

Factors Influencing Job Satisfaction and Work of Male Nurses

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Abstract

It seems that male nurses do not pay much attention to their occupational health because of the many professional concerns including shift work tensions and longer presence in the workplace, which causes a decrease in the quality of work life, decrease in job satisfaction, and become stressed and depressed. Thus, the current study was done to specify job satisfaction and its related factors in male nurses. The current study was of descriptive and analytical type and 108 nurses were included in the research by available sampling method. The data were provided by a questionnaire consisting of two parts, demographic characteristics, and the questionnaire of Minnesota job satisfaction, and were analyzed at two descriptive and inferential levels using SPSS version 23 software. The highest age group was between 26-35 years old and the lowest age group was > 45 years old. The score of job satisfaction of male nurses was at the average level, the lowest score associated with this area was development opportunities and the highest score was job content. A significant relationship was found between body mass index and nurses' job satisfaction ($P = 0.020$). The exposure prevalence to occupational hazards in male nurses was mental, physical, ergonomic, and Bodily. According to the obtained results, the implementation of strategies to make positive changes in the environment, such as satisfaction with salaries and wages, and the balance between shift work and career advancement opportunities, can cause increased job satisfaction and decreased disability in male nurses.

Keywords: Job satisfaction, Nurses, Health, Quality of work life

Introduction

According to the definition of the World Health Organization, health is a mental, physical, psychological, emotional, social, and occupational well-being and not only the absence of disease. In recent years, this definition has been revised in the form of ability and dynamics of social and economic performance in people. In other words, health is a relative, desirable, and attainable state in which a person can use a wide range of his unique abilities in terms of mental, physical, psychological, emotional, social, and occupational interaction with the environment. He lives in it and implements it [1-3]. Achieving, maintaining, and promoting health in family members and society as a value is always the main goal of the World Health Organization [4].

The family with a combination of men, women, and children is considered one of the most important institutions of society and the role of the family in all dimensions of health and the formation of the personality of family

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members is central and important, as the health status of individuals affects the health of the family and society [5]. Today, it is obvious that the benefits of men's health will lead to an increase in the health capacity of children and women and ultimately society. On the other hand, the threat to men's health also harms the health of women and children. Therefore, men's health is one of the central indicators of sustainable development and the desirability of social, economic, and political indicators of any society. Men as productive and healthy human resources are considered the most important capital of any society [6].

Ensuring occupational health in men at different stages of life and prevention of work-related diseases is one of the goals of the World Health Organization [7]. One of the threats to occupational health, especially in male nurses, is occupational stress and subsequent job dissatisfaction, which has various dimensions and factors. Job satisfaction is an emotional and positive state resulting from job evaluation or job experiences by people. Based on this, if people are satisfied with their jobs, it not only leads to an increase in their skills, advancement, and quality of work life but also increases the health level of people [8-10]. Job satisfaction is an important element in the organization's perspective, which leads to an increase in the organizational commitment of employees, and the commitment leads to the success of the organization's progress and growth [11]. Satisfaction from the combination of various internal factors, such as the feeling of pleasure from doing work, and external factors, such as salaries and benefits and working environment relationships, leads to an increase in the occupational health of employees and their overall well-being [12].

The evidence shows that occupational stress is an influencing factor on men's mental health, which leads to a decrease in their physical and mental abilities and its negative impact on their families. The nursing profession always requires a lot of job satisfaction due to the need for high skill and concentration in performing strong teamwork and providing quality care to clients. In other words, attention should be paid to all dimensions of health, especially occupational health and, consequently, job satisfaction of nurses, so that nurses can provide quality care to patients. In a review study, Halcomb *et al.* [13] listed respect from clients and nursing managers, feeling of belonging to the work environment, independence, and quality of work life as the main factors of job satisfaction in nurses. On the other hand, lack of job satisfaction in people requires the occurrence of psychological problems in such a way that it provides a platform for experiences such as emotional fatigue, increased levels of stress, anxiety, and depression for people [14].

