

Assess Job Satisfaction Level Among Nurses in Public and Private Sector Hospital Peshawar

Muhammad Ihtesham¹, Muhammad Salman Alam², Hazrat Ali³, Noor Ullah⁴, Gohar Ali Khan⁵, Sana ullah⁶, Muhammad Zubair⁷, Muhammad Usama⁸

¹. BSN Graduate, Farabi College of Nursing, Charsadda Affiliated with KMU

². Assistant professor, Farabi College of Nursing, Charsadda Affiliated with KMU

³. BSN Graduate, Farabi College of Nursing, Charsadda Affiliated with KMU

⁴. BSN Graduate, Farabi College of Nursing, Charsadda Affiliated with KMU

⁵. BSN Graduate, Farabi College of Nursing, Charsadda Affiliated with KMU

⁶. BSN Graduate, Farabi College of Nursing, Charsadda Affiliated with KMU

⁷. BSN Graduate, Farabi College of Nursing, Charsadda Affiliated with KMU

⁸. BSN Graduate, Farabi College of Nursing, Charsadda Affiliated with KMU

Abstract

Job satisfaction is a key factor in determining employees' overall happiness at work, reflecting how well their expectations align with their job responsibilities and work environment. The World Health Organization (WHO) defines a nurse as an individual with basic nursing education who practices nursing in their field. Job satisfaction is a complex and dynamic aspect of employment that can influence both positive and negative relationships among employees, as well as their work behaviors. A cross-sectional analytical study was conducted in two tertiary-level hospitals, one in the public sector and the other in the private sector. Data were collected from 218 nurses (109 from each sector) using a convenient sampling technique. Data were gathered through an adopted job satisfaction questionnaire and analyzed using SPSS version 27. The results indicate a statistically significant difference between the two groups (private and public hospitals), with $p < 0.05$, suggesting that employees in public hospitals report higher overall job satisfaction compared to employees in private hospitals. The analysis also provides valuable insights into the factors contributing to job satisfaction among hospital staff, with implications for improving workplace conditions, salary structures, and support systems within the hospital environment. Nurses in the public sector are more satisfied than those in the private sector. Factors influencing job satisfaction include salary, job security, and policies. The government should consider implementing policies for the private sector as well to enhance nurse job satisfaction. Further qualitative research on this topic is needed.

Keywords: Nurses, Job satisfaction, public sector, Private sector, Hospitalization

Introduction

Job satisfaction is a key factor in determining employees' overall happiness at work, reflecting how well their expectations align with their job responsibilities and work environment. The World Health Organization (WHO) defines a nurse as an individual with basic nursing education who practices nursing in their field (Hamid S, Malik AU Kamran I, Ramzan M, 2014). Nurses play a critical role in healthcare by promoting health, preventing illness, and serving as a vital link between patients and doctors, helping to bridge communication gaps (Chase LK, 2010; RP

Lephala, VJ Ehlers, MJ Oosthuizen, 2008). Furthermore, job satisfaction is a complex and dynamic aspect of employment that can influence both positive and negative relationships among employees, as well as their work behaviors. Low job satisfaction may stem from a lack of commitment to the job, leading to negative emotional responses. In contrast, job satisfaction is essential for employees to feel psychologically connected to their work and to meet performance expectations (Robbins and Judge, 2013). High job satisfaction is linked to innovation, high performance, quality service, and psychological support at work. On the other hand, low job satisfaction can arise from factors such as poor team dynamics, excessive workloads, low salaries, limited professional development, inadequate resources, routine procedures that hinder productivity, hierarchical structures, and a lack of professional commitment (Melo, Barbosa, and Souza, 2011). In healthcare systems, nurses' motivation, which is closely tied to job satisfaction, is crucial for effective operation (Lambrou P, Kontodimopoulos N, Niakas D, 2010). Job satisfaction is an emotional state derived from evaluating one's job experiences (Asegid A, Belachew T, Yimam E., 2014), influenced by factors like job type, salary, promotion opportunities, management, and working conditions (Tanjeen E., 2013). Additionally, a well-organized workplace values employees as a critical source of quality and productivity (Lashchinger HK, Shamian J, Thomas D, 2005). In Pakistan, issues such as work overload, financial insufficiencies, and colleague attitudes contribute to dissatisfaction among nurses, which in turn affects patient care quality and the overall healthcare system. Addressing these challenges could improve job satisfaction and attract more skilled individuals to the profession (Asegid A, Belachew T, Yimam E., 2014). Moreover, in the nursing profession, factors such as patient or family tensions, unclear role definitions, excessive workload, stress, negative emotions, fatigue, and physical complaints after long working hours can lead to a decline in professional interest and job satisfaction. Low job satisfaction may result in decreased engagement, absenteeism, turnover, and a desire to leave the profession, posing a significant problem in nursing (Karakuş, 2011). Studies have shown that high job satisfaction positively impacts employees' physical and psychological health, while work stress negatively affects job satisfaction. In particular, time constraints, such as a lack of lunch breaks and inadequate work schedules, create psychological stress among nurses (Teo et al., 2012). Research from Hong Kong found that work stress negatively impacted job satisfaction (Siu, 2002). Similarly, in South China, the introduction of advanced technologies in hospitals improved nurses' use of their professional skills, increasing job satisfaction (Tao, Zhang, Hu, and Zhang, 2012). In contrast, nurses working in high-tech hospitals in Turkey reported higher job satisfaction compared to those in less technologically advanced facilities, which also reduced their intention to leave the profession (Ozden, Karagozoglu, and Yildirim, 2013). Additionally, research by Moreno et al. (2012) found that night shifts, or "social jet lag," negatively affected sleep quality and, consequently, job satisfaction. These factors highlight the need to closely examine the influences on job satisfaction among nurses.

