

CHAPTER VII

ETHICAL CONSIDERATION

Every human has his\ her own rights towards the moral value. So it is very essential and important to think about ethical consideration before doing any kind of study. Ethically the study must do more good than harm. The ethical consideration in human research can be divided into two aspects: the evaluation of risks and benefits, and the procedure for protecting the subjects.

7.1 RISK AND BENEFITS

Since this current research is a descriptive study based on job satisfaction analysis and a survey on the subjects' actual feeling and attitude towards their present job, a special care was undertaken to maintain the information confidentially. So any risks resulting from this study was expected to be minimal.

On the other hand, this study result is expected to be beneficial for Hospital Management in many ways. The research findings might provide information and feedback to the Hospital and Nursing

administrators in the potential areas of problems associated with job satisfaction of the staff nurses. So that , it further might assist the administrators in handling the potential factors associated with job dissatisfaction effectively for better organization planning. In addition, the organization might benefit with some possible indirect consequences such as decrease in frequent rate of absenteeism and turnover, save time and money for frequent new recruitment, increase the retention of skilled and experienced personnel and finally improve the quality and quantity of productivity of T. U. Teaching Hospital.

In a view of the above statement, the study was considered potentially having more benefits than risks.

7.2 THE PROTECTION OF SUBJECTS

The subjects have a right to know beforehand what may happen to them. It is the primary responsibility of the investigator to be sure to protect the subjects under study. There must be good understanding between subjects and investigator as to what is being ask of them. Therefore, the investigator explained the objectives and expected benefits of the study to them beforehand.

The investigator had involved the total number of subjects so, the question of sampling bias might not occur. The subjects were allowed opportunity for deciding to or not to participate, although no subjects declined to be involved in this study. In addition, the subjects, who were staff nurses, were guaranteed by the investigator confidentially, that the answers they gave would have no effect on their performances or on their personal career. Therefore, the investigator did not involve any other level of nursing personnel from TUTH as a helper. All information obtained will be introduced openly without any clues to identify the source of information. To summarize, this study did not have any problem on ethics.