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Syed Mir Muhammad Shah, Ramsha Ali, Abdul Samad Dahri, Noor Ahmed Brohi, Zulfiqar Ahmed Maher

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Determinants of Job Satisfaction among Nurses: Evidence from South Asian Perspective

Syed Mir Muhammad Shah  
Department of Business Administration, Sukkur IBA University

Ramsha Ali  
School of Quantitative Sciences, Universiti Utara Malaysia

Abdul Samad Dahri  
School of Business Management, Universiti Utara Malaysia

Noor Ahmed Brohi  
Putra Business School, Universiti Putra Malaysia  
Corresponding Author: brohiahmednoor@gmail.com

Zulfiqar Ahmed Maher  
Information Technology Centre, Sindh Agriculture University Tando Jam

Abstract
The current study explores the impact of job clarity, compensation, supervisor support and employee empowerment on job satisfaction in the nursing staff. A cross section research was done with the help questionnaire, which was distributed among 247 nursing staff of the public hospital. The results suggested that there was a positive relationship among the compensation and employee empowerment on Job satisfaction, which is very important in the retaining of the human capital in public hospital nurses. Whereas, job clarity and supervisor support has an insignificant impact on job satisfaction.

Keywords: Job Satisfaction, Supervisor Support, Job Clarity, Nursing

Introduction
For quite a long while organizational specialist is concentrating on various business related practices. Job satisfaction is one of the practices which are better for singular employment and association. Employment satisfaction is fundamental issue for the private or
public sector associations in developing countries. Job Satisfaction persuades a worker to build their efficiency, organizational responsibility, decreased non-appearance, turnover intentions and increment their level of enthusiasm for the work. In the event that workers of an association are satisfy from his/her work then he/she will expand the individual profitable and in addition organization. It built up the nation's economy. The remarkable resource of a nation is nursing. In the current investigation, we will examine the factor which will upgrade level of job satisfaction in the nursing staff. When nursing staff are dedicated then his/her patient will indicate great recuperation in term of wellbeing, which will expand the fulfillment to them. A large portion of researcher think about job satisfaction it distinctive measurements. Job satisfaction is the impact of two fundamental factors which are statistic factors (age, race, sex, instructive level) and second factors is working condition. Age and race are impact work fulfillment (Ting, 1997; Qureshi, 2015; Ahmed et al. 2017; Shahid et al. 2016). Working condition like assignment character, independence, expertise assortment, errand essentially, and criticism is the essential indicator of occupation fulfillment (Reiner and Zaho, 1999). Job satisfaction is the result of the motivational procedure.

Job satisfaction is the negative and positive sentiments and state of mind of a representative to his/her work. It is the general disposition towards the job (Bent. et al., 1999). It is one the key indicator of the execution of organizations in Europe. Along these lines, the creator Friday and Friday (2003) and Crossman and Abou zaki (2003) expressed that job satisfaction of a representative is one of the missions of an association. It is usually indicator of "organizational citizenship behavior". In a few investigations in various teach demonstrates that HR hone are the essential measurement of job satisfaction (Mottaz, 1985) and some demonstrate that job satisfaction is the mediating factors (Singhal and Srivastava., 1982). The main objective of this research is to find out the determinants of job satisfaction among nurses in an Asian perspective. In the current study, we collect the data from the nurses working in public hospitals in Pakistan, India and Sri-lanka. This study will help the hospital management authority to make a policy for enhancing the job satisfaction among nurses in public hospital.

Remaining part of the paper consist of the following section. Section-2 explains the literature review. Section-3 describe the methodology while section-4 clarify the data analysis and in final section, we conclude the results and provide some policy implications.

Literature Review
Job satisfaction is the huge factor to inspire a worker to his/her work for long haul position. Job satisfaction is characterized by various analysts in his chance. Job satisfaction is characterized that a worker has an enthusiasm for his/her work (Agho et al., 1993). Job satisfaction is characterized as that the passionate, evaluative and subjective reaction of the person to his/her job Greenberg and Baron (1997). Another created meaning of job satisfaction is that when need's and the result coordinate well Locke (1976). Diverse research demonstrates the elements which identify with job satisfaction and dissatisfaction in the job condition. These investigations analyze the relationship of job clearness and job satisfaction and furthermore discover their impact. Staff conduct amid a work and learning of staff likewise identifies with the satisfaction. The level of job satisfaction in female showing personnel is more than male. Job satisfaction look into focuses on the elements which identifies with the satisfaction or dissatisfaction of an association and
analyze the impact of job clearness on job satisfaction. The conduct of the staff amid a work is related with director satisfaction (Schmidt, 2007).