Background

Job satisfaction, as defined by Rivai (2006), refers to an individual's feelings of happiness or unhappiness, satisfaction or dissatisfaction in relation to their work. According to Salam (2014), several factors influence job satisfaction, including salary, the nature of the job itself, relationships with colleagues, interactions with supervisors, opportunities for promotion, and the work environment. Research from the World Health Organization (WHO), the International Council of Nurses (ICN), and the International Labour Organization (ILO) has highlighted that poor working conditions can negatively impact nurses' job satisfaction (Hellín Gil et al., 2022). Numerous studies have explored job satisfaction among nursing staff (Liu, Aunguroch & Yunibhand, 2016; Lu, Zha & While 2019; Aloisio, Coughlin & Squires, 2021). Nurses represent the largest group of employees in healthcare, working tirelessly and without interruption to deliver care. Therefore,

their performance and attitudes play a crucial role in fostering conditions that contribute to high-quality patient care and a positive work environment.

Problem Statement

Job satisfaction among nurses is a crucial factor influencing their performance, productivity, and retention in the healthcare sector (Lu et al., 2019). However, research suggests that nurses in Pakistan, particularly in the public sector, experience low job satisfaction due to factors such as inadequate staffing, poor working conditions, and limited opportunities for professional growth (Khan et al., 2018). Despite the significance of job satisfaction among nurses, there is a lack of studies examining job satisfaction levels among nurses working in public and private-sector tertiary level hospitals in Peshawar. Therefore, this study aims to assess the job satisfaction levels among nurses in public and private-sector tertiary level hospitals in Peshawar, exploring the factors influencing their job satisfaction and identifying potential strategies for improvement.

Significance

Job satisfaction among nurses is linked to better patient outcomes and higher quality care (Kutney-Lee et al., 2013). Understanding the factors influencing job satisfaction among nurses can help hospital administrators develop strategies to improve nurse retention and reduce turnover rates (Hayes et al., 2012). Job satisfaction among healthcare workers plays a crucial role in delivering high-quality care (Habib Akhtar Bahalkani, 2011). Moreover, improving job satisfaction for nursing staff not only enhances their work experience but also helps attract more skilled individuals to the profession (Asegid A, Belachew T, Yimam E., 2014). Additionally, it positively impacts both the physical and psychological well-being of employees. A study by Teo et al. (2012) highlighted that high job satisfaction improves nurses' overall well-being.

Objective

To assess the job satisfaction levels of nurses in private and public sectors.

Methodology

Study Design

An Analytical Cross-sectional quantitative method was used in this research study. This design helps identify associations between variables, is generally less expensive than longitudinal studies, and provides quick results. Analytical studies aim to examine relationships between variables, identify patterns, and draw conclusions based on findings (Kumar, 2019). Cross-sectional studies collect data at a single point in time and provide a snapshot of a population or phenomenon (Creswell, 2013).

Study Population

The study population consisted of Registered Nurses (RNs). Registered nurses are healthcare professionals who have completed a nursing education program and obtained a license to practice nursing (American Nurses Association, 2020). They provide direct patient care, educate patients and families, and collaborate with other healthcare professionals to promote health and well-being (Bureau of Labor Statistics, 2020).

Setting

The study was conducted in two tertiary care hospitals (one private and one public) in Peshawar, selected based on the availability of nurses and access to the hospitals.

