

Job Satisfaction among School Health Nurses Working in Bagmati Province

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Background

A school nurse is a dual-commitment professional, having concurrent obligations for both healthcare and education (Tseng, 2014).

Job satisfaction is a key factor influencing nurses' work performance, with factors such as salary, administrative support, autonomy, and working conditions playing significant roles.

In the USA, 83% were satisfied among 71 school health nurses (Junious et al., 2004). The prevailing requirements and demands placed on the school nurse differ from classical nurse practice, placing role strain and role ambiguity onto the school nurse leading to job dissatisfaction (Nelson, 2006).

Although there is scant research literatures on job satisfaction among school health nurses in Nepal till now.

Objective of the Study

General Objective

To find out job satisfaction among school health nurses working in Bagmati province.

Specific Objectives

- to assess the level of job satisfaction among school health nurses.
- to measure association between the level of job satisfaction among school health nurses and selected variables.

Methodology

Design : A descriptive cross-sectional research design was used.

Setting and Population:

All government schools of Bagmati provinces where school health nurses were working. Total number of population was **409** school health nurses.

The total number of **sample is 132**.

Data Collection:

Data was collected through an online self-administered questionnaire using an online Google form, prepared in both English and Nepali language , nurses who had at least 6 months working experience and willing to participate in the study were included.

Results

TABLE 1
Socio-Demographic Characteristics of Respondents

Variables	Number	Percentage
Age in completed years		
20-29	91	68.9
30-39	41	31.1
Mean age (27.84 ± 4.09) Range 21-39		
Religion		
Hinduism	118	89.4
Buddhism	9	6.8
Christianity	3	2.3
Kirat	2	1.5
Educational level		
PCL Nursing	77	58.3
Bachelor of Nursing	55	41.7
Experience in school health nursing		
<1	35	26.5
1-2	41	31.1
≥ 3	56	42.4
Minimum 8 months and Maximum 5 years		

Table 2
Respondents' Satisfaction with Pay

						n=132
Statements	1 No. (%)	2 No. (%)	3 No. (%)	4 No. (%)	5 No. (%)	Median (Q1-Q3)
Satisfactory salary.	4(3.0)	9(6.8)	29(22)	83(62.9)	7(5.3)	4.0 (3.0-4.0)
Getting reasonable pay as expectation.	11(8.3)	23(17.4)	31(23.5)	51(38.6)	16(12.1)	4.0 (2.0-4.0)
Need for upgrading pay #	1(0.8)	2(1.5)	12(9.1)	31(23.5)	86(65.2)	1.0 (1.0-2.0)

*Note: 1-Strongly Disagree, 2- Moderately Disagree, 3- Neutral or Undecided, 4- Moderately Agree, 5- Strongly Agree
Reversed scoring*

Table 3
Respondents' Satisfaction with Profession Status

Statements						n=132
	1 No. (%)	2 No. (%)	3 No. (%)	4 No. (%)	5 No. (%)	Median (Q1-Q3)
School health nurse is better than others profession.	7(5.3)	13(9.8)	38(28.8)	56(42.4)	18(13.6)	4.0 (3.0-4.0)
Nursing profession choose had to make the decision again.	11(8.3)	7(5.3)	19(14.4)	37(28)	58(43.9)	4.0 (3.0-4.0)
Grateful with job	3(2.3)	6(4.5)	19(14.4)	53(40.2)	51(38.6)	4.0 (4.0-5.0)
The job really doesn't require much skill or knowledge. #	88(66.7)	25(18.9)	11(8.3)	5(3.8)	3(2.3)	5.0 (4.0-5.0)
School health nursing is not widely recognized as being an important profession. #	8(6.1)	3(2.3)	4(3.0)	32(24.2)	85(64.4)	1.0 (1.0-2.0)

Note: 1-Strongly Disagree, 2- Moderately Disagree, 3- Neutral or Undecided, 4- Moderately Agree, 5- Strongly Agree
Reversed scoring

Table 4
Respondents' Satisfaction with Autonomy

						n=132
Statements	1 No. (%)	2 No. (%)	3 No. (%)	4 No. (%)	5 No. (%)	Median (Q1-Q3)
Freedom to make an important decisions.	10(7.6)	15(11.5)	24(18.2)	55(41.7)	28(21.2)	4.0 (3.0-4.0)
Principal make all decisions and have little control over their own work. #	30(22.7)	41(31.1)	20(15.2)	31(23.5)	10(7.6)	4.0 (2.0-4.0)
Too much responsibility and not enough authority. #	2(1.5)	11(8.3)	21(15.9)	53(40.2)	45(34.1)	2.0 (1.0-3.0)
An independence is permitted.	7(5.3)	14(10.6)	29(22.0)	66(50.0)	16(12.1)	4.0 (3.0-4.0)
They have sufficient input into profession.	-	3(2.3)	6(4.5)	37(28.0)	86(65.2)	5.0 (4.0-5.0)
Supervised more closely than necessary. #	27(20.5)	33(25.0)	41(31.1)	17(12.9)	14(10.6)	3.0 (3.0-4.0)
Sometimes frustrated because all of the activities seem programmed. #	6(4.5)	15(11.4)	38(28.8)	43(32.6)	30(22.7)	2.0 (2.0-3.0)

