Rural Nurse Job Satisfaction

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Rural Nursing Issues

• Generalist Role
  – Poor educational preparation

• Fewer work supports
  – Personnel
  – Technology
  – Lower salaries
Job Satisfaction

“The difference between the amount of rewards received and the amount they believe they should receive”

_Treated as both an independent and dependent variable_

Independent Variable

• Causes:
  – Burnout
  – Absenteeism
  – Turnover
  – Retention

• May Increase Nurse Shortage
  – In rural areas where there are few nurses, dissatisfaction can close hospitals
Dependent Variable

• Caused by:
  – Individual and Organizational Characteristics
  – Job Mechanics

Methodology

• Conceptual Framework
  – Penn Nursing Outcome Model
• Online Survey
  – McCloskey/Mueller Satisfaction Scale (alpha .89)
  – Gerber Control Over Practice Scale
  – Personal Information (author developed)
  – Open ended questions
  – 103 experienced nurses (over 1 yr)
Findings

• RNS are
  – Older
  – Less educated
    • Mostly Associate Degrees (ADNs)
• Hospitals hire mostly ADNs

Compare

• Qualitative Answers to Survey Responses
• Most and Least Satisfying Work Dimensions
Most Satisfied

- Interactions with
  - Patients
  - Staff
- Work Schedule
- Autonomy
- Skills
- Small Facility
- Work Variety
- Responsibilities
- Pride in Profession

Continued

- Patients
  - Variety
  - Teaching
  - Care giving
Moderate Satisfaction

- Salary
- Vacation
- Flexibility of Work Schedule
- Weekends off
- Immediate Supervisor
- Nursing Peers
- Amounts of Responsibility

Dissatisfaction

- Benefit Package
- Career Advancement
- Compensation for Weekends
- Recognition from Superiors
- Encouragement/Positive Feedback
- Control over Work Conditions
- Organizational Decision Making
Continued

• Interactions
  – Peers
  – Supervisors
• Insufficient Staffing
• Lack of
  – Communications (Organizational)
  – Respect from Hospital Personnel
• Supervisors

Continued

• Not Enough Time to Finish Work
• Lack of Control over Work Hours
  – Weekends
• Low Salaries for Responsibilities
Most & Least Satisfaction

• Hospital Staff Interactions
  – Supportive, encouraging, helpful, cheerful, positive co-workers
    • “Teamwork”
    • “Family Atmosphere”
    • “Helping Spirit”
  – Unsupportive
    • Lack of help/feedback/respect/recognition

Continued

• Work Conditions
  – Want trained supervisors
  – Leadership skills
  – Scheduling problems
    • Breaks, sick time, holidays, vacation time
    • Nurse shortage
Discussion

• Rural Nurse Values
  – Generalist Role
  – Rural Life
    • Close Relationships
      – Knowing and serving people
      – Respectful friendships
      – Interdependence

Impact

• Need to
  – Train Supervisors in Rural Theory/Leadership
    • Problems Hiring Leaders
  – Hire Those With Rural Backgrounds
  – Address organizational factors to improve
    • Communications  Control over organization
    • Respect        Advancement
    • Staffing       Decision Making
    • Scheduling     Recognition