Sampling Technique

Convenient sampling was used due to time and resource limitations. This method allows the researchers to select participants who were readily available and willing to participate. While this

may introduce some bias, it enables efficient data collection within the research timeline (Kumar, 2019).

Sample Size

The sample size was calculated using the Raosoft calculator, yielding a total of 218 nurses from two hospitals, with a 95% confidence level and a 5% margin of error.

Inclusion Criteria

Registered Nurses with at least two months to one year of experience at the hospital were included, ensuring that participants were familiar with their work environment and could provide informed insights on job satisfaction.

Exclusion Criteria

Hospital owners and individuals providing free services were excluded from the study.

Duration

The study duration was from June 2024 to November 2024.

Data Collection Process

Data collection commenced after receiving Institutional Review Board (IRB) approval. A letter was submitted to the Nursing Directors of both hospitals for approval to collect data. Informed consent was obtained from participants, ensuring confidentiality, privacy, and anonymity.

Data Collection Tool

The Job Satisfaction Questionnaire was used to assess various aspects of job satisfaction among hospital employees. The tool is designed to gather insights into employees' feelings about their work environment, roles, and the hospital's policies.

Validity and Reliability of Research

The questionnaire was adapted from a previous study with permission. The content validity index (CVI) was 0.84, and the internal reliability, measured by Cronbach's alpha, was 0.743, indicating adequate reliability.

Ethical Considerations

Participants' autonomy was maintained by obtaining written informed consent. Data privacy was ensured by storing it in sealed envelopes, and confidentiality was safeguarded through secure password-protected files accessible only to the researchers.

Data Analysis

Data were analyzed using SPSS version 27. Descriptive statistics and One-Way ANOVA were applied to examine job satisfaction differences between hospital types. Non-parametric tests (U test and Kruskal-Wallis test) were used for variables not normally distributed.

Results

Demographic data		
Gender:	Female Male	38.5% 61.5%
Designation:	RN Head Nurse Other	80.7% 14.2% 5.0%
Age:	Under 25 25-30 30-35 35-40 Above 40	10.6% 35.3% 26.1% 15.1% 12.8%
Marital Status:	Married Unmarried	50% 50%
Experience in Hospital :	Less than three months 3 months to 1 years 1 years to 2 years More than 2 years	9.2% 19.7% 22% 49.1%
Qualification:	Diploma BSC.N Generic Post RN MSC.N Other	19.7% 41.3% 36.2% 0.9% 1.8%
Language:	Urdu Pashto Punjabi Other	37.2% 61.9% 0.5% 0.5%
Hospital type:	Private Public	50% 50%

The data presented reveals several demographic and professional characteristics of a group of individuals, primarily in the healthcare sector. Among the participants, 61.5% are male, while 38.5% are female. In terms of designation, the majority hold the position of Registered Nurse (RN) at 80.7%, followed by 14.2% in the role of Head Nurse, and 5.0% in other positions. The age distribution shows that 35.3% of individuals are between 25-30 years old, with 26.1% in the 30-35 age range, 15.1% in the 35-40 range, and 12.8% above 40 years. A smaller proportion, 10.6%, are under 25 years old. Regarding marital status, the group is evenly split with 50% married and 50% unmarried. Experience in the hospital varies, with 49.1% having more than two years of experience, 22% with 1 to 2 years, 19.7% with 3 months to 1 year, and 9.2% having less than three months of experience. When it comes to qualifications, 41.3% hold a BSc in Nursing (Generic), 36.2% are Post RN, 19.7% have a Diploma, and smaller percentages hold a Master's in Nursing (0.9%) or other qualifications (1.8%). In terms of language proficiency, a significant portion speaks Pashto (61.9%), followed by 37.2% who speak Urdu, and very small percentages speak Punjabi (0.5%) or other languages (0.5%). Finally, the data indicates that the group is equally divided between working in private and public hospitals, each accounting for 50% of the participants.

Questioner

S.No	Questions	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
1	My job gives me a lot of satisfaction:	38.5 %	43.1%	11%	6.9%	0.5%
2	My job is very meaningful for me:	44.0 %	42.7%	12.4%	0.9%	0%
3	My current salary is enough for me:	11.5 %	21.1%	39.4%	20.2%	7.8%
4	I am enthusiastic about my present work:	21.6 %	37.2%	33.5%	6.9%	0.9
5	I have enough time to deliver good care to patients:	23.9 %	40.4%	20.2%	13.8%	(1.8%
6	I have enough support from colleagues:	18.3 %	42.2%	25.7%	10.6%	3.2%
7	I have enough support from supervisor/Head nurse:	19.3 %	47.7%	22.9%	6.4%	3.7%
8	There is teamwork in this hospital:	21.1%	39.4%	28.4%	9.6%	1.4%
9	I am satisfied with the policies of this hospital:	17.4%	24.3%	32.6%	21.1%	4.6%
10	I am assured that my job is secure:	13.8%	23.4%	24.3%	13.3%	25.2%
11	The working time is good for me:	30.7%	42.7%	21.1%	4.1%	1.4%

