



Research Article

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Relationship between Job Satisfaction and Marital Satisfaction among Nurses with Rotating Working Shift: A two year study conducted in Hospitals Affiliated with Alborz University of Medical Sciences

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ABSTRACT

Job satisfaction can be an important factor in marital and life satisfaction. The present study aimed to investigate the relationship between job satisfaction and marital satisfaction among nurses with rotating working shift. This was a descriptive and correlational study conducted on 82 nurses with rotating working shift working in five main hospitals affiliated with Alborz University of Medical Sciences, Karaj, Iran during 2015-2016. The Data collection included a researcher-built questionnaire consisting of three subsections of demographic characteristics, job satisfaction, and enrich marital satisfaction. The data were collected and then analyzed with statistical package SPSS version 17 using descriptive and inferential statistics. The results showed that job satisfaction of nurses was moderate. The high scored satisfactions were satisfaction of direct responsible jobs (3.70) followed by satisfaction from colleague (3.69). The low scored satisfactions were for the work conditions (2.67) followed by satisfaction of occupational rights and benefits (2.70). The participants indicated a moderate level for their satisfaction. Highest satisfaction was belonging to the satisfaction of personality issues (3.72) and the lowest level was related to the satisfaction from conflict resolution (3.13). The indicated moderate level of satisfaction of job and marital life.. The findings showed a significant positive relationship between the job satisfaction and marital satisfaction ($r= 0.251$; $P < 0.05$).

Keywords: Job satisfaction, Marital Satisfaction, Nurses with rotating working shift

INTRODUCTION

Job satisfaction is an important factor in marital satisfaction so that all organizations and institutions have a social department for the family of worker that play special role and all couples intend to enjoy marital life and have satisfaction feeling, the job satisfaction is the important part from the life (1).

Studies have shown that individuals' employment status has a significant role in their satisfaction with married life in their marital life. Low income, job insecurity, and tension are associated with low marital satisfaction. Nursing is a job which is potentially stressful and this stress will be doubled if there is the working shift in turn, evening and night. Job exhaustion rate has been reported in Iran is higher than the world standard. Nurses do not have effective

copied resources for opposition with stress in Iran. Nurses due to occupation requirements must have been employed at unconventional hours to serve; one of the stressful factors in nursing is rotating work. Some domestic studies have shown that the nurses with night shift were faced from more job stress and less job satisfaction rather than nurses of other shifts. Frustration statistics and physical illnesses are increasing in the health care systems employees specially nurses.

Nurses almost the most significant manpower department of health system in all countries, forms the nurses, nurses shortage and heavy quit of them from this profession is a global dilemma so that Roman expressed in their study the impact of the nurse shortage will reach to its maximum during 2015 to 2020. Lack of job satisfaction is one of the effective factors in the quit of nursing profession. Studies show that only about one third of nurses are satisfied from their jobs in Iran. And about one third of Scotland and England nurses and more than one fifth desires to leave the nursing profession in America and the largest nurses' job satisfaction is related to America. Gaelic research showed that also working day people show the higher degrees from the marital satisfaction than night people and they show higher degrees from the marital satisfaction than working evening ones. However, sexual problems among the night nurses are more. Divorce possibility in them is treble of working day people.

Zandipour et al. (2010) correlational descriptive study carried out entitled "The study of marital satisfaction and job satisfaction relationship in employees of Tehran Province Water and Wastewater" (2). The study community of this research includes the married employees in Water and Wastewater Company of Tehran Province during 2012. Research tools were questionnaire of Enrich marital satisfaction and questionnaire of Barry Field and Ruth job satisfaction. For analysis the data was used from descriptive and inferential statistics methods (Pearson correlation coefficient and t test of independent groups). The findings revealed that there is a positive and significant relationship between marital satisfaction and job satisfaction ($r= 0.42$) in level of $P< 0.05$. In addition, the significant difference between men and women in terms of marital satisfaction was seen in level of $P< 0.05$. Men had more marital satisfaction. However, there was not a significant relationship between women and men in term of job satisfaction rate in level of $P< 0.05$.

