

## AN ANALYTICAL STUDY OF JOB SATISFACTION AND OCCUPATIONAL STRESS AMONG STAFF NURSES IN HOSPITALS

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### Abstract

*Job satisfaction and occupational stress are critical factors influencing the efficiency, well-being & retention of nursing professionals in hospital settings. Staff nurses often work in demanding environments marked by long working hours, heavy patient loads, emotional involvement and resource constraints which may affect their professional satisfaction and psychological health. Present analytical study examines levels of job satisfaction and occupational stress among staff nurses employed in hospitals and explores the relationship between these two variables. Data were collected using structured questionnaires covering aspects as workload, work environment, supervisory support, remuneration & work-life balance. Appropriate statistical techniques were applied to interpret the data & determine significant patterns and relationships. Findings indicate that increased occupational stress is associated with reduced job satisfaction particularly in relation to workload and administrative support. These emphasizes the importance of improving working conditions implementing stress management measures and fostering supportive organizational practices to enhance job satisfaction among staff nurses and ensure quality healthcare delivery.*

**Keywords:** Job Satisfaction, Occupational Stress, Staff Nurses, Hospital Environment & Work-Life Balance

### Introduction

Staff nurses play a crucial role in hospital-based healthcare delivery providing continuous patient care and supporting medical teams. Their job satisfaction significantly influences work performance, quality of care and staff retention. Hospital environments often expose nurses to occupational stress due to heavy workloads,

long working hours, shift duties, emotional demands and administrative pressures. Persistent stress can reduce job satisfaction and negatively affect both professional well-being and patient outcomes. An analytical study of job satisfaction and occupational stress among staff nurses is therefore essential to identify key influencing factors and understand their interrelationship. Such analysis can assist healthcare organizations in developing effective strategies to improve working conditions and enhance nursing efficiency.

### Nursing Profession in Hospital Settings

Nursing profession plays a vital role in the healthcare system particularly within hospital environments where staff nurses serve as the primary caregivers for patients. They are responsible for delivering continuous patient care, coordinating with medical teams and ensuring patient safety and comfort. The quality of healthcare services largely depends on the physical, emotional and professional well-being of nurses. However, hospital settings often present complex challenges that can influence nurses' work experiences and overall satisfaction.

### Concept of Job Satisfaction among Staff Nurses

Job satisfaction refers to the extent to which employees feel content and fulfilled with their professional roles. For staff nurses, job satisfaction is influenced by factors as

workload, salary, opportunities for professional growth, recognition, interpersonal relationships and organizational support. High levels of job satisfaction contribute to improved performance, increased motivation, better patient outcomes and reduced turnover rates. Conversely, dissatisfaction can lead to absenteeism, burnout and decreased quality of care.

### **Occupational Stress in Nursing**

Occupational stress is a common concern in the nursing profession due to demanding work schedules, high patient expectations, emotional involvement in patient care and exposure to critical situations. Shift work, staff shortages and administrative pressures further intensify stress levels among nurses. Prolonged exposure to occupational stress can adversely affect nurses' mental and physical health, leading to fatigue, anxiety and reduced efficiency.

### **Literature reviews**

**Mohan Lal (2015)** This meta-analysis evaluated the effectiveness of occupational stress management intervention programs across various professional settings. The analysis demonstrated that structured interventions, including cognitive-behavioral techniques, relaxation training and organizational-level strategies significantly reduced occupational stress levels and improved job satisfaction. Programs focusing on both individual coping skills and workplace modifications were found to be more effective than isolated approaches. The findings provide strong empirical support for integrating stress management programs into workplace policies particularly in high-stress professions as healthcare.

**Abdul Hamid (2019)** This cross-national study examined the relationship between work-related stress, burnout and job

satisfaction among nurses working in diverse healthcare settings. The findings revealed that excessive workload, emotional strain and insufficient organizational support were major contributors to occupational stress and burnout. Higher levels of burnout were strongly associated with lower job satisfaction, affecting both personal well-being and professional performance. The study also highlighted variations across countries, indicating that organizational policies and work environments play a crucial role in shaping nurses' experiences. The results underscore the importance of implementing supportive management practices and stress reduction interventions to improve nurses' job satisfaction and overall quality of care.

**Pinki Kumari & Dinesh Sahi (2021)** examined the impact of occupational stress on job satisfaction and the quality of nursing care. Increased stress was also associated with compromised quality of patient care including reduced attention, communication difficulties and lower professional efficiency. The study emphasized that job satisfaction plays a mediating role between occupational stress and care outcomes. Authors highlighted the need for organizational interventions, supportive leadership and stress management programs to enhance nurses' well-being and improve the overall quality of healthcare services.

**Neha Bansal & Pramod Soni (2022)** investigated job satisfaction and occupational stress among nurses employed in government and private hospitals. The results revealed that occupational stress was influenced by workload, role conflict, lack of resources and work-life imbalance. Government hospital nurses reported stress related to overcrowding and limited

infrastructure whereas private hospital nurses experienced stress due to administrative pressure and job demands. Job satisfaction levels varied between sectors and were closely linked to organizational support and working conditions. These conclude that addressing occupational stress through supportive management practices is essential for improving job satisfaction and ensuring effective nursing care.