While nursing has historically been known as a female profession, the reality is that the trend towards nursing careers for reasons such as job security and the rewards of helping people is not limited to one gender, and many predict that the demand for the number of males in the nursing profession continues to increase [15]. Also, the differences in the quality of work of men and women, and different job expectations and values about job rewards cause the difference in job satisfaction between men and women. In other words, women have higher job satisfaction compared to men due to reduced job expectations. Meanwhile, based on the results of studies, job stress, low salary, and leadership style of nursing management are known as the most important reasons for job dissatisfaction among male nurses [16].

Playing the role of nursing in the field of safe care of clients is intertwined with factors such as competence, skill, and job satisfaction of nurses [17]. However, it seems that the level of job satisfaction and consequently occupational health in nurses is not at the optimal level due to professional concerns and work tensions [14, 15]. Considering that the variable of job satisfaction is one of the important concepts in the health and nursing profession and has a reciprocal effect on the quality of nursing services and the health of society, it is believed that by examining and identifying the factors related to job satisfaction in male nurses, it is possible to avoid problems related to all aspects of health, including the occupational health of these people. Therefore, this study was conducted to determine job satisfaction and its related factors in male nurses.

Materials and Methods

This research was a correlational descriptive study in which job satisfaction and related factors were investigated in male nurses. After collecting the questionnaires and removing incomplete and incomplete questionnaires, 108 questionnaires were analyzed. The small number of working male nurses was the reason for the drop in sample size in this study.

The method of data collection was self-reporting and the instrument type was a questionnaire. Two questionnaires were used to collect data, demographic characteristics, and job satisfaction in Minnesota. The demographic profile questionnaire included age, marital status, workplace department, work experience, education degree, smoking, attention to family health, exposure to occupational injuries, and BMI measurement.

The Minnesota Job Satisfaction Questionnaire (MSQ) was used to measure job satisfaction among male nurses. This questionnaire consists of 19 items and 6 subscales of the payment system (3 questions), job content (4 questions), advancement opportunities (3 questions), organizational climate (2 questions), leadership style (4 questions), and physical conditions (3 questions). Scores between 19 and 38 represent poor job satisfaction, 38 to 57 moderate job satisfaction, and above 57 very good job satisfaction. After reading each question, the respondent chose one of the five options from completely disagree to completely agree (1 to 5 points) based on the Likert

scale. Lakatamitou *et al.* estimated the validity and reliability of the Minnesota Job Satisfaction Questionnaire to be 81% [18]. In the present study, the Cronbach's alpha coefficient of the Minnesota Job Satisfaction Questionnaire was evaluated on 25 male nurses and it was calculated as 85%. In this study, the validity of the demographic information questionnaire was obtained by the method of content validity and its reliability by the method of retesting. To measure the validity, the content of the questionnaire was provided to 7 expert members and academic staff, and their correction comments were applied to the questionnaire. To measure the reliability, a retest method was used. For this purpose, the questionnaire was given to 15 people from the research samples at an interval of 10 days and on two occasions, and the Spearman correlation coefficient obtained from the two times of the test was calculated (86%).

Written consent was obtained from all nurses participating in this study. The criterion for entering the study was to have at least 1 year of experience in the hospital and the interest of the interested people to participate in the study. The questionnaires lasted 15 minutes on average for each study subject.

After collecting the data and coding the questionnaires, the data was entered into SPSS version 23 and then analyzed at two levels descriptive and inferential statistics. Descriptive statistics including frequency distribution, as well as dispersion indices such as mean and standard deviation were used to describe job satisfaction and demographic characteristics. To investigate the relationship between job satisfaction and demographic characteristics, Levine's test was first used for the equality of variances, and then the two-sample t-test was used. The significance level for statistical tests was considered less than 0.05.

