

# An Evaluation of Career Advancement Opportunities and Job Satisfaction Level of Staff Nurses' in Selected Private and Government Hospitals of Udaipur City

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## ABSTRACT

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In the health care industry or in any healthcare institution, the majority of employees are the staff nurses. Although individuals, private clinics, and hospitals all recruit nurses, the majority of nurses work in hospitals. The Healthcare administrators are very well aware that work happiness and job satisfaction are the crucial components for retaining the nursing staff. The retention of nursing personnel is impacted by numerous variables, including working conditions, job security, salary package and promotion policies, and staff development activities. The current research work attempts to determine staff nurses' satisfaction with compensation and possibilities for promotion and advancement in Maharana Bhopal Govt. Hospital and GBH American Pvt. Hospital of Udaipur city. The study has been conducted using descriptive research design . With the help of a questionnaire, primary data is gathered from 210 respondents. The collected data has been analyzed using the weighted arithmetic mean, the t-test, and the chi-square test. The results reveal that staff of government hospitals are more satisfied with their income and chances for advancement.

**Keywords:** Nursing Staff, Job satisfaction Level, Compensation, Career Advancement Opportunities, Government Hospital, Private Hospital.

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## Introduction

Based on the necessity for nurses' training and other hospital requirements, nursing jobs come in a wide variety and encompass a wide range of tasks and responsibilities. Nurses often provide patient care at the bedside when they are in their entry-level positions, but as they advance in their careers, they may manage specialised wards such as those for children, people with mental illnesses, patients in intensive care, etc. The daily tasks of nursing staff members include giving out medications to patients, setting up and using medical equipment, keeping track of patients' progress, taking part in doctor rounds, providing

pertinent information regarding nursing observations made on the patients, general administrative duties, etc.

Healthcare workers have a duty to provide patients and the general public with the finest care and services possible and only a motivated, well-trained staff will be able to accomplish this. If the needs of the nursing staff are met timely and adequately by the hospitals, nurses would become motivated, supported and would be ready do their best work without any obstacles. In order to give hospital patients the kind of care they need, nursing staff's job satisfaction is crucial.

Job satisfaction refers to as an employee's perspective of his or her employment, based on comparing their real experience with their expectations.

Job satisfaction is generally viewed as a psychological phenomenon that reviews employees' feelings about various internal as well as external issues.

When an employee understands that, either directly (by doing it) or indirectly (via the organisation), their employment helps them achieve their needs and values, they develop a positive attitude toward both the job and the organization (by the package they get). It encapsulates the discrepancy between an employee's expectations and the experience they actually receive from their work. The gap size directly affects how dissatisfied people are.

Maintaining the workforce numbers of any organisation depends on its employees being happy at their jobs. Job satisfaction is a crucial factor in maintaining an organization's workforce numbers.

Dissatisfied employees express a higher intention to leave which prompts high turnover rates and lays negative effects on the individual, for instance a worker at work feels depersonalised, emotionally exhausted, and develops a diminished feeling of self-accomplishment.

According to Lease (1998), employees who are more satisfied with their jobs tend to be less absent, less likely to quit their jobs, more productive and efficient, and more likely to show organisational commitment.

A better work environment leads to fewer employee turnovers, improves the quality of patient care, reduces the physical and mental damage to healthcare workers, and brings an overall betterment for the entire organization. Employers and employees both place a high priority on job satisfaction. In other words, both,

the employer as well as the employee are concerned about employee contentment at work. The extent to which a nurse feels that his/her needs are met by the work they do, is referred to as job satisfaction.

In light of this context, the researcher is motivated to conduct a study on the job satisfaction of hospital nurses. The researcher has made a modest attempt through this work to shed light solely on various aspects of nurses' job satisfaction including compensation, promotion potential, and other factors, in both private and public hospitals in the Udaipur city.

## Literature Review

Patikar G. and Shupao J. (2017) conducted a study on Job Satisfaction of Nurses: A Comparative Study between Private and Government Hospitals. This study is a descriptive one based on field survey. Sample respondents of 300 nurses from five selected district of Nagaland have been considered for the purpose of this study. A well structure questionnaire was administered to the respondents selected on convenience sampling method for collecting useful primary data. The data so collected were statistically analyzed in order to determine the extent and level of nurses' job satisfaction in both Private and government hospitals. Detailed description of the various components of nurses job satisfaction has also been done in order to compute nurses job satisfaction index separately for Private and Government Hospitals. Nurses are at large found to be satisfied with their job but nurses' of Private hospital are marginally more satisfied than Government hospitals.