**Soni S. S. (2023)** assessed occupational stress and job satisfaction among staff nurses working in selected hospitals in Sri Ganganagar. The results revealed moderate to high levels of occupational stress primarily related to workload, shift duties, role ambiguity and limited resources. A significant inverse relationship was observed between occupational stress and job satisfaction indicating that higher stress levels negatively affected nurses' morale and work performance. These also identified managerial support, adequate staffing and healthy work environments in improving job satisfaction. The findings suggest that systematic stress reduction strategies are essential for promoting nurses' job satisfaction and ensuring quality patient care.

**Lamichhane et al. (2024)** This study assessed occupational stress and job satisfaction among nurses working in a tertiary care hospital. Results indicated that high workload, shift duties, inadequate staffing and limited resources were significant contributors to occupational stress. Increased stress levels were associated with reduced job satisfaction, affecting nurses' motivation and quality of care delivery. The study also identified the role of supportive supervision and effective communication in mitigating stress and enhancing job satisfaction. The findings

emphasize organizational interventions aimed at improving working conditions, promoting psychological well-being and strengthening administrative support to ensure better job satisfaction among nurses in tertiary healthcare settings.

**Bin Obaid et al. (2025)** conducted in Saudi Arabia explored the impact of occupational stress on nurses' job satisfaction. The results indicated that high job demands, long working hours, role ambiguity and limited institutional resources significantly increased stress levels among nurses. Elevated occupational stress was found to have a negative effect on job satisfaction, potentially influencing retention and quality of patient care. The study emphasized the importance of addressing workplace stress through organizational support, effective communication and improved working conditions. Targeted stress management strategies are essential to enhance job satisfaction and promote a healthier nursing workforce.

#### **Methodology**

A representative sample of staff nurses was selected using a random sampling technique. Primary data were collected through a structured questionnaire consisting of standardized scales measuring job satisfaction and occupational stress. The questionnaire covered aspects as work-life balance. The collected data were coded and analysed using appropriate statistical tools including percentage analysis, mean scores, and correlation techniques to identify patterns and relationships between job satisfaction and occupational stress.

#### **Research Design**

The present study adopted a descriptive and analytical research design to examine job satisfaction and occupational stress among staff nurses working in hospitals. The descriptive approach was used to

understand existing levels of satisfaction and stress, while the analytical approach helped explore the relationship between these two variables. This design is appropriate as it allows systematic collection and interpretation of data without manipulating the work environment. By combining description with analysis, this provides a comprehensive understanding of workplace conditions affecting nurses and helps identify key organizational and psychological factors influencing their professional experiences.

### **Sample Selection**

The sample for the study consisted of staff nurses employed in selected hospitals. A random sampling technique was used to ensure equal representation of nurses from various departments, shifts, and experience levels. This method helped reduce sampling bias and increased the reliability of the findings. Inclusion criteria focused on nurses with a minimum period of service to ensure adequate exposure to hospital working conditions. The selected sample size was considered sufficient to generate meaningful statistical results and reflect the general work experiences of staff nurses in hospital settings.

### **Data Collection**

Primary data were collected using a structured questionnaire designed to measure job satisfaction and occupational stress among staff nurses. The questionnaire included statements related to workload, work environment, supervision, remuneration, interpersonal relationships and work-life balance. Responses were recorded using a Likert-type scale to capture varying levels of agreement. The tool was administered personally to ensure clarity and accurate responses. Secondary data were collected from books, journals, and research articles to support the

conceptual framework and strengthen the interpretation of results.

### **Tools and Analysis**

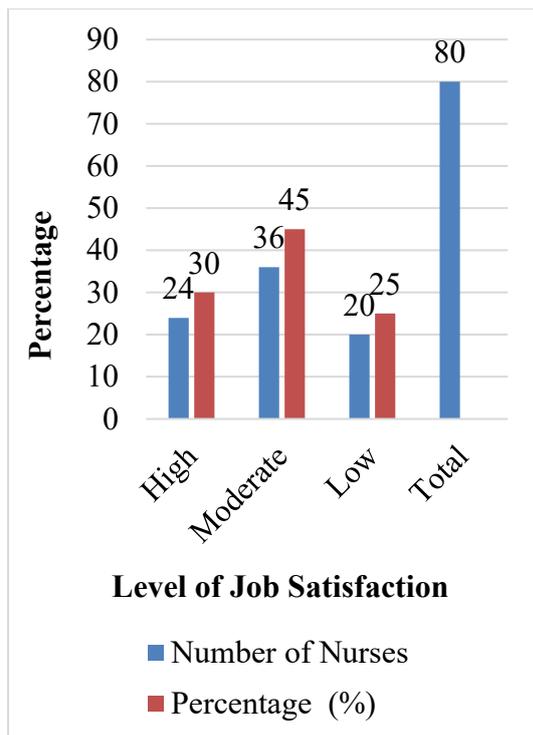
The collected data were systematically coded and analyzed using appropriate statistical tools. Percentage analysis was used to describe demographic characteristics and response patterns. Mean and standard deviation helped assess levels of job satisfaction and occupational stress. Correlation analysis was applied to examine the relationship between the two variables. These statistical techniques enabled objective interpretation of data and identification of significant trends. These were presented in tabular form for clarity and ease of understanding supporting and practical recommendations for hospital management.