The questions results provide a comprehensive overview of employees' perceptions regarding their job satisfaction and the work environment. In terms of job satisfaction, a large majority of respondents 43.1% agree, and 38.5% strongly agree that their job provides them with a lot of satisfaction. This indicates that most employees are content with their roles, with only 6.9% disagreeing and a minimal 0.5% strongly disagreeing. On the topic of salary, the responses are more mixed. While 39.4% feel neutral about their salary adequacy, 20.2% disagree, and 7.8% strongly disagree, highlighting a notable dissatisfaction with compensation. Only 21.1% agree, and 11.5% strongly agree that their salary is sufficient, suggesting that many employees feel their compensation does not meet their needs. Regarding satisfaction with hospital policies, the responses show a mixed reaction. While 32.6% remain neutral, 24.3% agree, and 17.4% strongly agree with the policies, a combined 25.7% (disagreeing and strongly disagreeing) indicate that hospital policies may be a source of dissatisfaction for a significant portion of staff. Overall, while there are generally positive responses regarding job satisfaction, meaningfulness, and support, there are also areas for improvement, particularly in salary, time management, and hospital policies, where a significant portion of respondents express concerns or dissatisfaction.

One-Way ANOVA

The variable Job satisfaction sum was created by summing the responses for all 11 questions (Q1 to Q11) to calculate a total job satisfaction score. A One-Way ANOVA was conducted to examine potential differences in job satisfaction between hospital types (private vs. public).

Job Satisfaction by Hospital:

Results: The ANOVA results show that the **between-groups sum of squares** is 449.399, with a **F-value** of 20.309 and a **p-value** of 0.000, indicating a significant difference in job satisfaction between hospitals. This suggests that the hospital where employees work has a statistically significant effect on their overall job satisfaction.

Total Job Satisfaction

	Sum of Squares	d f	Mean Square	F	Sig.
Between Groups	449.399	1	449.399	20.309	<.001
Within Groups	4779.578	216	22.128		
Total	5228.977	217			

Job Satisfaction by Experience Level

Results: The **between-groups sum of squares** for this analysis is 786.500, with a **F-value** of 12.629 and a **p-value** of 0.000. These results indicate that employees' job satisfaction significantly varies based on their experience levels, with the differences being statistically significant.

Total Job Satisfaction

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	786.500	3	262.167	12.629	<.001
Within Groups	4442.477	214	20.759		
Total	5228.977	217			

Non parametric Mann-Whitney test U test

The Mann-Whitney test U test used to compare the responses between two groups of employees (private vs public hospitals). The analysis was performed for a series of job satisfaction-related questions, as well as for an overall job satisfaction score (labeled as Job satisfaction sum). The aim is to determine whether there are significant differences in responses between employees working in private and public hospitals.

Overall Job Satisfaction Comparison (Job satisfaction sum)

The Mann-Whitney U test for the overall job satisfaction variable revealed the following

Ranks				
	type	N	Mean Rank	Sum of Ranks
Total Job Satisfaction	private	109	89.86	9795.00
	public	109	129.14	14076.00
	Total	218		

Test Statistics

Total Job Satisfaction	
Mann-Whitney U	3800.000
Wilcoxon W	9795.000
Z	-4.607
Asymp. Sig. (2-tailed)	<.001
a. Grouping Variable: type	

The result indicates a statistically significant difference between the two groups (private and public hospitals), with $p < 0.05$, suggesting that employees in public hospitals report higher overall job satisfaction compared to employees in private hospitals.

2. Individual Job Satisfaction Factors

The Mann-Whitney U test was also applied to each individual job satisfaction item (Q1 through Q11). Here are the results for each variable:

