

Relationships between work Satisfaction and Certain Sociodemographic Factors

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Abstract - Human resources are a company's most valuable resource since they form the backbone of the company's success. Keeping your finest staff is essential to your company's success. The study's goal was to examine how compensation and work satisfaction in Jaipur's medical facilities are related to one another. Few studies have specifically examined the relationship between salary, benefits, and contentment in the workplace in hospitals throughout the nation. The effectiveness of incentives in luring and keeping elite talent was investigated using quantitative research methods. Managers will need to provide dramatically different skills and career possibilities to attract and retain a new generation of professors in higher education institutions. So, hospitals need to revamp their compensation plans in order to boost staff loyalty, which will enable them to remain dedicated to their work while still effectively meeting patient needs. Results from studies will improve, and the country's overall skill level will rise, as a result.

Keywords - Job satisfaction, Employees, Socio demographic, Work Satisfaction

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INTRODUCTION

An individual's and the workforce as a whole may benefit greatly from an increase in job satisfaction, which in turn boosts productivity. Eventually, work happiness is a major factor in a country's economic growth. Since discontent causes lethargy and cuts organizational commitment, it has a significant impact on employees' intents to leave, absences, and productivity. When workers are happy in their jobs and with their work environments, they tend not to quit either. Improved output and corporate achievement as a result of contented workers. In order to maintain a competitive edge, businesses must ensure their employees are happy and fulfilled. Employees' attitudes towards their jobs are influenced by their titles, the company's culture, the quality of their relationships with their superiors and coworkers, the workplace's physical and social settings, the management's approach to conflict resolution, the fairness of their pay and benefits, the nature of their work, the praise they receive from superiors, the opportunities they are given, the amount of time they spend on each task, and the likelihood of receiving.

One of the most significant contributors to a happy and healthy life is a job that one enjoys going to every day. There is a direct correlation between how happy an employee is at their job and how productive they are. One's level of motivation and job satisfaction determines how they feel about and perform in their daily professional activities, as well as their overall

outlook on and success in the workplace. Studies from a variety of perspectives on the value of happy workers reveal the relevance of job happiness.

LITERATURE REVIEW

Vaidehi Nag (2021) The purpose of this research is to assess employees' levels of contentment with their employment at "The Mission Hospital," Eastern India's premier patient care super specialty facility. The information for this research was gathered via the use of questionnaires. Results show that factors such as coworker cooperation, working conditions, working facilities, salary satisfaction, pay raise satisfaction, satisfaction with welfare services and other services, and the actions of managers, career organizers, and promotion systems all play a role in employees' levels of job satisfaction. The results show that hospital staff members are satisfied with their employment. In such a case, the satisfaction of hospital staff becomes an important issue that must be resolved for the Durgapur multi-specialty hospital to achieve its goals.

Fotis Kitsios and Maria Kamariotou (2021) The health care industry is known for being labor-intensive, which means that the success of any given business within this sector is directly tied to the quality of its workforce. Hence, it is vital to make the most of all available human resources in order to

attain better standards, in terms of the performance of the health units, and to lay the groundwork for a robust health system. The only way to get there is to provide incentives that will naturally lead to the adoption of the desired mindset and actions. There is a lack of data on the requirements of health workers and, hence, the incentives that might encourage them in Greece. This piece is an effort to learn more about the motivations of medical staff at a public facility in Northern Greece. A statistical method known as analysis of variance (ANOVA) was used to examine the data obtained from 74 hospital workers. According to the findings, the quality of connections with coworkers and the degree of professional success are the most important factors in keeping employees motivated, while financial compensation and other job features are less important. These findings demonstrate the importance of hospital leadership fostering a positive work environment by recognizing staff for their contributions and working to maintain high morale.

Peter Heimerl et. al. (2020) Finding and keeping good staff is a problem for many parts of the Alpine hospitality industry. For this reason, contentment in one's work is becoming more important to the expansion of the labor market and, by extension, of regions and tourist spots. Hence, this study's objective is to identify the factors that influence contentment in the workplace. Three hundred and forty-five employees were asked about their happiness on the job using an online survey. One's level of job satisfaction increases when they have a positive rapport with their superiors, consistently show up for work, and have opportunities to advance in their careers. In contrast, monetary compensation, job variety, a pleasant work atmosphere, and adequate facilities were cited as less important factors in determining employee performance. These findings might inform future investigations into the factors that contribute to satisfaction in the workplace. This research will help practitioners sustainably increase employee satisfaction in the workplace.