Results and Discussion

The results of the analysis of the data obtained from the demographic questionnaire of working male nurses according to **Table 1** showed that most of the nurses were male, single (55.6%), with a bachelor's degree (84.2%), and had work experience 1-5 years (68.5%). The highest age group was between 26-35 years old (46.2%) and the lowest age group was over 45 years old (3.7%).

Table 1. Average and standard deviation of job satisfaction variable and its ranges.

Areas of job satisfaction	Scores	Mean	SD	P-value
Payment system (15 scores)	8.94	2.98	1.74	0.800
Type of job (20 scores)	13.04	3.26	2.32	0.000
Development opportunities (15 scores)	8.28	2.76	2.49	0.000
Organizational atmosphere (10 scores)	6.02	3.01	1.14	0.800
Leadership style (20 scores)	11.12	2.78	2.92	0.000
Physical condition (15 scores)	9.21	3.07	1.89	0.240
Total job satisfaction (95 scores)	56.43	2.97	7.98	0.550

According to **Table 1**, the total job satisfaction score of male nurses is 56.43 with an average of 2.97 at the average level. The average of the lowest area is related to advancement opportunities (2.76) and the highest is related to the type of job (3.26). In addition, in this study, there was a significant relationship between the areas of job type, advancement opportunities, and leadership style with the variable of job satisfaction (P-value = 0.000).

Table 2. Distribution of absolute and relative frequency of male nurses according to job satisfaction and their demographic characteristics.

Variable	Classification	N	%	Job satisfaction (Test result)
Age	18-25	44	40.7	F= 1.86 df = 95 P = 0.140
	26-35	50	46.2	
	36-45	10	9.26	
	> 45	4	2.70	
	Mean ± SD = 28.71 ± 6.8			
Marital status	Single	60	55.6	t = -0.066 df = 93 P = 0.940
	Married	48	44.4	

Education	BSc	91	84.2	F = 2.37 P = 0.090
	MSc	14	13	
	PhD	2	2.8	
Work history (Years)	1-5	74	68.52	F= 1.99 df = 90 P = 0.080
	6-10	17	15.74	
	11-20	12	11.11	
	> 20	5	4.63	
Mean ± SD = 5 ± 1.2				
Attention to family health	Good	56	51.3	F= 1.96 df = 91 P = 0.820
	Average	44	42	
	Little	5	4.7	
Smoking	Yes	20	18.7	P = 0.090
	No	88	81.3	
Body mass index	Weight loss			r = 0.23 P = 0.020
	Normal weight			
	Overweight			
Mean ± SD = 22.90 ± 3.46				

One-way analysis of the variance test was used to investigate the relationship between job satisfaction and demographic characteristics of people. According to **Table 2**, because the p-value in the variables of age, marital status, education, work experience, attention to family health, and smoking) was greater than 0.05, therefore there was no relationship between job satisfaction and the above variables among male nurses. This was while the P value in examining the relationship between job satisfaction and body mass index was less than 0.05, as a result, a significant relationship was found between job satisfaction and body mass index of people.

Table 3. Examining the relationship between different areas of job satisfaction with body mass index.

Areas	Body mass index	
	Correlation coefficient	P-value
Payment system	0.075	0.000
Type of job	0.079	0.430
Advancement opportunities	0.20	0.030
Organizational atmosphere	-0.13	0.160
Leadership style	0.26	0.000
Physical conditions	0.21	0.020

As it is clear from **Table 3**, there is a significant relationship between body mass index and some areas of job satisfaction (advancement opportunities, leadership style, and physical conditions) ($p < 0.05$).

Table 4. Frequency, mean age, and standard deviation of contact with occupational hazards in people.

