



Self-efficacy In Predicting Nursing Job Satisfaction

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A B S T R A C T

In job satisfaction, paying attention to the psychological and personality traits of individuals has a special place. In fact, people working in an organization with different mental and personality conditions can have different job satisfaction. Accordingly, in this research, the role of self-efficacy in predicting job satisfaction of nurses has been studied. The statistical population of this study was 60 nurses of Persian Gulf Hospital in Bandar Abbas who were selected by census method. Sharer's Self-efficacy Questionnaire and JDI Job Satisfaction Questionnaire were used to collect information. The research hypothesis was analyzed by linear regression test. The results of this study showed that self-efficacy can explain 17.7% of job satisfaction in nurses. According to the results, it can be said that personality traits and psychological characteristics affect nursing job satisfaction.

Keywords: Self-Efficacy, Satisfaction, Job Satisfaction, Nurses.

INTRODUCTION

Nurses form the main part of the health sector's human system (Hajibabae, Salehi kambo, Najafvandezadeh, & Haghhighizadeh, 2016). On the other hand, one of the realities that exist in all health systems around the world is the expansion of health needs and economic constraints that affect the potential capabilities of the health and work infrastructure sectors of the system and the most obvious example is the shortage of nurses (Mirzabeigi et al., 2009; Zarea, Negarandeh, Dehghan-Nayeri, & Rezaei-Adaryani, 2009).

The shortage of nurses and the high level of nurses' departure from this profession is a global problem that exists both in developed and developing countries (Lu, While, & Barriball, 2005). Studies show that one of the effective factors in leaving nursing profession is job dissatisfaction (Roman, 2008). Almost all organizations are trying to reach employees who are qualified for job satisfaction (Raisi & Javedan, 2015; Shirzadi, Shad, Nasiri, Abdi, & Khani, 2013). Job Satisfaction is the positive or enjoyable emotion of any individual from his or her own job evaluation or experience (Ma, Samuels, & Alexander, 2003), or appropriate response to his or her job (Gillies & Galliford, 1994).

Exceptional satisfaction especially among nurses is a critical challenge for health care organizations (Ziapour, 2013). Since doing every job is more interesting with enthusiasm and motivation and the services are better provided with motivation and satisfaction with the job (Arasli & Baradarani, 2014); Having job satisfaction in the nursing profession also it is

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important to improve the services provided by them (Mirzabeigi et al., 2009). So doing scientific research in this field and using its results in different aspects of nursing profession in the Iran can have beneficial consequences.

On the satisfaction of the work and its predisposing and creating factors, various theories and researches have been presented, among which these factors can be self-efficacy (Canrinus, Helms-Lorenz, Beijaard, Buitink, & Hofman, 2012). According to Bandura, having the knowledge, skills, and achievements of the past is not a good predictor of the future performance of individuals, but human belief in their ability to do so is effective in its performance (Narimisaie & Sharifi Fard, 2017). Researches have shown that self-efficacy is an important explanation for job satisfaction, especially in nurses (Mirsaleh, Rezai, Kivi, & Ghorbani, 2010). Also, various researchers found that self-efficacy is related to job satisfaction (Aldridge & Fraser, 2016; De Simone, Planta, & Cicotto, 2018).

According to what has been said and with regard to the researches that have individually confirmed the importance of self-efficacy in job satisfaction, this research has been conducted with the aim of determining the predictive value of self-efficacy to job satisfaction of nurses.

METHODOLOGY

In this research, the role of self-efficacy as a predictor in nursing satisfaction is discussed. Since the results of this research are applicable to the medical departments, it is considered an applied one. In terms of application, this research has been done by descriptive and correlation method. To implement the research, using a questionnaire, we started collecting information about self-efficacy and satisfaction of nurses.

The research population consisted of all nurses of the Persian Gulf Hospital (Bandar Abbas, Iran). Due to the availability and limited population of the study, the census method was used in this study. All nurses of the Persian Gulf Hospital (60 people) were evaluated. The predictor variable was self-efficacy. According to Bandura (1997), self-efficacy is a constructive power through which the cognitive, social, emotional and behavioral skills of mankind can be effectively organized in order to achieve different goals. Self-efficacy in cognitive / social theory is the judgments of individuals about their abilities to do special assignments.

