

# Work Satisfaction and Related Variables among Nurses Employed in Particular Hospitals in Mogadishu, Somalia

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**Abstract:- Purpose:** The objective of this research was to evaluate the degree of job satisfaction and related variables among nurses employed at specific hospitals in Mogadishu, Somalia.

## ➤ *Methods*

A cross-sectional, descriptive research approach was employed, and a sample of 120 nurses was included in the study. The intended sample was chosen using a straightforward random sampling procedure. Data were gathered using a pre-tested, structured, self-administered questionnaire including a work satisfaction measure. Descriptive statistics were used for analysis after the obtained data were loaded into SPSS version 20.0.

## ➤ *Results*

The study used 120 study participants in total. Of the nurse practitioners, 41 (34.2%) expressed dissatisfaction with their work. Among the research subjects; 45(37.5%) dissatisfied with payment (salary). Regarding the options for pursuing a postgraduate degree in nursing or additional education 40 (33.3%) were dissatisfied. More than half of participants 75 (62.5%) were decided to resign from current employment due to payment (salary) issues.

## ➤ *Conclusions*

The nursing staff expressed dissatisfaction with possibilities for professional growth, recognition, low pay, inadequate benefits, doing many incorrect jobs, and increased workload. It is recommended that actions be taken to improve working conditions, pay, and human resource policies in order to raise the degree of job satisfaction among nursing staff.

**Keywords:-** Job Satisfaction, Nursing Practitioner, Influencing Factors, Mogadishu, Somalia.

## I. INTRODUCTION

An individual's attitude and feelings towards their employment are referred to as their job satisfaction. Job happiness is indicated by positive and favourable attitudes towards one's work, whilst job discontent is shown by negative and unfavourable attitudes. (1). the effectiveness of

productivity and efficiency of human resources working for health is mostly determined by job satisfaction. (2).

The employee is a crucial part of the process that realises the organization's vision and objective. To guarantee the quality of care for the greater community in which they work, they should fulfil the performance standards established by the organisation. (3).

Because of its relationship to turnover and performance, job satisfaction is a motivational outcome in health system research, which is why health service managers and academics are concerned about it. (4, 5).

One of the difficulties facing health organisations is keeping its staff happy in an environment that is always changing and evolving, as well as achieving success and staying competitive in order to provide high-quality care. (6). On the other side, the company must meet the needs of its workers by offering comfortable working circumstances in order to boost efficiency, effectiveness, productivity, and job devotion. (7). the following significant aspects of job satisfaction have been identified: pay, benefits, professional growth, in-service training, relationships with coworkers, and working environment.

## II. MATERIALS AND METHODS

The study design used from March–April, 2023, was cross-sectional. One hundred and twenty nurses, serving in four (4) hospitals in Mogadishu, comprised the study sample for this investigation. Data were gathered using a pretested structured questionnaire. It is divided into two sections. Sociodemographic characteristics are found in the first section, and questions pertaining to nurse practitioners are found in the second. The job satisfaction of nurse practitioners was assessed using the Minnesota Satisfaction evaluation method. Responses on a five-point Likert scale are as follows: 1 represents satisfied, 2 indicates very satisfied, 3 indicates Dissatisfied, and 4 indicates very Dissatisfied. After obtaining the data, descriptive statistics were used to analyse them in SPSS version 20.0. There was usage of descriptive statistics like mean, median, frequency, and percentage. The results were shown in tables.

**III. RESULTS**

➤ *Features of the Sociodemographic Group*

In all, 120 research subjects were used in the investigation. The above half (60%) of study participants were female. Ninety-eight (81.7%) of study participants

were with the age range of 27–35 years. Above two-thirds (82.5%) the study participants were single. The majority (85%) of study participants were Bachelor degree holders and 90% of study participants were working <5 years in a current hospital. (Table 1).

