Work satisfaction among nurses in a private hospital

Siew-Yong Yew, Chen-Chen Yong, Nai-Peng Tey, Kee-Cheok Cheong & Sor-Tho Ng

To cite this article: Siew-Yong Yew, Chen-Chen Yong, Nai-Peng Tey, Kee-Cheok Cheong & Sor-Tho Ng (2018): Work satisfaction among nurses in a private hospital, International Journal of Healthcare Management, DOI: 10.1080/20479700.2018.1489459

To link to this article: https://doi.org/10.1080/20479700.2018.1489459

Published online: 20 Jun 2018.

ABSTRACT
This study aims to examine job satisfaction and its contributing factors among nurses in a Malaysian private hospital. A survey was carried out on 209 nurses in a Malaysian private hospital. The Index of Work Satisfaction (IWS) developed by Stamps was adopted to measure the level of job satisfaction among nurses. The overall IWS was 11.7. Nurses below 30 years old had lower IWS than those aged 30 and over. The low level of job satisfaction among nurses was reflected by the lowest scores on pay, task requirements, and organizational policies, all in the second quartile of satisfaction level. This survey shows low job satisfaction among nurses from a private hospital, especially with the low pay. Nurses are more concerned with aspects that affect their personal well-being directly. Hence, hospital management should consider a more attractive remuneration, as well as other incentives to increase job satisfaction among the nurses.