Ranks

	Type	N	Mean Rank	Sum of Ranks
My job gives me a lot of satisfaction	private	109	90.38	9851.50
	public	109	128.62	14019.50
	Total	218		
My job is very meaningful for me	private	109	115.21	12558.00
	public	109	103.79	11313.00
	Total	218		
My current salary is enough for me	private	109	94.24	10272.00
	public	109	124.76	13599.00
	Total	218		
I am enthusiastic about my present work	private	109	115.76	12617.50
	public	109	103.24	11253.50
	Total	218		
I have enough time to deliver good care to patients	private	109	116.73	12723.50
	public	109	102.27	11147.50
	Total	218		
I have enough support from colleagues	private	109	114.78	12510.50
	public	109	104.22	11360.50
	Total	218		
I have enough support from supervisor/ Head nurse	private	109	113.00	12317.50
	public	109	106.00	11553.50
	Total	218		
There is a team work in this	private	109	104.38	11377.50

hospital	public	109	114.62	12493.50
	Total	218		
I am satisfied from the policies of this hospital	private	109	83.84	9139.00
	public	109	135.16	14732.00
	Total	218		
I assured that my job is secure	private	109	73.22	7980.50
	public	109	145.78	15890.50
	Total	218		
The working time is good for me	private	109	111.52	12155.50
	public	109	107.48	11715.50
	Total	218		

The data presents a comparison of responses from employees in private and public hospitals across various statements regarding job satisfaction, meaning, salary and work conditions. For the statement "My job gives me a lot of satisfaction," employees in public hospitals (mean rank = 128.62) reported higher satisfaction compared to those in private hospitals (mean rank = 90.38), with total rank sums of 14,019.50 and 9,851.50, respectively. In terms of the statement "My job is very meaningful for me," private hospital employees (mean rank = 115.21) found their job more meaningful than their public hospital counterparts (mean rank = 103.79), with total rank sums of 12,558.00 and 11,313.00. Regarding salary satisfaction, employees in public hospitals (mean rank = 124.76) were more satisfied with their current salary compared to those in private hospitals (mean rank = 94.24), with rank sums of 13,599.00 and 10,272.00, respectively. When it comes to enthusiasm for their work, private hospital employees (mean rank = 115.76) were more enthusiastic than those in public hospitals (mean rank = 103.24), with rank sums of 12,617.50 and 11,253.50. When considering satisfaction with hospital policies, public hospital employees (mean rank = 135.16) expressed significantly higher satisfaction compared to private hospital employees (mean rank = 83.84), with rank sums of 14,732.00 and 9,139.00. Similarly, public hospital employees (mean rank = 145.78) felt more assured about their job security than private hospital employees (mean rank = 73.22), with total rank sums of 15,890.50 and 7,980.50, respectively. Overall, public hospital employees reported higher levels of satisfaction with job security, salary, and hospital policies, while private hospital employees expressed greater enthusiasm for their work and felt they had more time to care for patients.

Test Statistic

Statement	Mann-Whitney U	Z-Value	p-Value	Significant Difference	Findings
My job gives me a lot of satisfaction	3856.500	-4.823	0.000	Yes	Public hospital employees reported significantly higher satisfaction levels.
My job is very meaningful for me	5318.000	-1.463	0.143	NO	No significant difference between the two groups.

My current salary is enough for me	4277.000	-3.726	0.000	Yes	Public hospital employees expressed higher satisfaction with salary.
I am enthusiastic about my present work	5258.500	-1.543	0.123	NO	No significant difference between the two groups.
I have enough time to deliver good care to patients	5152.500	-1.774	0.076	NO	No significant difference, though a trend towards more time in private hospitals.
I have enough support from colleagues	5365.500	-1.301	0.193	No	No significant difference between the groups.
I have enough support from supervisor/Head nurse	5558.500	-0.879	0.380	No	No significant difference between the groups.
There is teamwork in this hospital	5382.500	-1.259	0.208	No	No significant difference between the groups.
I am satisfied with the policies of this hospital	3144.000	-6.206	0.000	Yes	Public hospital employees were significantly more satisfied with hospital policies.
I am assured that my job is secure	1985.500	-8.706	0.000	Yes	Public hospital employees reported significantly greater job security.
The working time is good for me	5720.500	-0.503	0.615	No	No significant difference between the groups.

The analysis of the responses to various job satisfaction statements revealed several significant differences between employees in public and private hospitals. For the statement "My job gives me a lot of satisfaction," public hospital employees reported significantly higher satisfaction levels compared to their private hospital counterparts, with a Mann-Whitney U value of 3856.500, $Z = -4.823$, and a p-value of 0.000. Regarding salary satisfaction, employees in public hospitals expressed higher satisfaction with their salary compared to those in private hospitals, with a Mann-Whitney U value of 4277.000, $Z = -3.726$, and a p-value of 0.000. However, public hospital employees were significantly more satisfied with hospital policies, as indicated by a Mann-Whitney U value of 3144.000, $Z = -6.206$, and a p-value of 0.000. Additionally, public hospital

employees reported significantly greater job security than those in private hospitals, with a Mann-Whitney U value of 1985.500, $Z = -8.706$, and a p-value of 0.000.

