

THE JOB SATISFACTION IN THE PATHOLOGY WARD OF VLORA REGIONAL HOSPITAL

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Abstract

The job satisfaction in the pathology ward of Vlorë Regional Hospital Introduction: The nursing profession requires a distribution of the activity which needs more a rigorous control especially in the ward of pathology, compared to other disciplines, as it is exposed to various aggressions. These aggressions bring consequences such as physical burn out, emotional problems of the nurses and these factors have their effect on nurses' job performance. The level of work satisfaction of the nurses in the word of pathology is a main factor and necessary to keep the equilibrium in their activity. Aim: To evaluate the job satisfaction and the factors that have an impact on it in the nurses of the pathology ward. Objectives: To identify the personal and professional characteristics of the nursing personnel, the perception of the nurses on the job and job satisfaction, to evaluate the factors that have an effect on the job satisfaction and the factors that cause dissatisfaction Materials and method: This is a case control, analytical study which included all the personnel of the pathology ward of Vlore regional hospital. From the personal experience and the review of the literature the level of job satisfaction of the nurses who work in the pathology ward is a main factor in order to keep the equilibrium in the everyday job performance. This study includes 21 nurses, and we used a questionnaire with questions about the job conditions and the stress level as the independent variables and the job satisfaction as dependent variable. The results: The study showed that the nurses perception on the job and the satisfaction related to the independence is somewhat not satisfied, the job conditions is very unsatisfied followed by the satisfied nurses, the communication was satisfied followed by the somewhat satisfied personnel, the job performance was satisfied followed by the somewhat satisfied, relations charge nurse/coworkers is satisfied followed by somewhat satisfied and very satisfied personnel, the stress/tension and job aggravations is little satisfied followed by non satisfied personnel, the psychological support from the coworkers/head nurse is satisfied, followed by somewhat satisfied personnel, the job schedule is satisfied followed by very satisfied personnel. The very satisfied personnel we noticed that the perceptions differ: 27% are very satisfied with the job schedule, 27% are very satisfied with the relations with the head nurse and co workers, 18% are very satisfied with the job independence, 14% are very satisfied with the support from the head nurse and managers and co workers, 5% with the communication, 4% with the job conditions. Among the non satisfied personnel we noticed: 82% are very unsatisfied with the job conditions, 18% with the job stress, tension and job aggravation. Key words: nursing, job satisfaction, pathology ward.

Keywords: *job satisfaction, pathology ward, job performance, job satisfaction*