**Table 1:** Factors Related to Sociodemographic and Nurse Practitioner Job Satisfaction at Specific Hospitals in Mogadishu, Somalia (n = 120)

Variable	Frequency (n)	Percent (%)
<b>Gender</b>		
Male	48	40%
Female	72	60%
<b>Age group in years</b>		
18-26	10	8.3%
27-35	98	81.7%
36-44	12	10%
<b>Level of Education</b>		
Diploma	11	9.2%
BSc	102	85%
MSc	7	5.8%
<b>Marital Status</b>		
Single	99	82.5%
Married	16	13.3%
Divorced	5	4.2%
<b>Duration of your employment at the present hospital</b>		
<5 years	108	90%
5-10 years	9	7.5%
>10 years	3	2.5%

**Table 2:** A Look at the Variables that Affect Nurse Practitioners' Job Satisfaction at a Few Hospitals in Mogadishu, Somalia (n=120)

Variables	Nurse's Job satisfaction			
	Satisfied	Very Satisfied	Dissatisfied	Very Dissatisfied
In general, how satisfied are you with your job?	36 (30%)	31 (25.8%)	41 (34.2%)	12 (10%)
Pay (salary) you receive.	40 (33.3%)	21 (17.5%)	45 (37.5%)	14 (11.7%)
Annual leave you receive from the hospital.	54 (45%)	24 (20%)	26 (21.7%)	16 (13.3%)
Your working hours at the hospital	69 (57.5%)	18 (15%)	30 (25%)	3 (2.5%)
Your contentment with the way you alternated shifts	63 (52.5%)	24 (20%)	30 (25%)	3 (2.5%)
Pay for working on holidays and the weekends	57 (47.5%)	22 (18.3%)	30 (25%)	11 (9.7%)
Opportunity for part-time work	51 (42.5%)	18 (15%)	34 (28.3%)	17 (14.7%)
Relationships with the doctors you collaborate with.	69 (57.5%)	24 (20%)	18 (15%)	9 (7.5%)
Medical supplies and equipment that your unit needs to provide nursing care.	57 (47.5%)	36 (30%)	22 (18.3%)	5 (4.2%)
Contentment with the nursing care your patients receive.	75 (62.5%)	40 (33.3%)	3 (2.5%)	2 (1.7%)
Possibilities for professional interaction with experts in various fields.	75 (62.5%)	28 (23.3%)	12 (10%)	5 (4.2%)
Possibilities for postgraduate nursing study or additional education/degree.	38 (31.7%)	24 (20%)	40 (33.3%)	18 (15%)
Possibilities for professional interaction with experts in various fields.	75 (62.5%)	28 (23.3%)	12 (10%)	5 (4.2%)
Opportunities for further education/degree or postgraduate study in nursing.	38 (31.7%)	24 (20%)	40 (33.3%)	18 (15%)
Possibilities for morning rounds participation.	81 (67.5%)	28 (23.3%)	7 (5.9%)	4 (3.3%)
Superiors praising you for your efforts.	60 (50%)	26 (21.7%)	28 (23.3%)	6 (5%)

Matron's encouragement and compliments.	56 (46.7%)	24 (20%)	36 (30%)	4 (3.3%)
Chances for in-person training,	57 (47.5%)	34 (28.3%)	22 (18.4%)	7 (5.8%)
Your comments and opinions regarding changes to office procedures or work environments will be taken into consideration.	69 (57.5%)	20 (16.7%)	26 (21.7%)	5 (4.1%)
Have you decided to resign from your current employment, & reason?	24 (20%)	75 (62.5%)	18 (15%)	2 (1.7%)

#### IV. DISCUSSION

The present study's main objective was to ascertain the level of job satisfaction and related variables among nurses in particular hospitals in Mogadishu, Somalia. Nurses had a 30% job satisfaction rate based on this goal.

This result is consistent with research from Ethiopia and Pakistan [15–17]. However, it is lower than research done in Malawi (71.0%), Tanzania (82.6%), and South Africa (52.1%), but greater than studies done in Nigeria (29%) and Uganda (17.4%) [8, 9].

This discrepancy could be caused by differences in the study design, educational attainment, measurement instruments, and pay between the current and earlier research.

Of the nurse practitioners in this survey, 41 (34.2%) expressed dissatisfaction with their jobs. The results of this study were more in line with those of a Gondar study.

#### V. CONCLUSION & RECOMENDATION

The nursing staff expressed dissatisfaction with possibilities for professional growth, recognition, low pay, inadequate benefits, doing many incorrect jobs, and increased workload. The study's conclusions suggest that interventions should be implemented to improve working conditions, pay, and human resource policies in order to raise the degree of job satisfaction among nursing staff.

To improve job satisfaction, hospital managers should strike a balance between internal promotions and benefits. Hospital administrators should prioritise providing a positive work atmosphere, offering suitable incentives, and recognizing nurses' accomplishments.

Larger-scale research, particularly national research, is needed to determine the elements that improve hospital-based nurses' job satisfaction.

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