*Note: 1-Strongly Disagree, 2- Moderately Disagree, 3- Neutral or Undecided, 4- Moderately Agree, 5- Strongly Agree
Reversed scoring*

Table 5
Respondents' Satisfaction regarding Interaction

Statements						n=132
	1 No. (%)	2 No. (%)	3 No. (%)	4 No. (%)	5 No. (%)	Median (Q1-Q3)
Teamwork and cooperation between various levels of personnel.	4(3.0)	14(10.6)	28(21.2)	60(45.5)	26(19.7)	4.0 (3.0-4.0)
The school kids/personnel help during rush time.	3(2.3)	11(8.3)	15(11.4)	54(40.9)	49(37.1)	4.0 (4.0-5.0)
Teachers /school personnel are cooperative .	3(2.3)	5(3.8)	14(10.6)	69(52.3)	41(31.1)	4.0 (4.0-5.0)
I could have delivered much better care if I had more time with each student. #	2(1.5)	1(0.8)	12(9.1)	38(28.8)	79(59.8)	1.0 (1.0-2.0)
school personnel are understand and appreciate the duty of school health nurses.	3(2.3)	9(6.8)	20(15.2)	66(50.0)	34(25.8)	4.0 (4.0-5.0)
School administration looks down on the school health nurses. #	50(37.9)	38(28.8)	23(17.4)	15(11.4)	6(4.5)	4.0 (3.0-5.0)

Note: 1-Strongly Disagree, 2- Moderately Disagree, 3- Neutral or Undecided, 4- Moderately Agree, 5- Strongly Agree
Reversed scoring

Table 6
Respondents' Satisfaction with Task Requirements

n=132

Statements	1 No. (%)	2 No. (%)	3 No. (%)	4 No. (%)	5 No. (%)	Median (Q1-Q3)
Satisfied with job tasks.	4(3.0)	10(7.6)	34(25.8)	64(48.5)	20(15.2)	4.0 (3.0-4.0)
Most people appreciate the importance of school nurses services to school and community.	3(3.8)	6(4.5)	14(10.6)	61(46.2)	46(34.8)	4.0 (4.0-5.0)
Job does not make any significance. #	59(44.7)	43(32.9)	12(9.1)	15(11.4)	3(2.3)	4.0 (4.0-5.0)
Sufficient time for direct nursing care to students.	4(3.0)	9(6.8)	14(10.6)	43(32.6)	62(47.0)	4.0 (4.0-5.0)

Note: 1-Strongly Disagree, 2- Moderately Disagree, 3- Neutral or Undecided, 4- Moderately Agree, 5- Strongly Agree
Reversed scoring

Table 7
Respondents' Satisfaction with Organizational Policies

						n=132
Statements	1 No. (%)	2 No. (%)	3 No. (%)	4 No. (%)	5 No. (%)	Median (Q1-Q3)
Great gap between what nurse need to do and what they are going to do regarding nursing care to the students. #	4(3.0)	12(9.1)	30(22.7)	42(31.8)	44(33.3)	2.0 (1.0-3.0)
Not enough opportunities for advancement of school nurses' career development. #	4(3.0)	7(5.3)	4(3.0)	31(23.5)	86(65.2)	1.0 (1.0-2.0)
Not enough opportunities for advancement of school nurses' career development. #	4(3.0)	7(5.3)	4(3.0)	31(23.5)	86(65.2)	1.0 (1.0-2.0)
Sufficient control over, scheduling own shifts at the workplace.	50(37.9)	21(15.9)	31(23.5)	20(15.2)	10(7.6)	2.0 (1.0-3.0)

