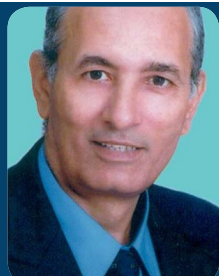# PULSUS
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Nurses job satisfaction in a tertiary medical care center, Riyadh, Saudi Arabia

Job satisfaction is of interest to both people who work in organizations and people who study them. In the Kingdom of Saudi Arabia, the health care delivery system relies heavily on expatriate human resources; hence their job satisfaction is crucial for patient satisfaction and quality of care.

Objectives: The objectives of this study are to determine the overall job satisfaction and its correlates among nurses working in a tertiary care.

Methodology: This is a cross sectional study among nurses working in a tertiary care center. A stratified random sample with proportional allocation used to choose 980 nurses. A self-administered questionnaire was used. Descriptive, bivariate and multivariate analysis was used for data analysis using SPSS version 17 software. The level of significance was set to be <0.05 throughout the study.

Results: The results showed that mean satisfaction scores for all participants was 105.2 out of 150 (70%satisfaction), males were less satisfied than females, Saudis were less satisfied than non-Saudis, but the differences were not significant. Significantly higher satisfaction was associated with Staff nurse 2, nurses working in Women hospital, nurses with lower than doctorate qualification and nurses with higher salaries. In general, the overall job satisfaction of nurses is acceptable and comparable to similar medical care facilities.

The study recommends: Revision of salaries and fringe benefits to make them more attractive in this competitive market and in-depth inquiry about the specific reasons and determinants of the poor satisfaction among nurses with doctorate qualification, nurses working in Rehabilitation hospital to boost their job satisfaction level.

Biography

Ahmed A Bahnassy is a Professor in Biostatistics in the College of Medicine, King Fahad Medical City. He has a vast experience in both teaching and research. He is teaching biostatistics, research methodology, advanced epidemiology and evidence-based medicine. He has more than 150 published manuscripts in journals. He is a Statistical Editor in many journals including WHO. He supervised more than 100 PhD, Master and fellowship thesis. He is conducting and participating in more than workshop yearly in both national and international levels.

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