Job Satisfaction among the Alumni of a Nursing Institution: A Cross Sectional Study

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Annotation: Introduction: Professional performance of the alumni is one of the quality indicators of educational institutions. Nursing education institutions can use their alumni's performance analysis results to enhance their curricula, eliminate deficiencies, and improve the quality of education and graduate more highly qualified nurses. The present study was planned to evaluate the view of alumni of Govt. college of Nursing, Bikaner regarding nursing profession in term of job satisfaction. **Methodology**: A descriptive cross sectional research design was used to observe the views of alumni of Government College of nursing Bikaner. Non-probability Convenient Sampling Technique was used. The sample size was 206 alumni. The data collection was done by structured job satisfaction. **Results**: In terms of professional qualifications among alumni, 139 were master of Nursing while 67 were bachelor of nursing. Additionally, the findings highlighted that mean job satisfaction score was 8.092±2.926. The majority of the alumni 144 (78.26%) were having good job satisfaction. Among alumni average and poor job satisfaction were 8.15% and 13.59% respectively. Additionally, professional qualifications and types of job were significantly associated with job satisfaction levels. **Conclusion**: The present study concluded that out of 206 alumni, 89.32% were having job. The majority of alumni have good job satisfaction and job appointment. The present study enhances the outcomes of institution in terms of job satisfaction.

Keywords: Alumni, Job satisfaction, Job placement, Government Nursing, College, Bikaner.

INTRODUCTION

Nursing is a profession within the health care sector focused on the care of individuals, families, and communities so they may attain, maintain, or recover optimal health and quality of life Nurses may be differentiated from other health care providers by their approach to patient care, training, and scope of practice. Nurses practice in many specialties with differing levels of prescription authority[1]. Nurse practitioners are however permitted by most jurisdictions to practice independently in a variety of settings. Since the postwar period, nurse education has undergone a process of diversification towards advanced and specialized credentials, and many of the traditional regulations and provider roles are changing drastically. Nurses develop a plan of care, working collaboratively with physicians, therapists, the patient, the patient's family, and other team members that focus on treating illness to improve quality of life[2]. In the United Kingdom and the United States, advanced practice nurses, such as clinical nurse specialists and nurse practitioners, diagnose health problems and prescribe medications and other therapies, depending on individual state regulations. Nurses may help coordinate the patient care performed by other members of a multidisciplinary health care team such as therapists, medical practitioners, and dietitians. Nurses provide care both interdependently, for example, with physicians, and independently as nursing professionals[3]. Nursing education is governed in India by the central body Indian Nursing Council and its norms are implemented through respective State Nursing councils. Nursing school students are generally required to take courses in social and

behavioral sciences and liberal arts, including nutrition, anatomy, chemistry, mathematics, and English. In addition to those courses, experience in physical and social sciences. Communication and leadership ensure scheduling & the timely conduct of the promotional exercise over all Zones/Pus[4-5]. In India masters of nursing program was first started in 1959 in Raj Kumari Amrit Kaur College of nursing, university of Delhi. In 1969 elective course in clinical specialties were introduced, in the fields of obstetrical nursing, community health nursing, pediatric nursing and medical surgical nursing. At a later date, psychiatric nursing was added to the ongoing specialties[6]. Alumni are resources that can provide meaningful and mutually beneficial relationships over time. For example, alumni are a prime target audience for continuing education opportunities. Unlike undergrad programs, advanced credentials are quite profitable because they rely on very little tuition discounting and financial aid. Therefore, the revenue they produce can be used to offset any deficits that occur at the undergrad level[7].

Generally, career satisfaction is the satisfaction that individuals derive from the intrinsic and extrinsic aspects of their careers, including pay, advancement, and developmental opportunities. Career satisfaction is important for both personal and organizational performance. Also it decreases turnover rate and absence. One of the most important outputs for an organization is the workforce and organizations make highest investments to it. Using this source efficiently and effectively, it depends on the employee's desire and enthusiasm to work. Thus, organizations have to interest and give importance to their career satisfaction, if they want their employees to be efficient. So that career satisfaction is an important result of career planning and career management processes. Alumni satisfaction is a beneficial tool to have an idea about the effect of the universities on students[8]. The present study was planned to evaluate the view of alumni of Govt. college of Nursing, Bikaner regarding nursing profession in term of job satisfaction.

