

Gender Difference in Job Satisfaction of Hospital Nurses

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Abstract— The present study was undertaken to know the gender difference in job satisfaction among hospital nurses. 60 male and 60 female nurses were selected from the Government and Private hospitals in Tumkur district for the assessment of job satisfaction. The study revealed that there is a significant gender difference in Job satisfaction among government hospital nurses but there is no gender difference among private hospital nurses. 't' test was computed for analysis for the result.

I. INTRODUCTION

Job satisfaction

Job satisfaction is simply how content an individual is with his or her job. At the more Specific levels of conceptualization used by academic researchers and human resources professionals, job satisfaction has varying definitions. Affective job satisfaction is usually defined as one one-dimensional subjective construct representing an overall emotional feeling individuals have about their job as a whole. Hence, affective job satisfaction for individuals reflects the degree of pleasure or happiness their job in general induces. Cognitive job satisfaction is usually defined as being a more objective and logical evaluation of various facets of a job. As such, cognitive job satisfaction can be one-dimensional if it comprises evaluation of just one aspect of a job, such as pay or maternity leave, or multidimensional if two or more facets of a job are simultaneously evaluated. Cognitive job satisfaction does not assess the degree of pleasure or happiness that arises from specific job facets, but rather gauges the extent to which those job facets are judged by the job holder to be satisfactory in comparison with objectives they themselves set or with other jobs. While cognitive job satisfaction might help to bring about affective job satisfaction, the two constructs are distinct, not necessarily directly related, and have different antecedents and consequences.

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Facets are judged by the job holder to be satisfactory in comparison with objectives they themselves set or with other jobs. While cognitive job satisfaction might help to bring about affective job satisfaction, the two constructs are distinct, not necessarily directly related, and have different antecedents and consequences

II. REVIEW OF RELATED LITERATURE

Torkelson, Diane J. Seed, Mary S (2011) were explored the difference between male and female psychiatric nurses job performance and job satisfaction levels on an acute care inpatient unit. The result revealed that female nurses were observed and self-rated as spending significantly more time on patient care activities, and these activities were significantly correlated with higher job satisfaction levels. Male nurses who self-rated spending more time on patient care activities had significantly lower job satisfaction.

III. METHODOLOGY

The theoretical and empirical literature reviewed in the previous chapter underlined the need for assessing the job satisfaction adapted by hospital nurses. The present study is designed as follows.

Aim: The present study aims at examine the gender difference of Job satisfaction among hospital nurses.

Objectives:

The objective of the present study is:

1. To study the gender difference in Job satisfaction of hospital nurses.

Variables

1. Independent Variable: Job satisfaction.
2. Dependent Variable: Response of the hospital nurses.

Hypothesis

To examine the above objective the following hypothesis are used.

1. There is a significant gender difference in Job satisfaction among government hospital nurses.
2. There is a significant gender difference in Job satisfaction among private hospital nurses.

Research Design

Between Group research deigns is used to examine gender difference of Job satisfaction among hospital nurses.

Sample: The sample for the study is selected from government and private hospitals in Tumkur district, Karnataka State.

	Govt. hospital nurses	Private hospital nurses	Total
Male	30	30	60
Female	30	30	60
Total	60	60	120

Assessment tools:

Job satisfaction scale

This questionnaire is developed by Dr. Amar Singh and Dr. T.R. Sharma, consists of 30 statements.

Reliability and Validity:

The test- retest reliability works out to be .978 with N=52 and a gap of 25 days. The scale compares favorably with Muthayya’s job satisfaction scale giving a validity coefficient of .743.

Statistical Analysis

A ‘t’ ratio from independent groups will be computed to examine the difference between male and female with respect to Job satisfaction of government and private hospital nurses.

Results and Discussion

The present study was aimed at studying the gender difference of Government and private hospital nurses in Job satisfaction based on the results of the Job satisfaction. Statistical analysis was done to test the hypothesis.

Demographic variables

The following table provides information of the participants with regard to Age and sex.

Table presents the age range for the female and male sample.

Age Range	Sex	Number
30-50 years	Male	60
30-50 years	Female	60
	Total	120

Job satisfaction and Gender: The difference in the Job satisfaction of male and female hospital nurses was examined using t-value.

Table indicates the mean, ‘t’ value and level of significance in males and females of Job satisfaction of government hospital nurses.

Group	N	Mean	't' value	Level. of significant.
Male	30	67.46	5.34	Sig. at 0.01
Female	30	73.73		

Interpretation

There is significant gender difference in the Job satisfaction among government hospital nurses. The gender difference in Job satisfaction of government hospital nurses was examined by using 't' value. Mean Job satisfaction score of males is 67.46 and females had a mean Job satisfaction score of 73.73. The obtained 't' value is 5.34 is significant at 0.01 level. The present study showed that there is significant gender difference in Job satisfaction. The hypothesis supports the present study.

Table indicates the mean, 't' value and level of significance in males and females of Job satisfaction of private college teachers.

Group	N	Mean	't' value	Level Of significant.
Male	30	74.06	1.70	Not sig. at 0.05
Female	30	73.54		

Interpretation

There is significant gender difference in the Job satisfaction among Private hospital nurses. To examine the gender difference with the use of 't' analysis to examine the hypothesis. Mean Job satisfaction score of males is 74.06 and females had a mean Job satisfaction score of 73.54. The obtained 't' value is 1.70 is not Significant at 0.05 level. The present study showed that there is no significant gender difference in private hospital nurses. The hypothesis is not supports the present study.

Summary

The present study was aimed at studying the gender difference in the Job satisfaction. The subjects for the study consisted of Govt. and private hospital nurses, both male and female aged 30 years to 50 years. 120 teachers were administered the Job satisfaction scale. From the findings, it can be stated that there is significant gender difference in the Job satisfaction of

government hospital nurses but there is no significant gender difference in Job satisfaction of private hospital nurses.

CONCLUSION

1. There is significant Gender difference in the Job satisfaction among government hospital nurses
2. There is no Significant Gender difference in the Job satisfaction among private hospital nurses

Limitations of the study

Firstly, a larger sample should have been considered for the study, which would have facilitated a better understanding of the chosen population. Secondly, the sample was taken from Govt. /Non Govt. hospital in Tumkur. Hence the results cannot be generalized to the larger population. Finally, follow up studies could not be conducted.

Suggestions for further Research

- Studies using their variable can also be conducted on different/heterogeneous groups.
- A longitudinal study may be done on Job satisfaction.
- A larger sample can be considered for the study.

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