

RELATIONSHIP BETWEEN JOB STRESS AND JOB SATISFACTION IN NURSING INSTRUCTOR IN MINISTRY OF PUBLIC HEALTH

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ABSTRACT

Producing nursing graduates invariably required a sufficient proportion of nursing instructors to ensure the delivery of capable nursing graduates critical for responding to the needs of health service system. This research study aimed to explore the relationship between job stress and job satisfaction in nursing instructors of Praboromarajchanok Institute for Health Workforce Development, Ministry of Public Health, based on the concept of JOB DEMAND-CONTROL MODEL. The samples in this study were 311 nursing instructors, who were selected by Multi-Stage Sampling. Data were collected through the use of Job Stress Questionnaire (JCQ) and Job Satisfaction Questionnaire (JSS). The data obtained were then analyzed by statistical methods, including percentage, mean, and standard deviation. This study also employed Chi-Square test and Pearson's product moment correlation coefficient.

This research study found that the majority of nursing instructors were female (94.5%), and the age group frequently found was 31-40 years old (50.5%). Most of the samples were married (55.3%) and had the Master's Degree (89.7%), with 1-10 years of teaching experience (52.5%). The samples had job stress at a moderate level (69.5%), the stress in terms of control and decision-making power at a moderate level (62.1%), and the stress in terms of social support at a moderate level (75.2%). Factors associated with job satisfaction were workload ($r = -0.152$, $p < 0.01$), control and decision-making power ($r = 0.301$, $p < 0.01$), and social support ($r = 0.592$, $p < 0.01$).

Stress in terms of workload, control and decision-making power, and social support affected the career of nursing instructors in a way that they were required to be enthusiastic, work proactively and improve their performance on a continuous basis, and equip themselves with management skills. It was, therefore, essential that the executives consider adjusting or planning for the balanced workload, support nursing instructors in developing their knowledge and skills, provide welfare and assistance corresponding to the needs, and assure the environment conducive to effective work. These elements could significantly help improve job satisfaction in nursing instructors.

Keywords: Job stress, job satisfaction, nursing instructor

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Table 1 Correlation between personal factors, job stress and job satisfaction among nursing educators under the approval of Praboromarajchanok Institute, Ministry of Public Health

Variables	Job satisfaction	
	Chi – square / Pearson Correlation	p-value
Gender	5.56 ^a	0.062
Age	-0.185 ^b	0.065
Marital status	60.83 ^a	0.165
Educational level	11.80 ^a	0.019*
Teaching experience	-0.161 ^b	0.109
Job stress		
- Job demand	-0.152 ^b	0.007**
- Job control and decision latitude	0.301 ^b	0.000**
- Social support	0.592 ^b	0.000**

หมายเหตุ

a = (Chi-square test)

b = (Pearson's Product Moment Correlation Coefficient)

* = $p < 0.05$

** = $p < 0.01$

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