RESEARCH METHODOLOGY

A quantitative research approach was considered appropriate for the present study. A descriptive cross sectional research design was used to observe the views of alumni of Government College of nursing Bikaner Rajasthan in-terms of job satisfaction. The study was conducted via online platform at various Indian academic and clinical working places of nursing alumni. Structured digital questionnaire sent via email to assess the views of 206 alumni of Government College of nursing Bikaner Rajasthan in-terms of job satisfaction. The study was included all graduation and post graduations students, enrolled at government college of nursing Bikaner Rajasthan from establishment year 2011 to 2020 and digitally available at the time of data collection were contacted to complete the data collection.

DATA COLLECTION PROCEDURE: Formal permission to conduct study was obtained from the concerned authorities. The investigator introduced self to the subjects and explained the purpose of the study. A Structured digital questionnaire sent via email to assess the views of alumni of Government College of nursing Bikaner Rajasthan in-terms of job appointment and job satisfaction. The study was included all graduation and post graduations students, enrolled at government college of nursing Bikaner Rajasthan from establishment year 2011 to 2020 and digitally available at the time of data collection were contacted to complete the data collection. The data collection was done from 5th November 2021 to 3rd December 2021.The data was collected from 206 alumni. The subjects were selected by using non probability convenient sampling technique. Digital written consent was obtained from alumni. Structured check list was administered to alumni to assess the views of alumni of government college of nursing, Bikaner Rajasthan in reference to job satisfaction.

Results

Table-1: Frequency and percentage distribution of job satisfaction among alumni.
N=184

S.No.	Job satisfaction statement	Yes	No
1	Current working condition is favorable	173	11
2	Current post requirement is lesser than my professional	85	99

	education.		
3	I get salary as per my professional qualification.	**143**	**41**
4	I play a significant role in decision making.	**167**	**17**
5	Chance of Promotion is available in my current job.	**154**	**30**
6	Impartial promotional policy is available in my current job.	**131**	**53**
7	Opportunities for professional advancement in my current status.	**159**	**25**
8	Opportunities for knowledge improvement in my current status.	**175**	**09**
9	I am satisfy with my current job.	**144**	**40**
10	Job description is clearly defined in my current job.	**158**	**26**

As per table-1, job satisfaction of the alumni was expressed. In terms of Current working condition, 173 found it favorable while 11 have not found it favorable. As per current post requirement is lesser than my professional education. Only 85 alumni stated that yes while 99 alumni told that not it was lesser. According to get salary as per my professional qualification, 143 alumni were willing while 41 were not willing. Out of 184, 167 stated that i play a significant role in decision making while 17 were not playing significant role. Majority of participants (154) stated that chance of Promotion is available in my current job while 30 alumni told that it's not available. 131 participants told that impartial promotional policy is available in my current job but 53 stated that its not available. As per opportunities for professional advancement in my current status, 159 alumni stated yes while 25 stated no. According to opportunities for knowledge improvement in my current status, 175 alumni were agreeing while only 9 were not agreed. Out of 184 alumni, 144 were satisfied with current job while 40 were not satisfied. 158 alumni stated that job description is clearly defined in my current job while 26 stated that it is not defined.

Table-2: Distribution of mean and standard deviation of job satisfaction score among alumni.
N=184

Variable	Mean	Standard deviation
Job satisfaction	**8.092**	**2.926**

In table-2, the distribution of mean and standard deviation of job satisfaction score among alumni is discussed. The findings highlighted that mean job satisfaction score was 8.092 while standard deviation of the score was 2.926.

Frequency and percentage distribution of levels of job satisfaction among alumni. The majority of the alumni 144 (78.26%) were having good satisfaction. Among alumni average and poor satisfaction were 8.15% and 13.59% respectively

Figure-1: Levels of job distribution among the alumni.