<p>Significant Findings: The significant differences ($p < 0.05$) between private and public hospital employees were observed for the factors:</p>	<p>Overall job satisfaction Salary adequacy Satisfaction with hospital policies Job security</p>	<p>These results suggest that employees in public hospitals generally report higher satisfaction levels with various aspects of their job and working conditions compared to those in private hospitals.</p>
<p>Non-Significant Findings: The analysis revealed no significant differences between the two groups for the factor :</p>	<p>Job meaningfulness Enthusiasm for work Time for patient care Support from colleagues and supervisors Teamwork Working time satisfaction</p>	<p>These non-significant results suggest that, despite some variation in responses, private and public hospital employees do not differ substantially in terms of these specific aspects of their work life.</p>

Kruskal-Wallis H Test

This analysis examines the relationship between two categorical variables **years of working experience** and **qualifications** with the **Total Job Satisfaction** variable, using the **Kruskal-Wallis H Test**. The test is nonparametric, used to determine if there are statistically significant differences in job satisfaction among different groups defined by years of experience and qualifications.

Years of Working Experience and Job Satisfaction

The first analysis tests whether job satisfaction (**Total Job Satisfaction**) differs across categories of **years of working experience** within the same hospital. The experience groups considered are: Less than 3 months, 3 months to 1 year, 1 year to 2 years and More than 2 years.

There **p-value is less than 0.05**, the null hypothesis is **rejected**, indicating that there is a significant difference in total job satisfaction across different levels of experience. The Significant differences were found between employees with **3 months to 1 year** of experience and those with **more than 2 years** of experience, as well as between employees with **less than 3 months** and those with **more than 2 years** of experience. This suggests that job satisfaction increases as experience in the hospital increases.

Qualifications and Job Satisfaction

The second analysis explores whether job satisfaction differs according to employees' **qualifications**. The qualification categories included are: RN, Head Nurse.

There **p-value is greater than 0.05**, the null hypothesis is **retained**, meaning there is no significant difference in job satisfaction across different qualification categories. The result suggests that job satisfaction does not significantly vary with the level of qualifications in this

sample. This indicates that qualifications may not have a major impact on overall job satisfaction among the employees in this study.

Discussion

Comparison of Public and Private sector

The research current findings that the nurses in public sector are more satisfied than private sector because of job security, hospital policy and salary. The researcher study contrast with the study conducted in the Rawalpindi Pakistan, the nurses of private sector are more satisfied as compared to their public sector counterparts because of congenial working environment, duty timings, leave policies, respect given by the clients/colleagues/seniors (Ejaz, Zaman, Iqbal, Khan, & Khan, 2016) The research shows that the government Nurses are generally higher satisfaction levels with various aspects of their job and working conditions compared to those in private hospitals because of job security, hospital policy and salary. In contrast to our study the study conducted in Islamabad Pakistan, show that nurses in public sector are low satisfaction level as compared to private sector because of work environments, poor fringe benefits, dignity, responsibility given at workplace and time pressure. (Bahalkani, Kumar, Lakho, Mahar, Mazhar, & Majeed, 2011) The results of the research study show that there was significant difference in job satisfaction level among nurses in both public and private sector hospitals and the public sector nurses are more satisfied than private sector because of job security, hospital policy and salary similarly study was conducted to our study in Peshawar which show a significant difference in job satisfaction level among nurses in both public and private hospitals. The both sectors nurses were satisfied from their job but comparatively, public hospital nurses are more satisfied with their job as compared to private hospital nurses (. (Ullah, S., M., C. H., & Rana, 2018)

Comparison on the job security

The results of our study show that Public hospital employees reported significantly greater job security, than those in private hospitals, with a Mann-Whitney U value of 1985.500, $Z = -8.706$, and a p-value of 0.000. The another study shows the same results in Government hospital nurses were more satisfied (82%) with their job due to job security as compared to private hospital nurses (Ullah, S., M., C. H., & Rana, 2018)

Comparison on type of hospital and salary

Similarity: The significant relationship between job satisfaction and type of hospital and salary in show in the study. The similarly study was done in Nepal that show the relationship between job satisfaction and related factors, it has been showing that only two factors salary and types of hospital have significant relationship with job satisfaction. ((Poudel, 2024)

Strengths:

The researcher study was a comparative which compare the public and private sector. **Two sittings:** The study was conducted in two tertiary level hospital one is private sector and one is public sector.

Assess Multiple Factors: The study assess several factors influencing job satisfaction, such as workload, salary, work environment, job security, and job roles. By considering these multiple factors, the study offers a comprehensive understanding of what influences job satisfaction among nurses.

