

## **PREDICTING FACTORS OF JOB SATISFACTION AMONG NURSES**

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Job satisfaction is a multifaceted phenomenon and it affects nurses' productivity and performance, cost saving, quality of patient care, patient safety, commitment to the organization and the profession. Besides, job dissatisfaction lead to increased rate of absenteeism, turnover, intent to leave, migration and union actions. No studies have been conducted to study the predictability of organizational structure and leadership form of nurse managers on nurses' job satisfaction in Sri Lanka. A descriptive and predictive survey was conducted in 2010 to examine the level of job satisfaction among nurses in the central province, Sri Lanka and to assess the predictability of organizational structure and leadership of nurse managers on job satisfaction among nurses. Randomly selected registered nurses in a District General Hospital, central province in Sri Lanka (n=160) completed measures on the job satisfaction (McCloskey/Mueller Satisfaction Scale), organizational structure (Alexander Structure Instrument) and perceived leadership form of nurse managers (Perceived Leadership Form Questionnaire). The overall mean score for job satisfaction among nurses was 3.23 (SD= 0.62). Among the eight sub scales of job satisfaction, co workers showed the highest mean score 3.72 (SD= 0.89) whereas professional opportunities showed the least mean score 2.50 (SD= 0.97). The overall mean score of organizational structure was 40.9 (SD=6.28). The mean score for perceived transformational leadership form was 3.35 (SD= 0.64) and it was more than that for perceived transactional leadership form ( $\bar{x}$  = 3.25, SD= 0.45). The results of stepwise multiple regression analysis showed that transformational leadership form of nurse managers explained 32.9% of predictability in job satisfaction among nurses. The results showed that nurses in the study were moderately satisfied with their job. The transformational leadership form of nurse managers can be considered as an important predictor of nurses' job satisfaction. The unique contribution of this study is that it addresses a gap in the literature relating to levels of job satisfaction among Sri Lankan nurses and the factors that determine their job satisfaction. This is the first study to examine both organizational structure and leadership forms of nurse managers in relation to job satisfaction amongst nurses in Sri Lanka. These findings also serve as foundation knowledge for developing strategies to enhance job satisfaction among nurses.

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