Pekurinen, V., Välimäki, M., Virtanen, M. et al. (2019) Workplace social capital and job-related stress were investigated as potential outcomes of long workweeks and aggressive doctors. We conducted a cross-sectional study of nurses (N = 923) working in 84 mental hospitals. There was an association between patient aggression and both job-related stress and generalized patient aggression. When doctors were unhappy in their leadership roles, they were more inclined to provide harsh treatments to their patients. These findings were unchanged after controlling for a variety of nursing and occupational factors, as well as for differences in unit size.

Suniti Chandiok (2018) This study will investigate factors like work satisfaction and motivation among medical and nursing staff in hospitals to better understand what drives these professionals. This investigation of job fulfillment is necessary because of the favorable outcomes it may provide from a theoretical and practical standpoint, for both employers and employees. Given their importance to the healthcare system, this study sought to identify the factors that contribute to the satisfaction of hospital employees with their jobs. Medical consultants (n=52), non-medical staff (n=110), nurses (n=128), and paramedics (n=39) made up the remaining 329 participants in this research. Four work-related motivators (organisational position, compensation and perks (including health insurance), connection with colleagues, and coworker advancement) have been proven in previous study to impact job satisfaction. Participants were drawn from four groups (medical consultants, non-medical employees, nurses, and paramedics) and their job satisfaction was compared to that of nurses and paramedics across a wide range of sociodemographic and occupational characteristics. Principal component analysis was used to do the factor analysis, which revealed commonalities across the various measures of job satisfaction. Look at the factors that contribute to job satisfaction and how they relate to satisfaction levels.

METHODOLOGY

The first set of questions deals with basic information about the responder, such as their name, age, gender, and occupation. Second, the poll probes respondents' emotional investment in and fulfillment from their jobs. With the help of a well crafted survey, employers may get a sense of their staff's level of satisfaction with their work environment.

Research Design

The methodologist who conducted the non-experimental correlative survey.

Sample: Registered nurses who worked in certain units of the Private Hospital in Jaipur and met the eligibility criterion.

Sample Size: The size of the sample were 400 staff nurses

Data Collection Procedure

From January 2nd through the 29th of this year, 2018, we gathered all of our data. Four hundred registered nurses of all races, religions, and nationalities are on duty at any one time. The investigator first visits all female patients after receiving approval from the Dean of private hospitals in Jaipur. A total of 348 working men and women were selected at the outset. Twenty persons were disqualified from the study because they weren't

there, thirteen others were unable to participate because of a shift change, and fifteen others showed no interest in taking part. The researcher selected 400 staff nurses to take part in the study based on inclusion and exclusion criteria. The registered nurses on staff were given an explanation of the program and asked to sign an informed consent form if they were interested in taking part in the study. Participants were promised that their responses would remain confidential and be used exclusively in conjunction with this research.

DATA ANALYSIS

Demographic Profile

Table 1: Socio demographic variables of employees working in hospital

Demographic variables		No. of staff employees	%
Age	25- 35 years	256	64.0%
	35- 45 years	101	25.0%
	45- 55 years	43	11%
Sex	Male	29	7%
	Female	371	93%
Attending Job as a	From home	212	53.0%
	From hostel	188	47.0%
Academic qualification	Higher Secondary	201	50.0%
	Graduate	163	41%
	Post graduate	36	9.0%
Professional Qualification	DGNM	307	77%
	MD (N)	65	16.0%
	M. Sc(N)	28	7.0%
Marital status	Married	283	71%
	Single	116	29.0%
	Widow	1	0 %
	Others	0	0%
Type of family	Nuclear family	228	57.0%
	Joint family	159	40%
	Extended family	13	3.0%
Area of job performance	General ward	196	49.0%
	Special ward	101	25.0%
	Intensive care unit	85	21.0%
	Isolation ward	18	5%

Year of experience in hospital	1-5 years	161	40.0%
	6-10 years	120	30.0%
	11-15 years	57	14.0%
	> 15 years	62	16%
Duration of sleep / day	< 8 hours	199	50%
	8 hours	140	35.0%
	> 8 hours	61	15.0%
Duration of work per day	8 hours / day	327	82%
	> 8 hours /day	73	18.0%
Hobby of every day	Reading books	109	27.0%
	Watching TV	183	46%
	Games	43	11%
	Others	65	16.0%
Exposure to stressful situations in the ward	Occasionally	156	39.0%
	Frequently	143	36%
	Daily	101	25.0%

Results from the study "Impact of salary and benefits on job satisfaction with special reference to employees in the healthcare industry in Jaipur" are shown in table 1, broken down by age and gender".