### **Result & Discussion**

Analysis of data collected from staff nurses working in hospitals reveals important insights into their levels of job satisfaction and occupational stress. The results are presented and discussed under relevant themes using tables for clarity and interpretation.

**Table 1: Level of Job Satisfaction among Staff Nurses**

| <b>Level of Job Satisfaction</b> | <b>Number of Nurses</b> | <b>Percentage (%)</b> |
|----------------------------------|-------------------------|-----------------------|
| <b>High</b>                      | <b>24</b>               | <b>30</b>             |
| <b>Moderate</b>                  | <b>36</b>               | <b>45</b>             |
| <b>Low</b>                       | <b>20</b>               | <b>25</b>             |
| <b>Total</b>                     | <b>80</b>               | <b>100</b>            |



**Figure 1: Level of Job Satisfaction among Staff Nurses**

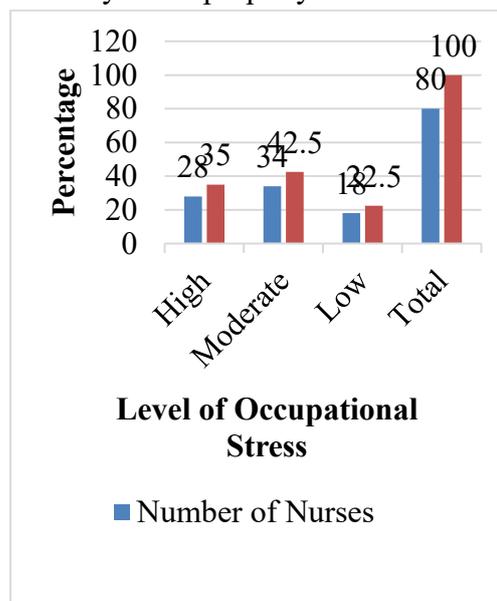
Findings indicate that a majority of staff nurses (45%) experience a moderate level of job satisfaction while 30% report high satisfaction. However, a considerable proportion (25%) shows low satisfaction, suggesting concerns related to workload, remuneration and administrative support. Moderate satisfaction reflects acceptance of job responsibilities but highlights the need for organizational improvements to enhance motivation and commitment.

**Table 2: Level of Occupational Stress among Staff Nurses**

| Level of Occupational Stress | Number of Nurses | Percentage (%) |
|------------------------------|------------------|----------------|
| High                         | 28               | 35             |
| Moderate                     | 34               | 42.5           |
| Low                          | 18               | 22.5           |
| Total                        | 80               | 100            |

Results show that 42.5% of nurses

experience moderate occupational stress, while 35% report high stress levels. Factors as long working hours, shift duties, staff shortages and emotional demands of patient care contribute significantly to stress. Persistent high stress may adversely affect nurses' mental health and job efficiency if not properly addressed.



**Figure 2: Level of Occupational Stress among Staff Nurses**

**Table 3: Mean Scores of Job Satisfaction & Occupational Stress**

| Variable            | Mean Score | Standard Deviation |
|---------------------|------------|--------------------|
| Job Satisfaction    | 3.12       | 0.68               |
| Occupational Stress | 3.48       | 0.74               |

Mean score for occupational stress is higher than that of job satisfaction indicating that stress is more prominent among staff nurses. The variability in scores reflects differences in work conditions, experience and coping mechanisms. These findings suggest the need for targeted stress management programs and supportive work environments to improve satisfaction levels.

**Table 4: Relationship between Job Satisfaction & Occupational Stress**

| Variables Compared              | Correlation Value (r) |
|---------------------------------|-----------------------|
| Job Satisfaction vs. Workload   | -0.56                 |
| Job Satisfaction vs. Job Stress | -0.62                 |

Negative correlation values indicate an inverse relationship between job satisfaction and occupational stress. As stress levels increase, job satisfaction decreases significantly. This relationship emphasizes that reducing occupational stress through better staffing, flexible scheduling and managerial support can positively enhance job satisfaction among staff nurses.

**Conclusion**

Many nurses demonstrate dedication and commitment to patient care, persistent work-related stress arising from heavy workloads, shift duties and organizational demands adversely influences their level of job satisfaction. The findings indicate that increased occupational stress leads to reduced motivation, efficiency and professional fulfillment. Creating a supportive work environment, ensuring adequate staffing and strengthening managerial support can significantly enhance job satisfaction and reduce stress. Addressing these factors is essential for improving nurse well-being, retaining skilled nursing personnel and maintaining high standards of healthcare delivery in hospitals.

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