FACTORS ASSOCIATED WITH NURSE'S JOB SATISFACTION

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ABSTRACT

Background: Nurses have an important role in hospital to provide quality health services. Nurse's job satisfaction is an aspect that can affect the quality of hospital services, especially in carrying out nursing care. This study systematically reviewed the factors associated with nurse's job satisfaction.

Subjects and Method: This was a systematic review using 2 electronic databases. The keywords were "criteria of job satisfaction", "determinants", "factors", and "nurses". The articles included in this study were English, full paper, open access, and published from 2014 to 2019. The data were collected based on PRISMA flow diagram.

Results: A total of 10 full articles included in this study. Some variables showed positive correlation with nurse's job satisfaction, including fair perception, supervisor support, tenure, active involvement of followers, meaningful work, professional commitment, work unit, mutual understanding in work, management or leadership role through autonomy and justice, professional status, practice environment, role clarity, job autonomy, work support, structural empowerment, global empowerment, opportunity, promotion, recognition at work, and security at work. Some variables showed negative correlation with nurse's job satisfaction, including workload, emotional discomfort, education level, type of organization, and role conflict.

Conclusion: Some variables have positive while others have negative correlation with nurse's job satisfaction. In order to improve nurse's job satisfaction it is suggested that positive correlates of nurse's job satisfaction be strengthened while negative correlates be attenuated.

Keywords: job satisfaction, determinants, nurses

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