Types of occupational hazards	N (%)	Mean and standard deviation of people's ages
Psychological occupational hazards	51 (47.2%)	27.90 ± 4.35
Bodily occupational hazards	11 (10.4%)	31.73 ± 9.41

Ergonomic occupational hazards	24 (21.7%)	31.57 ± 9.54
Physical occupational hazards	22 (20.8%)	26.50 ± 4.79
Total	108 (100%)	28.80 ± 6.71

One-way analysis of variance was used to investigate the relationship between age and exposure to occupational hazards. According to **Table 4**, young people have more mental job risks (47.2%), and older people have more physical, and ergonomic risks (10.4% and 21.7%, respectively).

Table 5. LSD post hoc test to determine age difference and exposure to occupational hazards.

Group 1	Group 2	Age difference	P-value
Psychological risks	Bodily hazards	-3.82	0.080
	Ergonomic hazards	3.66	0.020
	Physical hazards	1.4	0.040
Bodily hazards	Psychological risks	3.82	0.080
	Ergonomic hazards	0.16	0.940
	Physical hazards	5.22	0.030
Ergonomic hazards	Psychological risks	3.66	0.020
	Bodily hazards	-0.16	0.920
	Physical hazards	5.06	0.010
Physical hazards	Psychological risks	-1.4	0.10
	Bodily hazards	-5.22	0.030
	Ergonomic hazards	-5.06	0.010

According to **Table 5**, the age of people who were in contact with psychological occupational hazards was almost 3 years lower than the age of people who were in contact with bodily occupational hazards. However, this age difference was not significant ($P > 0.05$). Also, the age of people who were in contact with psychological occupational hazards was almost 3 years lower than the age of people who were in contact with ergonomic occupational hazards, and this age difference was significant. In this regard, the age of people who were in contact with Bodily job hazards was almost 5 years higher than the age of people who were in contact with physical hazards. Finally, the age of people who were in contact with ergonomic hazards was almost 5 years more than the people who were in contact with physical hazards. One-way analysis of variance was used to investigate the relationship between physical conditions (one of the dimensions of job satisfaction) and exposure to hazards, and considering that the P value was less than 0.05 ($P = 0.000$) between physical conditions and exposure to hazards There was a significant correlation. People who were in contact with mental hazards were less satisfied with physical conditions, and the highest satisfaction with physical conditions was seen in the group with Bodily and ergonomic hazards.

The present study was conducted to determine job satisfaction and its related factors in male nurses. Based on the results, the variable score of job satisfaction in the male nurses of this study was estimated at an average level. Also, the average levels of the variable areas of job satisfaction in individuals, in order from the highest to the lowest value, including the type and nature of the job (good), physical conditions (average), organizational atmosphere (average), payment system (average), leadership style (weak), and the opportunities for advancement were (poor). Many different factors such as salary, leadership style, organizational atmosphere, annual service, distance from workplace to hospital, and advancement opportunities are effective on nurses' job satisfaction, among which leadership style is the most important and valuable factor that plays a significant role in realizing people's job satisfaction [19-22]. It seems that the lack of effective interaction between nursing managers and nurses as a weak leadership style situation, dissatisfaction with the amount of salary, and lack of advancement opportunities for nurses is a suitable justification for the decrease in job satisfaction among male nurses in this study. Therefore, by providing the platform of collaborative leadership style and job opportunities by nursing managers, not only the participation and well-being of nurses increase, but also the sense of job satisfaction and

longevity is created. One of the most important topics related to human resource management is the salary issue. The lack of justice in the field of salary payment causes discouragement, weak motivation, and a decrease in job satisfaction among people, all of which cause a sharp drop in labor productivity [23-25].

Based on the results of the present study, the status of male nurses' salary payment system was evaluated at an average level, which was also related to job satisfaction, which is consistent with the study of Lee and Lin [23]. In this way, the level of job dissatisfaction, feeling tired, reduced performance, and leaving the job is seen more in people whose salary is lower than the average. The results of Hee *et al.*'s study [26] also showed that organization policies, leadership, working conditions, salary, appreciation, growth, and success are important elements of job satisfaction in employees.