- A majority (64%) of the 300 employees were under the age of 35; 25% were between the ages of 35 and 45; and 11% were beyond the age of 55.
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- 53% of respondents said they slept at home the night before going to work, while 47% said they slept at a hostel.
- 50% were high school graduates; 41% were college graduates; 10% were graduate school graduates.
- Seventy-seven percent had a DGNM, sixteen percent an MD(N), and seven percent an MSc (N).
- In terms of marital status, 71% were in couples, 29% were single, 0% were widowed, and 0% did not fall into any of the other categories.
- In terms of family composition, we found that 57% of respondents came from a nuclear family, 40% belonged to a joint family, and 3.0% were part of a broader family network.
- By work specialty, 49% were in the general ward, 25% in the special ward, 21% in the ICU, and 5% in isolation.
- 40% had less than 5 years of experience working in a hospital, 30% had 6-10 years, 14% had more than 15 years, and 16% had 11-15 years.
- The average daily sleep duration showed that 50% slept less than 8 hours, 35% slept 8 hours, and 15.0% slept more than 8 hours.
- Eighty-two percent of workers reported 8 hours or less of duty each day, while eighteen percent reported more than 8 hours.
- When asked what they did for fun on a daily basis, almost half (46%) said they watched TV, 27% said they read books, 11% said they played games, and 16% said they did something else.
- The percentage of ward residents who report experiencing stress on a daily, weekly, or monthly basis ranged from 39% to 36% to 25%.