Limitations:

One Tool Use: There was only one tool used in this study for data collection.

Narrow Focus: In this study we focus only on the nurses, the other health professional is remaining in this study.

Recommendations

Additional researches: Mix method research should be need on the topic for exploration.

Government level: Government make some polices for private sectors to enhance nurses job satisfaction as well and Increase nurse to patient ratio.

Conclusion

The nurse job satisfaction is direct relation with quality patient care when nurse job satisfaction increase then the quality of patient care will increase. Public sector nurses are more satisfied as compared to private sector nurses. The factors which effecting the job satisfaction level include salary, job security and policy. Government make some polices for private sector as well to enhance nurse job satisfaction and additional qualitative research will be need on the same topic.

References

- International Journal of Nursing Studies, 102, 103472
- Zhang, A., & Hu, J. C. (2012). Regional differences in job satisfaction for mainland Chinese nurses. *Nursing Outlook*, 60(4), 213-220.
- Hao, Y. T. (2016). Job satisfaction and associated factors among healthcare staff: A cross-sectional study in Guangdong Province, China. *BMJ Open*, 6(7), e011388.
- Abdullah, A., Tabassum, A., Ali, H., & Khan, R. (2020). A comparative study of job satisfaction among nurses working as Medical Teaching Institution's and civil servants in Hayatabad Medical Complex, Peshawar, Pakistan.
- Bahalkani, H. A., Kumar, R., Lakho, A. R., Mahar, B., Mazhar, S. B., & Majeed, A. (2011). Job satisfaction in nurses working in tertiary level health care settings of Islamabad, Pakistan. *J Ayub Medical College Abbottabad*, 23(3).
- Bahalkani, H. A., Kumar, R., Lakho, A. R., Mahar, B., Mazhar, S. B., & Majeed, A. (2011). Job satisfaction in nurses working in tertiary level health care settings of Islamabad, Pakistan. *Journal of Ayub Medical College Abbottabad*, 23(3), 232–236.
- Bryman, A. (2016). *Social research methods* (5th ed.). Oxford University Press. Chase, L. K. (2010). *Nurse manager competencies*. Iowa, December.
- Cohen, A., & Ainspan, N. (2004). The relationship between job satisfaction and organizational commitment among nurses. *Journal of Nursing Administration*, 34(5), 233-239.
- Creswell, J. W. (2013). *Research design: Qualitative, quantitative, and mixed methods approaches* (4th ed.). Sage Publications.
- Creswell, J. W. (2014). *Research design: Qualitative, quantitative, and mixed methods approaches* (4th ed.). Sage Publications.
- Demerouti, E., & Bakker, A. B. (2011). Job demands-resources theory. *Encyclopedia of occupational health and safety*, 1-4.
- Ejaz, H., Zaman, T., Iqbal, S., Khan, I. A., & Khan, S. A. (2016). Job satisfaction among nurses in Pakistan. *Pak Armed Forces Medical Journal*, 66(Suppl), S161-165.
- Ejaz, H., Zaman, T., Iqbal, S., Khan, I. A., & Khan, S. A. (2016). Job satisfaction in nurses: Comparison of public and private hospitals of Rawalpindi. *Pak Armed Forces Medical Journal*, 66(Suppl), S161–S165.
- H. (2013). Nursing: A key to patient satisfaction. *Health Affairs*, 32(4), 723-728.
- Hamid, S., Malik, A. U., Kamran, I., & Ramzan, M. (2014). Job satisfaction among nurses working in the private and public sectors: A qualitative study in tertiary care hospitals in Pakistan. *Journal of Medical and Dental Health*, 7, 25-35.
- Hayes, L. J., O'Brien-Pallas, L., Duffield, C., Shamian, J., Buchan, J., & Hughes, F. (2012). Nurse turnover: A literature review. *International Journal of Nursing Studies*, 49(7), 837-

848.