Research Hypothesis: There is a relationship between the job satisfaction and marital satisfaction of nurses with rotating working shift.

MATERIALS AND METHODS

This was a descriptive and correlational study conducted on 82 nurses with rotating working shift working in five main hospitals affiliated with Alborz University of Medical Sciences, Karaj, Iran during 2015-2016.

All of the target population included 688 nurses, 57% of them were married. The sample size of this study using the standard formula for sample size calculation as per the design of the study was 82 persons. The study populations were sampled through multistage sampling method. The Data collection included a researcher built questionnaire with three subsections: demographic characteristics, job satisfaction, and enrich marital satisfaction questionnaires. The data were collected and then analyzed with statistical package SPSS version 17 using descriptive and inferential statistics.

The correlation was determined using the Pearson correlation coefficient and Cronbach's alpha. The data were expressed as mean \pm standard deviation. The variables number is bivariate and the number of groups is single group (Group of nurses with rotating working shift). Considered variables in this study include: gender, age, service background, duration of marriage, serve type that qualitative variables are (Type of employment, Work place, and Gender), and quantitative variables are (Age, Occupational experience, Duration of marriage). The three subsections questionnaire was as follows:

First section: Demographic questionnaire that includes age, gender, service background, type of employment, duration of marriage, education, salary and benefits, work place, professional situations

Second section: Is the standard questionnaire of job satisfaction job descriptive index (JDI).

This is a 70-item questionnaire that measures six factors including: job characteristics, supervisors, colleagues, promotion, salary and benefits, working conditions in the current environment. The questions are multiple-choice; the assessment for comments is with Likert type rating scale (strongly agree, agree, neutral, disagree and strongly disagree). Concession of such responses is considered in sequence from 1 to 5. Score 5 is indicative of the satisfaction maximum and score 1 shows the satisfaction minimum; the average final score of each case that be less than 2 is as dissatisfaction, between 2 to 3 is relatively considered satisfied and above 3 is as satisfied. In order to determination the scientific validity was used through the content validity method. Thus, for evaluation and consideration, this questionnaire was given to the 10 faculty members of Nursing and Midwifery department of Islamic Azad University of Tehran Medical Branch and the final questionnaire was completed after approval by them. Zamini et al. (2011) in a study conducted on the teaching and administrative staff investigating the relationship between organizational culture, job satisfaction and burnout among public universities of Tabriz to determine the reliability of this questionnaire (3). They studied 30 persons and the questionnaires were distributed among them again and obtained 0.90 Cronbach's alpha for the entire of questionnaire. In this study the Cronbach's alpha coefficient was for the subscales of job satisfaction 0.87, Satisfaction from direct responsible for 0.95, colleague satisfaction 0.95, satisfaction from upgrade way 0.95, Satisfaction from salary and benefits 0.84, satisfaction from work conditions in environment 0.87, And overall scale of job satisfaction 0.96.

Third section: Standard questionnaire is Enrich marital satisfaction. This questionnaire consisted of 115 questions and 12 subscale that its first subscale 5 questions and each of other scales had 10 questions. Twelve subscales of this questionnaire are: idealistic distortion, marital satisfaction, personality issues, marital communication, conflict resolution, financial management, activities related to leisure, sex, children, parenting, communication with family and friends, egalitarian roles and attitudes of religious orientation. The questions has been developed multiple choice based on the Likert type scale (strongly agree, agree, neither agree nor disagree, disagree, strongly disagree). Content validity was used to determine the scientific validity of the questionnaire. To do so, the questionnaire was assessed by 10 faculty members of Islamic Azad University of Medical Sciences, Tehran Branch, Tehran, Iran and the final questionnaire and following their confirmation, the questionnaire was used for the study. In a study conducted in Iran, the mean Pearson correlation coefficients in the test-retest method (within a week) for men, women, and men with women were 0.937, 0.944, and 0.94, respectively. To determine the reliability of this questionnaire was used from Cronbach's alpha. In the present study, Cronbach's alpha coefficient is for the subscales of idealistic distortion 0.77, marital satisfaction 0.81, personality issues 0.77, communication 0.76, conflict resolution 0.81, financial management 0.90, leisure activities 0.75, and sexual relations 0.83, children and parenting 0.80, family and friends 0.72, egalitarianism roles 0.68, religious orientation 0.69, and for general scale of marital satisfaction 0.96.

