
MARITAL STATUS AND JOB SATISFACTION AMONG NURSES IN KASHMIR VALLEY

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Abstract: Objective: To investigate marital status in relation to job satisfaction among nurses working in Government hospitals in Kashmir. Methods: The study was examined with a sample of (N=100; age=24-45 years) nurses in Kashmir. The job satisfaction was assessed using Dubey's Job Satisfaction Scales (JSS) with 25 items (Dubey, 2009). Marital status was measured by using demographic data sheet. Results: Data were analysed by descriptive statistics, and Independent Samples t-test using SPSS. The results showed a significant means difference on job satisfaction among married and unmarried nurses. The observations indicated that the level of job satisfaction among married nurses was higher than the unmarried nurses. Conclusion: The findings of the present study suggest that marital status interact in important ways in influencing the job satisfaction of nurses working under challenging health care work field. Implications: The observations of this study support the multidimensional operationalization of job satisfaction. With such research findings, health professionals having challenging work culture could be specifically supported by taking their job satisfaction into consideration. It helps in understanding the diverse no. of factors influencing job satisfaction. Also intervention programs can be conducted to identify the negative factors associated to job satisfaction and therefore, training programs can be provided to improve level of job satisfaction as well.

Keywords: Job Satisfaction, Marital Status, Occupation, And Health.

Introduction: Some professionals love their jobs, some tolerate their jobs, and some employees stand their jobs. Job satisfaction explains the extent to which working professionals enjoy their job. Edwin Locke (1976) defines job satisfaction as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience". While job satisfaction results from both how an individual think about work (cognitive perspective) and how he/she feels about job (affective perspective) (Saari & Judge, 2004), it is described in terms of affect. Job satisfaction gets affected by the work itself, the personality; the culture employee comes from and lives in (Saari & Judge, 2004). Job satisfaction is typically measured after a change in an organisation, such as a shift in the management model, to assess how the change affects employees. It can also be measured by an organisation to assess one of many factors expected to affect the organisation's performance. Moreover, polling companies like Gallup regularly measure job satisfaction on a national scale to gather huge information on the state of the economy and the workforce (Saad, 2012).

Others have defined it as simply how content an individual is with his or her job; whether he or she likes the job or not (Spector, P.E., 1997). It is assessed at both the global level (whether or not the individual is satisfied with the job overall), or at the facet level (whether or not the individual is satisfied with different aspects of the job) (Spector, P.E., 1997). Spector (1997) lists 14 common facets: Appreciation, Communication, Coworkers, Fringe benefits, Job conditions, Nature of the work, Organization, Personal growth, Policies and procedures, Promotion opportunities, Recognition, Security, and Supervision).

A more recent definition of the concept of job satisfaction is from Hulin and Judge (2003), who have noted that job satisfaction includes multidimensional psychological responses to an individual's job, and that these personal responses have cognitive (evaluative), affective (or emotional), and behavioral components (Hulin, C. L., & Judge, T. A. 2003). Job satisfaction scales vary in the extent to which they assess the affective feelings about the job or the cognitive assessment of the job. Affective job satisfaction is a subjective construct representing an emotional feeling individuals have about their job (Thompson, E.R.; Phua F.T.T. (2012; Moorman, R. H., 1993; Kalleberg, A. L., 1977; Spector, P. E., 1997). Hence, affective job satisfaction for individuals reflects the degree of pleasure or happiness their job in general induces. Cognitive job satisfaction is a more objective and logical evaluation of various facets of a job. Cognitive job satisfaction can be unidimensional if it comprises evaluation of just one facet 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 (Moorman, R.H., 1993).

Job satisfaction can also be seen within the broader context of the range of issues which affect an individual's experience of work, or their **quality of working life**. Job satisfaction can be understood in terms of its relationships with other key factors, such as general well-being, stress at work, control at work, home-work interface, and working conditions (Tomažević, Seljak & Aristovnik (2014).

Objectives:

- 1) To study job satisfaction among health nurses working in Kashmir Valley.
- 2) To study the significance of means difference of job satisfaction among married and unmarried health nurses in Kashmir Valley.

Hypothesis: There will be a significant difference in mean scores among married and unmarried health nurses in Kashmir Valley.