The dependent variable in this research was job satisfaction, whose relationship was determined by self-efficacy. Job Satisfaction is the result of employees' perceptions of how their job expectations are met. Two important aspects for job satisfaction are considered: first, occupational satisfaction is a kind of emotional response to working conditions; second, job satisfaction can be determined through how goals are achieved or expectations are met (Shelly & Nasser, 2003).

The following questionnaires were used to collect information.

Sharer's Self-efficacy Questionnaire: The questionnaire has 17 questions, which is totally disagreeable based on the Likert scale and the scope of the question. The maximum score that each person earns from this questionnaire is 85 and at least is 17. Sharer believes that this scale

measures three aspects of behavior, including anxiety, willingness to expand efforts to complete a homework, and a different way of confronting obstacles. The mean and standard deviation of this test are 57.99 and 12.08 respectively. The coefficient of alpha of the whole test was 0.83 and the coefficient of the first to third factors was 0.76, 0.68 and 0.56 respectively. It is calculated. To assess the validity and reliability of this questionnaire, formal validity and Cronbach's alpha coefficient were calculated. The results of reliability analysis showed that Cronbach's alpha coefficient was 0.76.

Job satisfaction questionnaire (JDI): This questionnaire has 39 phrases. To assess the validity and reliability of this questionnaire, the formal validity and Cronbach's alpha coefficient were calculated which was equal to 0.82.

To describe the data and to analyze the questionnaire using SPSS software, using descriptive statistics (mean and standard deviations) and also in the inferential statistics, regression analysis was used.

RESULTS

Table 1. Statistical distribution of self-efficacy in nurses under study

Variable	N	Min.	Max.	Mean	SD
Self-Efficacy	60	47	76	59.61	9.83

The study of self-efficacy status in the nurses showed that the mean self-efficacy was 59.16 (SD = 9.83).

Table 2. Statistical Distribution of Job Satisfaction in nurses under study

Variable	N	Min.	Max.	Mean	SD
Occupational characteristics	60	6	24	18.06	4.46
Policies and organizational practices	60	9	20	15.46	3.42
Power and control	60	8	20	15.65	4.28
Relationship with others	60	2	8	5.71	2.09
Work position	60	3	12	8.51	2.43
Total	60	73	143	63.39	19.16

According to Table 2, the job satisfaction status of the nurses showed that the mean of occupational characteristics is 18.66 (SD = 4.467); the mean of policies and organizational practices is 15.46 (standard deviation = 3.42), mean power and control equal to 15.65 (standard deviation = 4.285), mean of relationship with others equal to 5.71 (standard deviation = 2.09) and work position equal to 8.51 (standard deviation is 2.43). The average total job satisfaction is 63.39 (SD = 19.16).

Table 3. Results of the regression model of the role of self-efficacy in predicting nurses' job satisfaction

Predictor variable	R	R ²	Adjusted R ²
Self-Efficacy	0.42	017	0.16

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The results showed that the coefficient of determination was 0.421. The amount of determination coefficient indicates that self-efficacy has a 42.1% effect on job satisfaction of nurses.

Table 4. Analysis of variance of the role of self-efficacy in predicting nursing job satisfaction

Model	SS	DF	MS	F	p
Regression	795.726	1	795.726	16.56	0.001
Residual	369.777	58	48.036		
Total	4494.503	59	-		

The results of the analysis of variance showed F value id equal to 16.56 that is significant at 0.001. This result implies that self-efficacy has a significant effect on nurses' job satisfaction.

Table 5. Prediction of job satisfaction of nurses based on self-efficacy

Variable	Beta	T value	Sig.
Self-Efficacy	0.421	4.07	0.001

Table 5 shows that self-efficacy ($\beta = 0.421$, sig. = 0.001) can significantly predict the job satisfaction of nurses.

CONCLUSION

Self-efficacy plays a role in predicting and explaining the job satisfaction of nurses. Regression results indicated that 17.7% of nurses' job satisfaction was explained by self-efficacy. Job satisfaction is an effective factor and is, as a rule, influenced by the features, conditions and characteristics of the individual. Self-efficacy as a factor with different situations in individuals can also be considered as an agent for job satisfaction, but this factor cannot always have a result. In line with the findings of this research, have emphasized that because self-efficacy and job satisfaction are not the underlying factors of the personality of individuals, it is possible to achieve different outcomes in different societies and occupations.

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