The job of male nurses can represent the interpretation that the presence of Herzberg theory's health factors such as salary alone cannot lead to an increase in job satisfaction in nurses. In this regard, the results of a study showed that the social manifestations of the job, the characteristics of the job, and the work environment are among the most important factors that can positively affect the nature of the job and job satisfaction [12]. In this regard, the findings of another study showed that there is a significant relationship between job satisfaction, employee performance, and organizational commitment [27].

The variable of advancement opportunities includes sub-groups of advancement and career advancement based on individual merit and ability, the possibility of showing capabilities and talents by individuals, and creating equal opportunities for the advancement of employees by managers, which with the poor situation in this study, is related to the job satisfaction of male nurses. In the explanation above, it can be acknowledged that the lack of job opportunities and job richness for the male nurses in this study is one of the reasons for the decrease in job satisfaction among these people. Leadership style was one of the other variables related to job satisfaction with subgroups of the type of communication between managers and employees, the involvement of employees in decision-making, the type of decision-making by managers, and the existence of empathy and trust between managers and employees, which were estimated to be weak in this study. Leadership style is an important factor in motivating employees and increasing job satisfaction. Based on the results of Samia and Isaiah [28], an interactive leadership style with special characteristics has the most positive effect on the job satisfaction of employees. The effectiveness of nursing management style has a significant effect on the job satisfaction of nursing employees. If nursing managers want to pay attention to the organizational and individual needs of their employees, they should pay attention to creating fair job satisfaction in the work environment through the implementation of an appropriate leadership style [29].

Research and investigations indicate that the physical conditions of the user environment have many effects on the health of the employees of organizations, and suitable physical conditions in the work environment improve productivity and improve the quality of employees' performance [30]. The average physical conditions, which had sub-categories of physical space, decoration, and office equipment, and the amount of cooling and heating of the workplace, were calculated as average. Due to technological changes, today's employees have great experiences of job insecurity and the effects of physical environment conditions.

Based on the results of the present study, there was a significant relationship between the physical conditions of the work environment and the body mass index of male nurses. The high average level of job satisfaction in overweight people was a significant finding in this study. In addition, the average job satisfaction in thin individuals and people with normal weight was lower than average. Evidence suggests that obese people share being in the world through communication skills such as kindness, openness, empathy, and support. In other words, overweight people are always committed to doing the best for their family and friends [31]. In the explanation above, it can be stated that overweight male nurses tried to communicate effectively with the health team, which led to a sense of satisfaction and Job satisfaction increases them.

According to the results of the present study, contact with psychological hazards such as stress by nurses accounted for the highest percentage. Stress in nurses can hurt caring behaviors and the quality of providing healthcare services to clients. According to the results of a study, stress leads to fatigue in nursing staff [32]. In the current study, contact with occupational hazards was significantly related to the age of people, which is consistent with the results of Hsu's study [33]. In this way, the prevalence of occupational stress varies among men according to age, and young men between the ages of 20 and 35 are more at risk of occupational stress [33]. It was less than the older nurses. In addition, older nurses suffered more from physical and ergonomic risks due to their age. Therefore, the support of nursing managers in young people to intervene with psychological risks and elderly people to intervene with physical and ergonomic risks can be beneficial in the hospital organization. Nursing managers should be aware of the impact of occupational hazards on nursing staff and ultimately patients and teach the staff strategies to face these challenges, especially psychological hazards.

Conclusion

The current study was done to specify job satisfaction and its related factors in male nurses. The score of job satisfaction of male nurses was at the average level, the lowest score associated with this area was development

opportunities and the highest score was job content. A significant relationship was found between body mass index and nurses' job satisfaction. The exposure prevalence to occupational hazards in male nurses was mental, ergonomic, physical, and Bodily. According to the obtained results, the implementation of strategies to make positive changes in the environment, such as satisfaction with salaries and wages, and the balance between shift work and career advancement opportunities, can cause increased job satisfaction and decreased disability in male nurses.

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