Ahmed contended that the connection between job satisfactions is expanding with the expansion of involvement in a similar association. With a specific end goal to above outcomes, the instructor wouldn’t like to proceed with calling. Job satisfaction can be estimated in each age yet not in 40 to 50 on the grounds that in this age the worker needs advancement (Tremablay. et al., 2000). Job satisfaction is characterized as that "individual conduct that is optional, not straightforwardly or expressly perceived by the formal reward framework and that in the total advances the viable working of the association" (Organ, 1988). It is identified with pressure. Job satisfaction in an association will be expanded by various factors, for example, compensation hones, associations with partners and chief, best quality condition and so on. Generally, the employees will leave the job when there is a decent offer for him in high organization. Job satisfaction and turnover directly affect each other. Job satisfaction is the general satisfaction of the job which gives vitality and capacity to proceed with his/her job. Job satisfaction lessens pressure. Job satisfaction brings development, unwinding in the worker to do his work with more intrigue. It diminishes the pressure which caused a hole between desires of the neglected needs and people. In light of the above writing following speculation is inferred:

H1: Job Clarity has an insignificant impact with nurses` Job satisfaction
H2: Compensation has an insignificant impact with nurses` Job satisfaction
H3: Supervisor Support has an insignificant impact with nurses` Job satisfaction
H4: Employee Empowerment has an insignificant impact with nurses` Job satisfaction
H5: Job Stress has an insignificant impact with nurses` Job satisfaction

Methodology
The study utilized a sample of 247 questionnaire data gathered from the different nurses of Pakistan, India and Sri-lanka. The data was gathered in a time period of 1-year period (January 2017 to December 2017) through online survey transcribed in English. 147 questionnaires is collected from Pakistan, 70 questionnaire is collected from India and remain 25 were collected from Sri-lanka. Although this study is explained the global South Asian perspective but the majority of the data is collected from Pakistan therefore, it can be concluded that this study is more towards the Pakistan perspective. In the process of data screening, the study removed missing values of eleven items. There were also a total of twenty-one uni-variate outliers recognized and deleted from the dataset. For the process of multivariate outliers Mahalanobis distance critical Chi-square function at p<0.001 is used. The outcomes of Mahalanobis distance (D2) resulted in thirteen multivariate outliers. Therefore, excluding a total of 45 invalid responses, the final count of the data set resulted in 202 valid responses. The current study deployed convenience sampling technique. The target population was selected on the bases of convenience (Kothari, 2004). This is due to the fact that, the researcher tried to acquire the data regarding the number of nurses working in several hospitals of the selected countries. The current study covered all the public hospitals, located in metropolitan cities of considered countries. Present study has no biasness in attaining any conclusion. The research followed the directions of Dillman (1978) in fulfilling ethical measures. The credentials of the respondents are taken care with attention and are not biased in any way. In order to enhance the content validity,
respondents were clarified about the concept of job satisfaction with a brief view of offering included in satisfaction. Finally, the study is not financed from any public or private organization.

Data Analysis & Discussion
Descriptive Analysis

The data analysis was examined through SPSS 21 and AMOS 21 package with data size of N=202. Shown in table 1 is the structure of the data used in current research.