RESULTS

Table 1 presents the demographic characteristics of the studied age groups with rotating working shift working in five main hospitals affiliated with Alborz University of Medical Sciences, Karaj, Iran during 2015-2016. The results showed that the most frequent of the studied participants was women (91.5%), most of them were in the age group of 37- 33 years old (36.6%) and hold bachelor degree. The majority of the nurses had 0-5 years of service background (36.6%) and marriage background 0-5 years (48.1%). Most of them were employment of official or contractual (33.3%) and had salary intake mean of 5.1 million Rials (73.2%). Most of them were working in the surgery department (19.5%) and the professional situation of most of them was nurse (87.8%). Highest satisfaction rate is for the satisfaction from direct responsible nurses (3.70) and Satisfaction from colleague (3.69) and lowest rate is for Satisfaction from rights and benefits (2.63) and Satisfaction from work conditions in current environment (2.67).

Table 1. Studied frequency distribution and groups based on demographic characteristics

Variables demographic	Maximum class	Frequency	Percent	Minimum class	Frequency	Percent
Gender	Female	75	91.5	Male	7	8.5
Age	33 to 37 years	30	36.6	43 years and older	5	6.1
Level of Education	Bachelor	71	86.6	Master	11	13.4
Service background	0 to 5 years	30	36.6	21 years and older	3	3.7
Employment type	Contractual Official	27	33.3	Conventional	13	0.16
Marriage duration	0 to 5 years	38	48.1	16 years and older	8	10.1
The rights and benefits rate	Intake mean of 5.1 million Rials	60	73.2	intake MEAN of more than 2 million Rials	6	7.3
Service location	Surgery department	16	19.5	surgery room	1	1.2
Professional situations	Nurse	72	87.7	Matron	1	1.2
Total respondents		82	100.0			

In other words, nurses had the highest satisfaction rate from direct responsible and their colleague, but they had the lowest satisfaction rate from rights and benefits and their work conditions. Highest satisfaction rate is related satisfaction from personality issues (3.72) and lowest rate is for satisfaction from conflict resolution (3.13). In other words, nurses had the highest satisfaction rate from personality issues but they had the lowest satisfaction rate from conflict resolution. There is a positive and significant relationship between two variables of job satisfaction and marital satisfaction in level of five percent ($P < 0.05$). In other words, a direct relationship was seen between two variables so that the nurses' job satisfaction be higher, also increased their marital satisfaction rate.

Table 2. Indicators status of mean and variance of the studied age groups in term of job satisfaction

Job satisfaction dimension	IC	Mean	SD	Min	Max	Item count mean
Satisfaction from job	22	66.83	13.13	43	110	3.04
Satisfaction from direct responsible	14	51.82	12.33	18	70	3.70
Satisfaction from colleague	11	40.61	10.17	22	55	3.69
Satisfaction from upgrade way	7	20.09	8.16	7	35	2.87
Satisfaction from rights and benefits	9	23.71	7.92	9	45	2.63
Satisfaction from work conditions in current environment	7	18.72	6.84	7	35	2.67

Table 3. Indicators status of center and scattering of studied age groups in term of marital satisfaction dimension

Marital satisfaction dimension	IC	Mean	SD	Minimum	Maximum	Item mean
Idealistic distortion	5	16.52	4.10	7	24	3.30
Marital Satisfaction	10	33.49	7.04	10	49	3.35
Personality issues	10	37.15	7.22	13	49	3.72
Communication	10	33.55	6.56	12	49	3.36
Conflict resolution	10	31.26	7.99	13	49	3.13
Financial Management	10	34.94	9.84	10	50	3.49
Leisure activities	10	32.54	6.56	16	49	3.25
Sex relations	10	36.18	7.47	14	49	3.62
Children and parenting	10	34.71	7.54	9	50	3.47
Family and Friends	10	33.05	6.66	9	50	3.30
Egalitarianism roles	10	33.66	4.89	14	49	3.37
Religious orientation	10	34.49	6.75	12	50	3.45