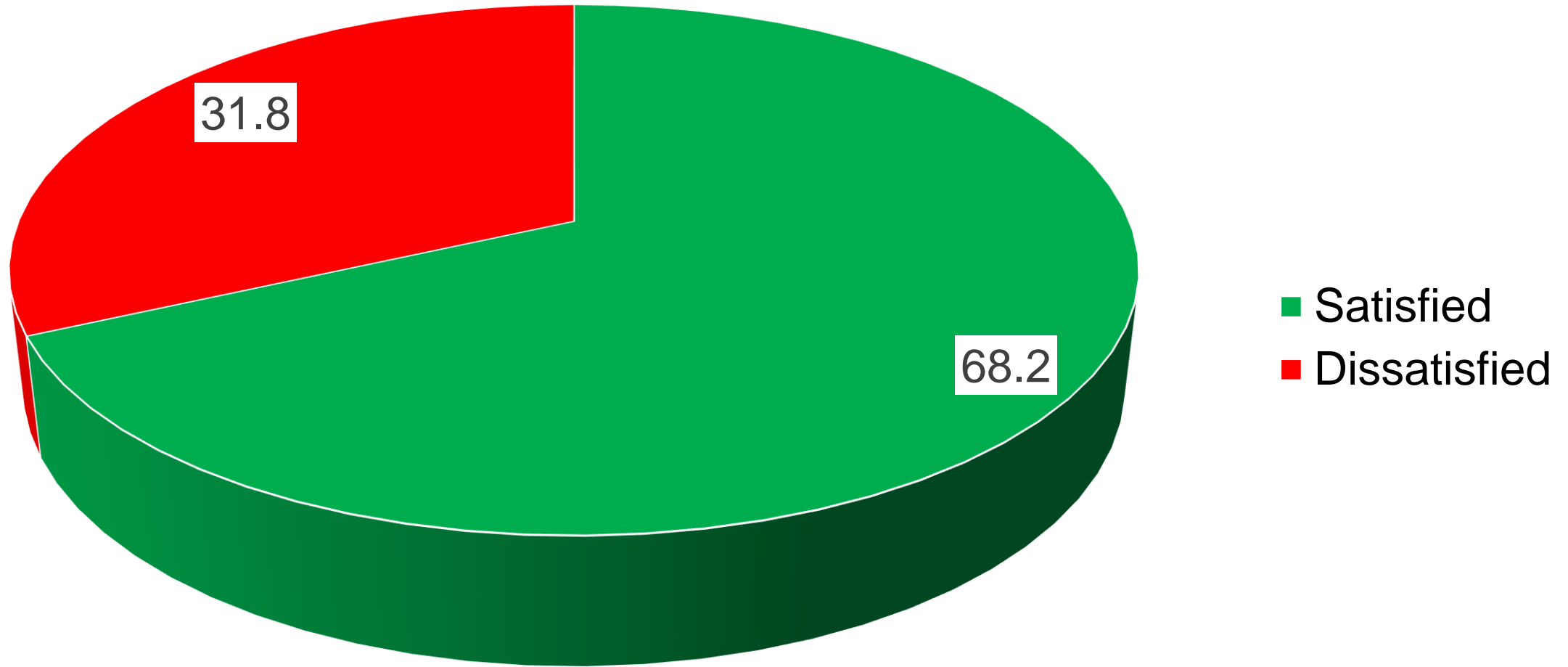
Note: 1-Strongly Disagree, 2- Moderately Disagree, 3- Neutral or Undecided, 4- Moderately Agree,5- Strongly Agree
Reversed scoring

TABLE 8
Respondents Obtained Mean Score in Job Satisfaction-related Variables

n=132

Variables	Minimum	Maximum	Mean	Standard Deviation
Pay	1.33	5.00	2.79	0.64
Profession status	2.00	4.80	3.51	0.55
Autonomy	1.71	4.86	3.25	0.58
Interaction	1.57	4.43	3.19	0.52
Task requirements	1.75	5.00	3.97	0.62
Organizational policy	1.00	4.00	2.28	0.64

Respondents Level of Job Satisfaction



Mean scale score 90, minimum 30 and maximum 150

Table 9

Association between Level of Job Satisfaction among Respondents and Selected Variables
n=132

Variables	Level of job satisfaction		Pearson chi-square	P value
	Dissatisfied No. (%)	Satisfied No. (%)		
Age in complete years			2.550	0.110
20-29	25(27.5)	66(72.5)		
30-39	17(41.5)	24(58.5)		
Education level			10.380	0.001
PCL Nursing	16(20.8)	61(79.2)		
Bachelor of Nursing	26(47.3)	29(52.7)		
Experience in School health nursing			1.447	0.229
≤2	21(27.6)	55(72.4)		
>2	21(37.5)	35(62.5)		

Conclusion

This study conclude that one third of school health nurses are satisfied their task and profession. Likewise, One fourth are dissatisfied with organizational policy regarding the lack of opportunities for career advancement. The job satisfaction of nurse tends to be associated with their educational level.

Recommendation of the Study

According to the findings of study it can be recommended that government of health policies and school administration should organized programs and strategies to promote organization policy and pay for school health nurses.

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Author Bio

Ms. Dhanush Bishwokarma is a recent graduate with a Bachelor of Nursing Science (BNS) from Maharajgunj Nursing Campus. She is currently serving as a Nursing Officer at Pokhara Academy of Health Science, where she is committed to delivering excellent patient care and further developing her expertise in the nursing field.

