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Topic: Nursing practice environment and predictors of job satisfaction among registered nurses in Ghana

Abstract

Introduction: Research on Nursing practice environment is necessary in determining patient and nursing job outcomes in every health organisation. Until recent times, most studies focused on job satisfaction of nurses without recourse to the imminent challenges in the practice environment. For quality improvement in nursing care delivery, there is always continuous plans to expand workplace parameters and the overall health care organisation to progress nurses' well-being. However, insight at the Ghanaian nursing practice environment can uncover key factors, which induce negative workplace dynamics and its associated challenges on nurses' job satisfaction. The study, therefore, examined the nature of nursing practice environment and predictors of nurses' job satisfaction in the Ghanaian context.

Materials and methods: A cross-sectional approach with 232 respondents completed a validated instruments measuring professional practice environment, burnout and job satisfaction. Stratified sampling was used in selecting respondents for the study. Descriptive, Pearson Correlation and Multilinear Regression analysis were done on the various variables.

Results and discussion: Findings revealed that nurses (56.9%) generally perceived their practice environment to be good, though they had negative perceptions about the various facets of their practice environment. Nurses reported satisfaction with all aspects of their job except for pay/salary (12.5%) and standard of care given to patients (24.6%). Multilinear models revealed age, staffing and resource adequacy, participation in hospital affairs, emotional exhaustion and personal accomplishment of nurse as important predictors of job satisfaction ($R^2=.407$, $F_{(11, 220)}=13.75$, $p=.000$).

Conclusions: The findings suggest that healthy nursing practice environment and reduced burnout improve nurses' job satisfaction. Nurse Managers must ensure adequate involvement of nurses in decision making in the hospital. There should also strategic plan for adequate material and human resources to reduce burnout, thereby improving nurses' job satisfaction.