K.S Reshama, K.V Sheetal, R Preetha (2015) conducted a Comparative Study of Job Satisfaction among Employees in Private and Government Hospital In Ernakulam District. For the purpose of the study, both primary and secondary data were used. Primary data was collected through questionnaires consisting of 35

questions and secondary data was collected from published documents of hospitals, periodicals, magazines, articles, reports and documents. From the analysis it was found that in private hospitals 90% of the employees are satisfied with the promotions provided to them and rest of the employees that is 10% of the employees are not satisfied. In the case of government hospital it was found that 88% of the employees are satisfied with the promotions provided to them whereas rest 12% of the employees are in the opinion that they are not satisfied. Researcher concluded that the nurses and paramedical staff are happier in government hospital due to high salary as compared to private hospitals.

Gupta M K, Reddy S, Prabha C and Chandna M (2014) conducted a comparative study on level of job satisfaction among nurses in government and private hospitals of Andhra Pradesh, India. A cross sectional design was adopted for this study in which 15 variables were chosen to assess the level of job satisfaction using a five point Likert scale. Two hundred nurses (100 from government hospitals and 100 from private hospitals) of Andhra Pradesh were interviewed using a non probability sampling technique.

The findings revealed that Government nursing employees were more satisfied with their profession as well as salary structure. Migration to gulf countries in future was disagreed by the nursing personals. This disagreement was significantly ( $p < 0.05$ ) more strong among government nursing employees and it can be concluded that The level of job satisfaction is found to be more in case of government nurses as compared to the private nurses.

## Objectives of Study

1. To assess and compare the degree of job satisfaction with regard to possibility for advancement, and compensation, among staff nurses working in the public and private hospitals of the Udaipur district.
2. To evaluate the effect of demographics on staff nurses' prospects for promotion and job satisfaction with remuneration.

## Hypotheses

In this study, the following hypotheses have been tested:

H01 Staff nurses working for public and private hospitals report similar levels of job satisfaction when it comes to compensation and advancement opportunities.

H02 Staff nurse job satisfaction, compensation, and promotion potential are unaffected by demographics like age, working experience, or monthly income.

## Research Methodology

- (a) **Research Design:** To compare and measure job satisfaction in relation to compensation and promotion potential, a descriptive research design was used.
- (b) **Sample Design:** Using a stratified purposive sample technique, 210 staff nurses were chosen. Staff nurses from the public (100) and private (110) sectors are included in the samples.
- (c) **Analysis:** The data was analysed using a variety of statistical tools, including the chi-square test, unpaired t-test, and arithmetic mean.

## Analysis and Interpretations

### 1. Classification of The Respondents

Table 1.1 shows descriptive data that show the distribution of respondents by demographics.

Table 1.1

Demographic Factors			
Gender	Frequency	Percent	Cumulative Frequency
Male	105	50	50
Female	105	50	100
<b>Total</b>	<b>210</b>		
Age Group			
Below 30 years	28	13.33	13.33
30-39 years	95	45.23	58.56
40-49 years	42	20	78.56
50 years and above	45	21.42	100
<b>Total</b>	<b>210</b>		
Working Experience			
Below 3 years	65.5	31.2	31.2
3-6 years	40.25	19.2	50.4
7-9 years	36	17.1	67.5
10 years and above	68.25	32.5	100
<b>Total</b>	<b>210</b>		
Monthly Income			
Below 10000	10.9	5.19	5.19
10000 to 20000	35.9	17.10	22.3
20000 to 30000	25	11.9	34.8
More than 30000	138.2	65.80	100
<b>Total</b>	<b>210</b>		

## Gender wise Classification

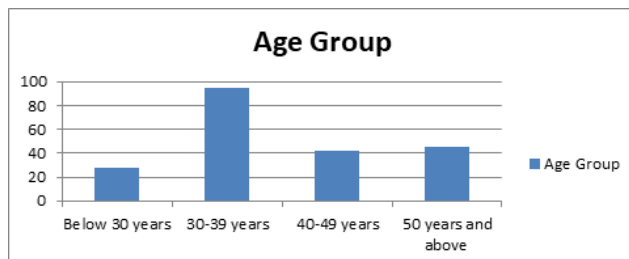
The research has been structured and designed around 210 respondents, out of which 105 respondents are males and another 105 respondents are females. In other words, all the respondents are equally distributed.

## Age wise Classification

Total 210 variables have been selected for the study out of which 28 employees belonged to below 30 years age group, majority of respondents (45.23%) are between 30 and 39 years old, 21.42% employees belonged to the 50 years and above age group.

The majority of respondents (32.5%) have 10 years or more of work experience, while 31.20% have experience of less than three years. The majority of respondents (65.80%) earn more than Rs. 30,000 per month, whereas 17.10% of respondents earn between Rs. 10,000 and Rs. 20,000 per month.

**Graph 1.1**



## Overall Job Satisfaction Level of Respondents with Respect to Compensation and Opportunity for Advancement

The respondents' work satisfaction with compensation and potential for advancement will be covered in this section.

