
JOB SATISFACTION AMONG HOSPITAL NURSES IN VISEU PORTUGAL

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Introduction – In the troubled times we are living concerning professional matters, job satisfaction is undoubtedly a highly topical subject. This is a factor that interferes positively in the service user and the relationship of the health care team.

Aims - To evaluate the level of job satisfaction of nurses in the study and determine the specific conditions in the work and lives of nurses which their professional achievement and satisfaction, in order to contribute to the progressive improvement of contexts of work.

Methods – A correlational study was conducted with 96 nurses from various departments at Hospital São Teotónio of Viseu, Portugal. A questionnaire measuring job satisfaction and professional achievement was used.

Results - The instrument used for data collection was the questionnaire emphasizing the following results, 63.5% of nurses are satisfied with their work, 61.5% of nurses are professionally satisfied and 68.8% are achieved with the profession. The dimensions of job satisfaction are causing greater agreement are: satisfaction with the organization and satisfaction with Hierarchical Superior, on the other hand the dimension that causes the most dissatisfaction it is the Remuneration. Also found that 84.4% of nurses do not wish to leave the current place of employment in the next five years, and 85.4% plan to stay in the same profession in the coming years.

Conclusions - Early detection of psychiatric morbidity through self-administered screening questionnaires, as well as implementation of organizational mental-health promotion programs, is recommended to improve employees mental health and job satisfaction.