



NURSES WORKPLACE SATISFACTION AND ASSOCIATED FACTORS AMONG NURSING OFFICERS IN SELECTED DIVISIONAL HOSPITALS TYPE 'B' AND TYPE 'C' IN COLOMBO DISTRICT

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Nurses are one main category of healthcare professionals which directly interact with patients. Nurses are employed in all types of hospitals in Sri Lanka and especially their role is very important in Type B and C hospitals in which facilities are very poor. Studies done in other countries have shown that nurses' level of satisfaction has a major impact on the service quality and certain studies indicated that the perceptual distribution on Nurses Workplace Satisfaction (NWS) are varying with the type of hospital. Studies done in Sri Lanka were limited to National and General hospitals only. No study was reported in Type B and C Divisional Hospitals in Sri Lanka. Therefore, this study was conducted to analyze NWS and associated factors in Type B and C Divisional Hospitals in Colombo District. A descriptive cross-sectional survey was conducted using a self-administered questionnaire which was developed and piloted by the main researcher. After taking the ethical clearance, the questionnaire was administered among 146 nursing officers in selected divisional hospitals during March to April 2017. The response rate was (82%). Results show that majority of respondents (92, 76%) are of the view that their level of workplace satisfaction is good. Another (27, 22%) had moderate perception and only (2, 1.7%) respondents indicated poor perception on the workplace satisfaction. Moreover, a significant relationship with NWS were identified among number of dependents of the respondents' families, patient care equipment availability, safety of the patients and professional valuation ($P=0.000<0.05$). This study has shown that the overall perception on NWS is 'good' among the nurses in Type 'B' and 'C' Divisional Hospitals, although previous studies done at National and General levels of hospitals in Sri Lanka, rated it as 'not satisfactory'. This warrants a large scale of study that includes all categories of nurses when assessing perception in workplace satisfaction of nursing profession in Sri Lanka.

Keywords: *Nursing, Workplace Satisfaction, Hospitals in Sri Lanka. Divisional Hospitals*