Figure 1: Age distribution of staff employees

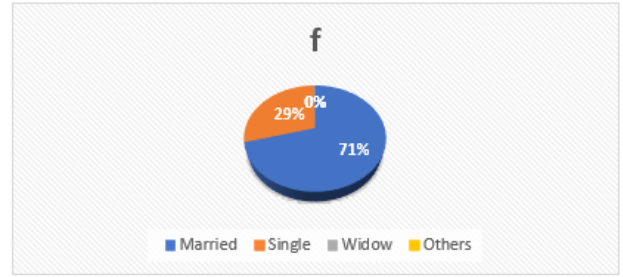


Figure 5 Marital status of staff employees

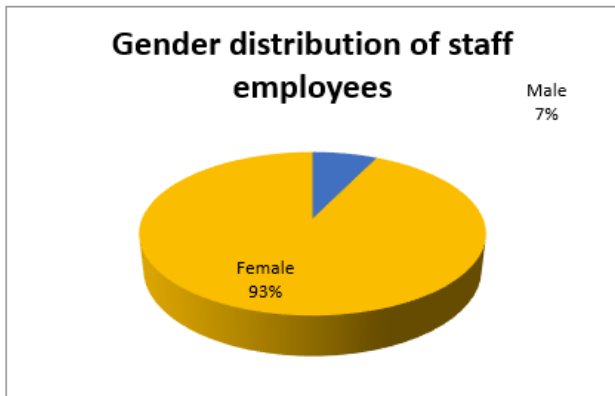


Figure 2 Gender distribution of staff employees

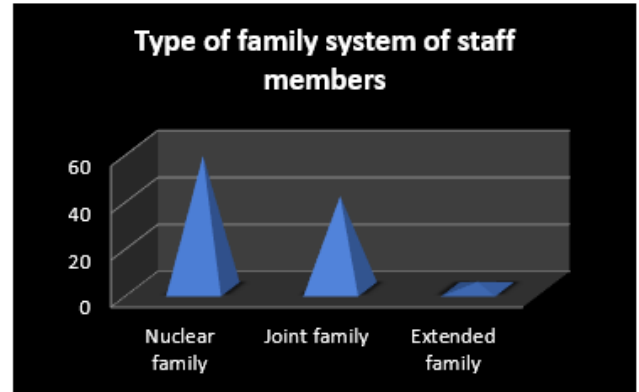


Figure 6 Type of family system of staff members

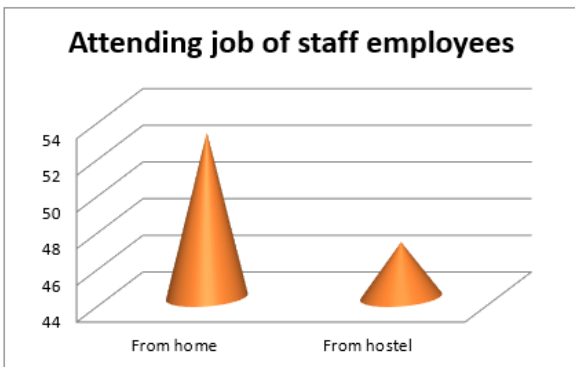


Figure 3 Attending job of staff employees

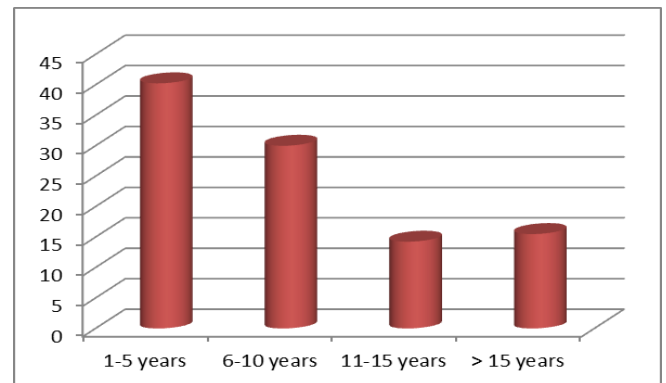


Figure 7 Years of experience in the hospital of staff employees

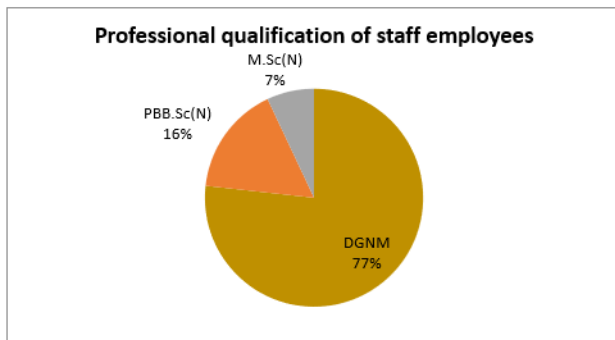


Figure 4 professional qualification of staff employees

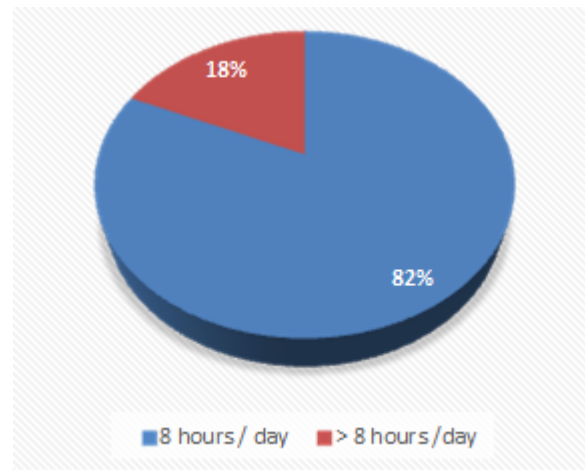


Figure 8 Duration of work per day

CONCLUSION

Nurses working in private hospitals in Jaipur participated in this study by answering questions on their levels of job satisfaction and burnout. Many demographic variables and their impact on workers' happiness on the workplace. As shown by the data, nurses who are between the ages of 35 and 45, who regularly log more than eight hours of sleep each night, who put in a full day's worth of work, and who make reading a regular part of their routine tend to be the happiest in their profession. The level of happiness at work was shown to be correlated with a number of demographic characteristics. Consequently, Some demographic variables and a select few organisational factors were found to have a significant impact on employees' levels of job satisfaction. Employers who take the time to investigate and identify these correlations will be better equipped to gauge their workers' levels of job satisfaction and work to increase them.

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