Table 5. The relationship between job satisfaction and marital satisfaction rate in studied age groups

Nurses job satisfaction	Marital satisfaction of nurses		Test results
	Correlation rate (r)	0.251*	
	Significance level (Sig.)	0.023	
	Count(N)	82	Presence a relationship between two variables

Table 6. Job satisfaction mean and marital satisfaction between the male and female nurses

Variable characteristic	Male	Female	t rate (Significance level)	Test result
	Mean ± SD	Mean ± SD		
Job satisfaction	193.00 ± 32.11	224.45 ± 41.87	(0.043) – 2.407*	Differences
Marital satisfaction	363.57 ± 48.72	394.13 ± 68.49	(0.164) – 1.525	No difference
	Master		Bachelor	
Job satisfaction	49.23 ± 255.73	216.51 ± 38.43	(0.027) – 2.526	Difference
Marital satisfaction	383.64 ± 109.70	392.75 ± 59.31	(0.679) – 0.415	No difference

* $P=0.05$; ** $P=0.01$ **DISCUSSION AND CONCLUSION**

The present indicated that the most of nurses satisfied from their occupation moderately (76.8%) and some people who were dissatisfied (4.9%) or too satisfied (18.3%) also was low. Also, subscales status of job satisfaction among nurses in table 2 was indicated that the most satisfaction mean was related to satisfaction from direct responsible (3.70) and satisfaction from colleague (3.69) and the lowest rate was related to satisfaction from rights and benefits (2.63) and satisfaction from work conditions in current environment (2.67). In other words, nurses had the highest satisfaction rate from direct responsible and their colleague, but they had the lowest satisfaction rate from rights and benefits and their work conditions. According to results, the most of nurses had salary intake mean of 5.1 million Rials. Mirkamali et al. (2014) showed in their study that the most frequent factor influencing the nurses' dissatisfaction is low payment and income (4). The study of Mirzabeygi et al. (2013) entitled "Iranian nurses job satisfaction" was shown that only about one third of nurses (34.30%) are satisfied from their job (5). Based on obtained results, (Job security in nursing profession) (44.5%) and (Nurses satisfaction rate from work environment and accommodations) (44.26%) were assigned the highest satisfaction concession and the other (Tasks description of nursing profession) (74.75%) (Social phase of nursing in the community) (73.3%) and (methods and relationship way with nursing managers) (70%) had respectively the highest dissatisfaction ($p < 0.05$). Most nurses had satisfied from their marital life in average (1.67%) and only one person had little satisfaction from own marital life (1.2%). The status study of subscales of marital satisfaction among nurses shows that the highest satisfaction, belonging to the satisfaction of personality issues (72.3) and the lowest rate is related to the satisfaction of conflict resolution (13.3). In other words, nurses had the highest satisfaction rate from personality issues but they had the lowest satisfaction rate from Conflict resolution. Sanaee et al. (2012) were revealed in their study that marital satisfaction of women is higher than housewives that can be due to participation of working women in planning and decision-making such as budget and equipment and devices and housing, and interchanging the roles of among couples (6). Khojaste Mehr et al. (2012) revealed in their study that women occupation causes decrease in marital satisfaction and increase neuroticism of their spouses.

