study revealed that the respondents are service oriented and self-responsible and are ready to adopt the changes and challenges. Hence the hospital management can increase their reward and remuneration and focus on employee engagement and retention of them.

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