Association between selected demographic variables and levels of satisfaction scores among the alumni of Govt. College of Nursing, Bikaner.

The association between selected demographic variables and levels of job satisfaction among alumni of Govt. college of nursing, Bikaner was calculated. In terms of gender, calculated chi-square value was 4.202 which was less than table value at df-2. The obtained p-value was 0.122 which was not significant. Therefore, gender was not associated with levels of job satisfaction. As per professional qualifications, calculated chi-square value was 23.312 which was more than table value at df-2. The obtained p-value was **<0.00001** which was highly significant. Therefore, professional qualification was significantly associated with levels of job satisfaction. In terms of current job, calculated chi-square value was 0.731 which was less than table value at df-2. The obtained p-value was 0.122 which was not significant. Therefore, current job was not associated with levels of job satisfaction. According to type of job, calculated chi-square value was 58.478 which was more than table value at df-2. The obtained p-value was **<0.00001** which was highly significant. Therefore, type of job was significantly associated with levels of job satisfaction. The current findings highlighted that 2 variables were significantly associated with levels of job satisfaction while 2 variables were not significantly associated with levels of job satisfaction.

DISCUSSION OF THE FINDINGS

In present study, the findings highlighted that mean job satisfaction score was 8.092 while standard deviation of the score was 2.926. In context to our study, **Ulupinar, S, Aydogan, Y. (2021)[9]** conducted a study at four hospitals with 428 new graduate nurses who were in the first years of their careers. The nurses' mean score, out of ten, was 5.52 points for job satisfaction and 5.16 points for satisfaction with their institution.

The present also revealed that the alumni 144 (78.26%) were having good satisfaction. Among alumni average and poor satisfaction were 8.15% and 13.59% respectively. In this context, **Mattsson S et al (2020)[10]** explored and assessed the role of pharmacists' job satisfaction is important because a lack of job satisfaction might have negative impacts on patient care and safety. A majority of the graduates (91.4%) were satisfied with their job most of the time. The study concluded that knowledge regarding job satisfaction will enable employers to respond to employees' needs, decrease turnover, and improve the work environment. In another study, **Cheng, CY et al (2015)[11]** explored the relationships between job stress, job satisfaction and related factors over time among these nurses. Results indicated that job satisfaction significantly increased in the twelfth month. This finding was in support of present study. In context to association between demographic variable and levels of job satisfaction, the present study highlighted that gender variable have calculated chi-square value 4.202 which was less than table value at df-2. The obtained p-value was 0.122 which was not significant. Therefore, gender was not associated with levels of job satisfaction. As per professional qualifications, The obtained p-value was **<0.00001** which was highly significant. Therefore, professional qualification was significantly associated with levels of job satisfaction. In terms of current job, obtained p-value was 0.122 which was not significant. Therefore, current job was not associated with levels of job satisfaction. According to type of job, calculated p-value was **<0.00001** which was highly significant. Therefore, type of job was significantly associated with levels of job satisfaction. There was no study available to support the present findings.

CONCLUSION:

The present study was planned to evaluate the view of alumni of Govt. college of Nursing, Bikaner regarding nursing profession in term of appointment and satisfaction. The distribution of job satisfaction of the alumni was expressed. In terms of Current working condition, 173 found it favorable while 11 have not found it favorable. Majority of participants (154) stated that chance of Promotion is available in my current job while 30 alumni told that it's not available. The frequency and percentage distribution of levels of satisfaction of alumni highlighted that the majority of the alumni 144 (78.26%) were having good satisfaction. Among alumni average and poor satisfaction were 8.15% and 13.59% respectively. The current findings highlighted that 2 variables were significantly

associated with levels of job satisfaction while 2 variables were not significantly associated with levels of job satisfaction. Overall the alumni have good job satisfaction level and acknowledge the role of college in their job appointment.

LIMITATIONS:

The present study has various limitations. These are follow:

1. The study was conducted on 206 alumni of Govt. college of nursing, Bikaner.

2. The views were assessed in terms of job satisfaction and job appointment.

3. The study was conducted in single government college of nursing of Rajasthan.

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