Design: This cross-sectional research consists of a sample of 100 health nurses (married= 50, unmarried= 50) working in various hospitals in Kashmir (J&K), India. The sample of the study was selected by purposive sampling method. A standard questionnaire was distributed to the sample. The sample was compared with reference to their marital status. The data collected from the sample was analysed by various statistical techniques such as Mean, SD, and Independent samples t-test with the help of SPSS (version 16.00). The present study is a non-experimental and comparative study. The sample was recruited from various government district hospitals in Kashmir Valley (India). Proper permission was taken from concerned administrations as well as individual consent was also taken from each participant to collect the responses. The purpose of the study was explained. The participants were warmly thanked after providing valuable information and cooperation. The tool used in the study was scored as per the instructions of the manual. The Cronbach's alpha of the scale was checked by the investigator as well.

Inclusive Criteria: The health nurses working in the government hospitals in Kashmir. The female nursing staff was included in the sample. *Exclusive Criteria:* The nurses working in the private hospitals in Kashmir Valley.

Statistical Techniques: For achieving the desired objectives, the collected data was analysed by using Mean, SD, and Independent samples t-test.

Tool Description: The Job Satisfaction Scale developed by Dubey (2009) was used. The scale is a 25-item self-report scale designed to measure job satisfaction. Each item is answered on a 5-point Likert measure ranging from 0=Strongly Disagree, 1=Disagree, 2=Undecided, 3=Agree, and 4=Strongly Agree.

The scoring of the first 23 items is continuous, while as the scoring of last 2 items is reverse. The time required for completion of the scale is 5 minutes. The test-retest reliability of JSS, with an interval of one month, was found to be 0.64. The split half reliability of JSS was 0.72 (Dubey, 2009).

Results:

Table 1: Showing Descriptive Statistics Of Job Satisfaction Among Married And Unmarried Health Nurses.

Variable	Marital Status	N	Mean	SD	Min.	Max.
	Married	50	49.42	13.07	17	85
Job Satisfaction						
	Unmarried	50	42.07	10.24	12	64

Table 2: Comparison of Means Scores of Job Satisfaction between Married and Unmarried Health Nurses

Variable	Marital Status	N	M	SD	t-value	df	p
	Married	50	49.42	13.07			
Job Satisfaction					3.131	98	.004**
	Unmarried	50	42.07	10.24			
Total N= 100							

**Significant difference at the 0.01 level of significance.

The results presented in the table 2 show the t-value of the mean scores of job satisfaction between married and unmarried health nurses. The findings showed that there is a significant difference in the mean scores of job satisfaction ($t=3.131$, $p=.004<.01$) between married and unmarried nurses working in government hospitals in Kashmir Valley. Thus H_{A1} , which states that there will be a significant difference of mean scores of job satisfaction between married and unmarried health nurses in Kashmir Valley, is accepted. The mean scores of job satisfaction among married nurses ($M= 49.42$) is significantly greater than the mean scores of job satisfaction among unmarried nurses ($M= 42.07$) in Kashmir Valley. Thus, it can be determined that the married nurses have higher levels of job satisfaction than the unmarried nurses in Kashmir Valley. The results are in accord with other studies as well. Olatunji & Mokuolu (2014) conducted a study to examine the role of marital status on job satisfaction among nurses and doctors. The results showed that there is a significant difference between married and unmarried nurses. Married enjoyed higher level of job satisfaction than unmarried. The reasons may be that singles (unmarried) have higher level of stress as compared to married which in turn may have negative effect on job satisfaction.

Implications, Limitations and Final Conclusion: There is a limited research work conducted on the role of marital status on job satisfaction among health nurses and this research attempts to provide an initial opportunity to study this important area. However, some limitations are apparent. First, on the basis of the sample examined in this study, findings are restricted on job satisfaction in the Kashmiri culture. Second, job satisfaction has been assessed by a self-report questionnaire, but other informants were not included. From the results of the above finding it can be concluded that married nurses have a higher level of job satisfaction than single nurses working in challenging hospital settings. Conclusively, however, the results of this study support the multidimensional operationalization of job satisfaction. Finally, findings warrant further investigations of the impact of marital status on job satisfaction. With such research findings, health professionals having challenging work culture could be specifically supported by taking their job satisfaction into consideration. It helps in understanding the diverse no. of factors influencing job satisfaction. Also intervention programs can be conducted to identify the negative factors associated to job satisfaction and therefore, training programs can be provided to improve level of job satisfaction as well.

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