Table 7. Different demographic characteristics in the studied age groups

Marital satisfaction			Job satisfaction			Classes	The changing demographic characteristics
Test result	F rate (significance level)	Mean	Test result	F rate (significance level)	Mean		
42 age class and older or other classes/ class 33-37 with two classes 22-27 and 28-32)	5.877** (0.000) No difference	408.00	42 years and older or other classes/ class 28-32 with two classes 22-27 and 33-37)	7.445** (0.000) Difference	231.95	22-27	Age (Year)
		411.00			202.47	28-32	
		354.53			211.20	33-37	
		392.63			237.38	42-38	
		471.80			292.80	42 and older	
Job satisfaction 21 and older with other classes/ class 11-15 with two classes 0-5 and (6-10)	16.835** (0.000) Difference	395.67	Job satisfaction 21 and older with other classes/ class 6-10 with two classes 0-5 and (11-15)	10.986** (0.000) Difference	226.17	0-5	Job backgrounds (Year)
		422.70			200.61	6-10	
		329.05			221.33	11-15	
		396.40			224.60	16-20	
		540.33			338.33	21 and older	
Between conventional contractual employment and other employment types	4.059** (0.010) Difference	393.29	Between official employment and other employment types	5.130** (0.003) Difference	205.17	Plan	Employment type
		393.33			208.07	Contractual	
		338.23			198.38	Conventional	
		413.48			238.07	Official	
0-5 class with other classes/ class 11-15 with 0-5 classes and more than 16	4.816** (0.004) Difference	413.61	16 year class with other classes	4.380** (0.007) Difference	224.55	0-5	Marriage duration (Year)
		367.47			198.20	6-10	
		351.50			219.94	11-15	
		410.75			261.25	16 and older	
-----	1.599 (0.208) Difference	392.65	More than 20 with other classes	5.009** (0.009) Difference	215.08	15	Intake classes)Million rial(
		373.00			229.88	20	
		429.67			267.00	More than 20	
-----	1.866 (0.098) No difference	438.80	Dialysis and other class with other classes	2.422** (0.034) Difference	221.10	CCU	Service location
		385.62			213.62	ICU	
		360.22			201.11	Emergent	
		392.64			224.09	Internal	
		365.81			204.94	Surgery	
		422.17			248.33	Dialysis	
		396.19			246.50	Other	
-----	0.183 (0.833) Difference	389.58	Supervisor with other classes	9.335** (0.000) Difference	215.60	Nurse	Professional situations
		401.00			248.50	Super star	
		405.00			279.43	Supervisor	

The results showed that there was a positive and significant relationship between two variables of job satisfaction and marital satisfaction of nurse at 5% level ($P < 0.05$) (7). And the direct relationship was observed between these two variables and the nurses' job satisfaction is higher, also increased their marital satisfaction. On the other hand, according to the Spearman correlation coefficient (0.251), there is a direct relationship between these two variables and a weak correlation, it indicates that the job satisfaction is one of the effective factors in increase of marital satisfaction of nurses. Zandipour et al. (2012) in a correlational descriptive study investigated the relationship between marital satisfaction and job satisfaction among the employees of the Tehran Province water and wastewater organization, Iran. They reported a positive and significant relationship ($r = 0.42$) between marital satisfaction and job satisfaction at level of ($p < 0.05$) (2). A significant difference was between women and men in terms of marital satisfaction rate ($p < 0.05$). Men have more satisfaction but there was not a significant difference between women and men in terms of job satisfaction. According to the obtained results of women job satisfaction are more than men. Job satisfaction of nurses with a bachelor's degree was more than those with a master's degree. The job satisfaction of nurses in age group 42 years and older was significantly higher than other age classes. Nurses 33 to 37 years old had the lowest marital satisfaction. Nurses with job background of 6 to 10 years had the lowest job satisfaction and marital satisfaction rate of nurses with job background of 31 years and older was significantly higher than other job background and job satisfaction rate of official employed nurses was significantly higher than other types of employment. Marital satisfaction rate of contractual employment nurses was significantly less than other types of

employment. The nurses' job satisfaction of nurses with marriage duration of more than 16 years was significantly more than other different types of marriage duration. Marital satisfaction of nurses with marriage duration of 0 to 5 years and above 16 years was significantly more. The job satisfaction of nurses with income average above twenty million Rials significantly was higher than other nurses with lower incomes. Job satisfaction of practitioner nurses in dialysis department was more than practitioner nurses in CCU, ICU, emergency, internal medicine and surgery departments. Nurses of emergency and surgery department had the lowest job satisfaction; there was a significant difference between the job satisfaction rate of nurses and different professional situations and job satisfaction of supervisors was significantly higher nurses.

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