### Job Satisfaction

Table 2.1 displays the respondents' overall work

satisfaction with regard to income and opportunity for advancement. The majority of respondents (N=61, Percentage=26.66) said they were satisfied with pay and promotional potential, while 13.33% of respondents (N=28) said they were highly dissatisfied, 23.80% of respondents (N=50) said they were dissatisfied, 29.04% of respondents (N=56) said they were neutrally satisfied, and the remaining 7.14% of respondents (N=15) said they were highly satisfied with pay and promotional potential.

Table 2.1: Respondents' overall job satisfaction with compensation and advancement opportunities

Response	N	Percentage
Highly Dissatisfied	28	13.33
Dissatisfied	50	23.80
Neutral	56	29.04
Satisfied	61	26.66
Highly Satisfied	15	7.14
Total	210	100
Mean Score	2.90	
S.D.	1.70	

### Job Satisfaction of Staff Nurses from Government Hospitals

According to income and opportunities for advancement, Table 2.2 shows how satisfied government hospital respondents were with their jobs. The majority of respondents (N=45, Percentage=45) said they were satisfied with their pay and promotional potential, while 8% of respondents (N=8) said they were unsatisfied. Thirty percent of respondents (N=30) said they were neither satisfied nor dissatisfied, and 17% of respondents (N=17) said they were extremely satisfied, while no one said they were extremely dissatisfied.



**Table 2.2: Job Satisfaction among Staff Nurses from Government Hospital**

Response	N	Percentage
Highly Dissatisfied	0	0
Dissatisfied	8	8
Neutral	30	30
Satisfied	45	45
Highly Satisfied	17	17
<b>Total</b>	<b>100</b>	<b>100</b>
<b>Mean Score</b>	3.71	
<b>S.D.</b>		
	1.92	

**Table 2.3 Job Satisfaction of Staff Nurses with Private Hospitals**

Response	N	Percentage
Highly Dissatisfied	20	18.18
Dissatisfied	32	29.09
Neutral	20	18.18
Satisfied	18	16.36
Highly Satisfied	20	18.18
<b>Total</b>	<b>110</b>	<b>100</b>
<b>Mean Score</b>	2.87	
<b>S.D.</b>		
	1.69	

Table 2.3 depicts respondents' job satisfaction with pay and promotion prospects for private hospitals. Greater part of respondents (N=32, Percentage=29.09) showed that they were disappointed with pay and limited growth potential while 18.18% respondents (N=20) believed that they were exceptionally disappointed with pay and growth potential, 18.18% respondents (N=20) were neither fulfilled nor disappointed, 18.18% respondents (N=20) were happy with pay and growth potential.

### Hypothesis Testing

H01 Staff nurses working for public and private hospitals report similar levels of job satisfaction

esteem shows huge distinction in the mean score of government and confidential emergency clinic respondents, which demonstrates that work fulfillment level of government medical clinic respondents, is fundamentally higher than the confidential clinic respondents.

**H02 : Staff nurses' job satisfaction with pay and promotion potential are unaffected by demographics like age, working experience, or monthly income.**

The test results are shown in table 3.2. The chi-square value was found to be significant in all of the cases, indicating that demographics like age, working experience, and respondents' monthly

**Table 3.1: Differences in Job Satisfaction Levels of Government and Private Hospital Respondents**

Government (N=110)		Private (N=124)		t-value	p - Value	Result
Mean	S.D.	Mean	S.D.			
3.71	1.92	2.87	1.69	6.086	.000	Significant

when it comes to compensation and advancement opportunities.

According to Table 3.1, government hospital respondents were more satisfied with their jobs in terms of pay and advancement opportunities than private hospital respondents. Measurably t-

income have a significant impact on job satisfaction with pay and promotion potential.

**Table 3.2 Chi Square Test Results**

Demographic Factor		Job satisfaction Level		Total	Chi Square	
		Satisfied (Score>24)	Dissatisfied (Score< 24)		Calculated Value	Significance
Age	Below 30 years	35	48	83	26.00	.000
	30-39 years	23	41	64		
	40-49 years	30	20	50		
	50 years and above	12	1	13		
	Total	100	110	210		
Working Experience	Below 3 years	37	34	71	19.62	.000
	3-6 years	17	30	47		
	7-9 years	14	4	18		
	10 years and above	37	37	74		
	Total	105	105	210		
Monthly Income	Below 10000	4	12	16	25.59	.000
	10000 to 20000	13	20	33		
	20000 to 30000	1	20	21		
	More than 30000	80	60	140		

\*Level of Significance = 0.05

### Conclusion

According to the findings, the majority of respondents from government hospitals were satisfied and happy with their compensation and potential for advancement. However, respondents from private hospitals expressed dissatisfaction with their compensation and chances for advancement. The survey found that government hospital respondents had higher work satisfaction with compensation and advancement opportunities than respondents from private hospitals. According to statistics, there is a considerable difference between the mean scores of respondents from government and private hospitals, indicating that the government hospital respondents have significantly greater job satisfaction levels than the respondents from private hospitals.

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