<table>
<thead>
<tr>
<th>Age</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>20-30 years</td>
<td>85</td>
<td>42.08</td>
</tr>
<tr>
<td>31-40 years</td>
<td>78</td>
<td>38.61</td>
</tr>
<tr>
<td>41-50 years</td>
<td>38</td>
<td>18.81</td>
</tr>
<tr>
<td>51 and above</td>
<td>1</td>
<td>.50</td>
</tr>
<tr>
<td>Total</td>
<td>202</td>
<td>100.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Working Experience</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-5 years</td>
<td>43</td>
<td>21.29</td>
</tr>
<tr>
<td>6-10 years</td>
<td>49</td>
<td>24.26</td>
</tr>
<tr>
<td>15-11 years</td>
<td>56</td>
<td>27.72</td>
</tr>
<tr>
<td>More than 15 years</td>
<td>54</td>
<td>26.73</td>
</tr>
<tr>
<td>Total</td>
<td>202</td>
<td>100.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>38</td>
<td>18.81</td>
</tr>
<tr>
<td>Female</td>
<td>87</td>
<td>43.07</td>
</tr>
<tr>
<td>Total</td>
<td>202</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Table 2 shows the means, standard deviations, and correlation between the five variables of the current research. Data analysis was started before inspection for the issue of multi-collinearity. In order to cope up the issue of multi-collinearity among independent, Hair, Black, Babin and Anderson (2010) explained that the problem of multi-collinearity occurs in the study if Pearson’s R-value is more than 0.90. The maximum Pearson’s correlation value is between process aspect and personnel aspect i.e. 0.80 which still is less than 0.9, proposing no problem of multi-collinearity exist among the constructs (Lin & Lee, 2004; Hair et al., 2010).
Table 2: Pearson Correlations

<table>
<thead>
<tr>
<th>Correlations</th>
<th>Job Clarity</th>
<th>Compensation</th>
<th>Supervisor Support</th>
<th>Employee Empowerment</th>
<th>Job Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Clarity</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Compensation</td>
<td>.226</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supervisor Support</td>
<td>.187</td>
<td>.805</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Empowerment</td>
<td>.209</td>
<td>.818</td>
<td>.792</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Job Satisfaction</td>
<td>.142</td>
<td>.746</td>
<td>.780</td>
<td>.711</td>
<td>1</td>
</tr>
</tbody>
</table>

Table 3 showed the outcomes of our structural model. The table poised of the outcomes of regression paths, standardized regression weights, standard errors, critical ratios, probability values and remarks of the hypothesis. The outcomes proposed the positive significant impact of compensation (CO) (B= 1.366; p < 0.000) and employee empowerment (EE) (B= 0.394; p < 0.000) in explaining job satisfaction (JS), whereas the in-significant impact of job clarity (JC) (B= 0.040; p > 0.697) and supervisor support (SS) (B= -0.028; p < 0.709) in describing job satisfaction thus confirming hypotheses H2 and H4. The model explains 32.32% of the variation in job satisfaction (JS).

Table 3: SEM Hypothesis Testing

<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>Hypothesized Path</th>
<th>Path Coefficient</th>
<th>S.E</th>
<th>C.R</th>
<th>P-Value</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>H1</td>
<td>JS ← JC</td>
<td>0.040</td>
<td>0.121</td>
<td>0.330</td>
<td>0.697</td>
<td>Not-Supported</td>
</tr>
<tr>
<td>H2</td>
<td>JS ← CO</td>
<td>1.366</td>
<td>0.368</td>
<td>3.712</td>
<td>***</td>
<td>Supported</td>
</tr>
<tr>
<td>H3</td>
<td>JS ← SS</td>
<td>-0.028</td>
<td>0.075</td>
<td></td>
<td>0.373</td>
<td>Not-Supported</td>
</tr>
<tr>
<td>H4</td>
<td>JS ← EE</td>
<td>0.394</td>
<td>0.16</td>
<td>2.465</td>
<td>***</td>
<td>Supported</td>
</tr>
</tbody>
</table>

R-Square 0.323

Source: Author’s Estimation

Conclusion
This examination watches the connection between the job lucidity, remuneration, director bolster, worker strengthening and job satisfaction of the representative in the nursing area of the Pakistan, India and Sri-lanka. In which the there was a positive relationship among the pay and worker strengthening on Job satisfaction, which is imperative in the holding of the human capital out in the open doctor’s facility medical caretakers. Though, job clearness and administrator bolster insignificantly affects job satisfaction. The execution of this investigation is essential to give the tranquil condition and bundles for the nursing staff. These finding are steady with the perceptions of the Al-Swidi et al (2012) and Mumtaz et al (2013). The investigation was constrained to cross sectional research which disregards the dynamic nature among the variable in the examination.
References


