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Appendices

QUESTIONNAIRES FOR RESEARCH STUDY

TITLE: Factors associated with Job Satisfaction of the Staff Nurses working in Tribhuwan University Teaching Hospital in Nepal

Purpose of the Study:

1. To determine the average level of job satisfaction
2. To determine the relative strength of factors associated with the degree of perceived overall job satisfaction of the staff nurses in TUTH

This is a questionnaire about your feeling towards your job. There are no right or wrong answers. The only right answer is what you believe to be true. Please try to be accurate as possible in writing what you believe to be true.

Please do not write your name on the questionnaire. Your responses will be anonymous & confidential. Your answers will be combined with others and will be used for statistical analysis.

PART I PERSONAL INFORMATION

A. DEMOGRAPHIC DATA

INSTRUCTION

Please mark Tick [] in the following items which you think the appropriate answer:

a. Age

- | | |
|-----------------|-----|
| 1. 21 -25 years | [] |
| 2. 26 -30 | [] |
| 3. 31 -35 | [] |
| 4. > 36 yrs. | [] |

b. Sex

- | | |
|-----------|-----|
| 1. Male | [] |
| 2. Female | [] |

c Marital Status

- | | |
|------------|-----|
| 1. Single | [] |
| 2. Married | [] |

d Education (Nursing)

- | | |
|----------------------|-----|
| 1. Certificate Level | [] |
| 2. Bachelor Level | [] |

B. OTHER INFORMATION

INSTRUCTION

Please fill the blanks in the followings:

- a. How long you been working after graduation? [][]
- b. How long you been working in this hospital? [][]
- c. Have you ever worked in any other hospital?
1. Yes []
 2. No []

If yes, please indicate the reason(s) for leaving

1.
2.
3.

- d. Do you think you would like to leave this hospital if you have an opportunity ?
1. Yes []
 2. No []

If yes, please indicate the reason (s)

1.
2.
3.

- e. Do you have opportunity for part time work ?
1. Yes []
 2. No []

- f. Which shift did you find heavy hours ?
1. Morning []
 2. Evening []
 3. Night []

PART II RELATED WITH JOB SATISFACTION

INSTRUCTION

The following statements are indicated about feeling towards the specific aspects of your job.

Please answer every statement.

Please mark Tick () on the following each statement which you think is the best answer.

Each statement has five alternative answers:

5. Strongly agree
4. Agree
3. Undecided
2. Disagree
1. Strongly disagree

 Items 5 4 3 2 1

A. Advancement Opportunity

You think

1. Staff nurses have good opportunity for promotion
2. Chances of promotion is some what limited
3. Comparison to other hospital, there is a better chance to get promoted here

Items	5	4	3	2	1
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4. There is plenty of opportunity for further education for nursing staff in this hospital
5. Limited number of staff nurses get chances for further education
6. There is no financial support for further education
7. Most of the nursing staff are being involved in in-service education, refresher courses and work shops related to job
8. You don,t have time to attend nursing conferences and meeting even if you want

B. Recognition

9. The sisters and supervisors acknowledge the work people do
10. Nursing administrator recognizes one who gives good patient care in the unit
11. Other co-workers give you feed back about your work with the patient

Items	5	4	3	2	1
-------	---	---	---	---	---

12. Physicians who work with you
understand and appreciate your work
in the unit
13. The people respect you for your
profession
14. You like the prestige that associated
with your job.
15. Your patient respect you as one of
an important health team member

C. Supervision (Supervisor/Sisters)

16. You feel that you were supervised
more closely than that you need to be
17. You think, the supervisors always
stand up and go for bat for the
people
18. You agree, the supervisor is fair
and just
19. You think, supervisors come merely
for inspection
20. You agree that supervisors generally
discuss about the problem and provid
guidance

Items	5	4	3	2	1
-------	---	---	---	---	---

21. You think, the supervisors here get along with the working staff
22. You think, the supervisor always give feed back to your work
- 23 You agree, that the supervisors usually discuss about new technology
24. You agree, that your supervisors assist you in the ward when you are needed

D Working Condition

You think

25. The number of staff is adequate to work in the unit
26. Too many patients are assigned for you so, most of the work you leave undone for the next shift
27. Too much clerical and paper work required by nursing personnel in this hospital
28. The amount of time spent on administrative work (paper) is reasonable which do not hamper you in patient care

Items	5	4	3	2	1
-------	---	---	---	---	---

29. Supplies\equipments are adequate
in the unit

30. The equipments and supplies that
you need for work are easy to get

31. Most of the time the inadequate
supplies and materials make you
difficult to work in the unit

E. Interpersonal Relationship

You think

32. The nursing personnel in your unit
do not hesitate to come forward and
help one another when any emergency
occur

33. The nursing personnel don't act like
" one big family" in the unit

34. There is a good teamwork in the unit

35. Physicians in general do co-operate
with the nursing staff in the unit

36. There is a good deal of teamwork
and co-operation between other
hospital

Items	5	4	3	2	1
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37. The teachers of Nursing Campus usually discuss and share ideas concerning students' practice in your unit

38. There is good explanation to the patients before doing any procedure

F Salary

You agree

39. A satisfactory salary helps to keep you contented with the organisation

40. Your present salary is sufficient to enable you to live comfortably

41. The pay you get is reasonable for the service you provide to this hospital

42. The major reason you would want to leave nursing profession is to earn more money

43. Your salary is appropriate to your qualification

Items	1	2	3	4	5
44. You are very much under paid in comparision to other hospital					
45. The compensation for over time work is better here than other hospital					

PART III SUGGESTION

A. The following factors have been identified as factors associated with job satisfaction of the staff nurses. Some are more important than other.

Please Rank the most important item 1, the second most important 2, etc. and use all items.

- Advancement Opportunity
- Recognition
- Supervision
- Working Condition
- Interpersonal Relationship
- Salary

Other (please identify).....

B. Please list below the four things you most like and dislike about your job related to above factors.

The things I like most about my job

.....
.....
.....

The things I dislike most about my job

.....
.....

C. Other suggestions & comments for enhancing job satisfaction in your working unit

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VITAE

Miss Hari Deosa Rai was born on 9 August, 1949 in Mechi Zone, Eastern Region, Nepal. She graduated Bachelor of Sciences in Nursing, from College of Nursing, Post Graduate Institute of Medical Sciences in Education and Research, Punjab University, Chandigarh, India in 1981. She received Diploma in General Nursing (3yrs) and Midwifery (1yr) Course from Lady Hardinge Medical College and Hospital, New Delhi in 1967. She has been enrolled in Master of Science in Health Development (Health Programme Management), Faculty of Medicine, Chulalongkorn University since 1990. She was provided a scholarship from Safe The Children Fund (U.K.) to study in this Master Degree Programme. At present she is working as a Lecturer in Nursing Campus, Institute of Medicine, Tribhuwan University, Nepal.