- Karakuş, H. (2011). Job satisfaction levels of nurses: The case of Sivas province. *Journal of Dicle University*, 6, 46-57.
- Khan, M. A., Khan, M. A., & Ahmed, A. (2018). Job satisfaction among nurses in Pakistan: A systematic review. *Journal of Nursing Research*, 26(3), 249-258.
- Kutney-Lee, A., McHugh, M. D., Sloane, D. M., Cimiotti, J. P., Flynn, L., & Aiken, L. Lambrou, P., Kontodimopoulos, N., & Niakas, D. (2010). Motivation and job satisfaction among medical and nursing staff in a Cyprus public general hospital. *Human Resource for Health*, 8, 26.
- Lashchinger, H. K., Shamian, J., & Thomas, D. (2005). Impact of magnet hospital characteristics on nurses' perception of trust, burnout, quality of care, and work satisfaction. *Journal of Advanced Nursing*, 19(5), 209-219.
- Lephala, R. P., Ehlers, V. J., & Oosthuizen, M. J. (2008). Factors influencing nurses' job satisfaction in selected private hospitals in England. *Curationis*, 31(3), 60-69.
- Li, C., Shi, H., Zhang, Y., Zhao, Y., Li, T., Zhou, L., Guan, Q., & Zhu, X. (2024). Association between perceived overqualification, work engagement, and job satisfaction among nurses: A cross-sectional study. *BMJ Open*, 14(7), e081672.
- Li, L., Feng, Z., Zhu, M., Yang, J., & Yang, L. (2024). The influencing factors of nurses' job engagement in tertiary, A grade hospital in East China: A cross-sectional study. *Nursing Open*, 11(9), e70037.
- Lu, H., Barriball, L., & While, A. (2019). Job satisfaction among nurses: A systematic review. *International Journal of Nursing Studies*, 96, 102-113.
- Lu, Y., Hu, X. M., Huang, X. L., Zhuang, X. D., Guo, P., Feng, L. F., Hu, W., Chen, L., Melo, M. D., Barbosa, M. A., & Souza, P. R. (2011). Job satisfaction of nursing staff: Integrative review. *Revista Latino-Americana de Enfermagem*, 19(4), 1047-1055.
- Moreno, C. R. C., Marqueze, E. C., Lemos, L. C., Soares, N., & Lorenzi-Filho, G. (2012). Job satisfaction and discrepancies between social and biological timing. *Biological Rhythm Research*, 43(1), 73-80.
- Ozden, D., Karagozoglu, Ş., & Yıldırım, G. (2013). Intensive care nurses' perception of futility, job satisfaction, and burnout dimensions. *Nursing Ethics*, 20(4), 436-447.
- Portero de la Cruz, S., & Vaquero Abellán, M. (2015). Professional burnout, stress, and job satisfaction of nursing staff at a university hospital. *Revista Latino-Americana de Enfermagem*, 23(3), 543-552.
- Poudel, P. (2024). Job satisfaction among the nurses working in government and private hospitals in the eastern part of Nepal. *The Mega Journal*, 3(1), 36.
- Robbins, S. P., & Judge, T. A. (2013). *Organizational behavior* (I. Erdem, Trans.). Nobel Academic Publishing Education Consultancy Ltd. Sti.
- Saliya, S. A., Ashine, T. M., Heliso, A. Z., Babore, G. O., Birhanu, B., & Hailu, A. G. (2024). Professional quality of life and job satisfaction among nurses working at tertiary hospitals in central Ethiopia. *BMC Nursing*, 23(1), 417.
- Singh, T., Kaur, M., Verma, M., & Kumar, R. (2019). Job satisfaction among health care providers: A cross-sectional study in public health facilities of Punjab, India. *Journal of Family Medicine and Primary Care*, 8(10), 3268-3275.
- Siu, O. (2002). Predictors of job satisfaction and absenteeism in two samples of Hong Kong nurses. *Journal of Advanced Nursing*, 40(2), 218-229.
- Tanjeen, E. (2013). A study on factors affecting job satisfaction of telecommunication industries

- in Bangladesh. *IOSR Journal of Business and Management*, 8(6), 80-86.
- Tao, H., Zhang, A., Hu, J. C., & Zhang, Y. (2012). Regional differences in job satisfaction for mainland Chinese nurses. *Nursing Outlook*, 60(4), 213-220.
- Teo, S. T., Yeung, M., & Chang, E. (2012). Administrative stressors and nursing job outcomes in Australian public and non-profit health care organisations. *Journal of Clinical Nursing*, 21(9-10), 1443-1452.
- Ullah, H., A. S., Ch. A., M., & Rana, S. M. (2018). Factors influencing job satisfaction of nurses in public and private sector's hospitals: A cross-sectional study. *Pakistan Journal of Public Health*, 8(3), 147-151
- Ullah, H., S., A., M., C. H., & Rana, S. M. (2018). Factors influencing job satisfaction of nurses in public and private sector hospitals: A cross-sectional study. *Pakistan Journal of Public Health*, 8(3), 147-151.
- Wang, J., Okoli, C. T. C., He, H., Feng, F., Li, J., Zhuang, L., & Lin, M. (2020). Factors associated with compassion satisfaction, burnout, and secondary traumatic stress among Chinese nurses in tertiary hospitals: A cross-sectional study