

Nurses' Job Satisfaction in Respiratory Isolation Units of Coronavirus Disease

الرضا الوظيفي للممرضين في وحدات العزل التنفسي لمرض فيروس كورونا

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المستخلص:

الهدف: تقييم الرضا الوظيفي للممرضين العاملين في وحدات العزل التنفسي لمرض فيروس كورونا. **المنهجية:** تم تنفيذ تصميم مقطوع وصفي مستعرض في أربعة مستشفيات بوحدات العزل لمرض فيروس كورونا من الفترة (٢١ ديسمبر ٢٠٢١ إلى ٢٧ يناير ٢٠٢٢). أخذت العينات بطريقة غير احتمالية (الملائمة) تتكون من (٣٠٠) ممرض تم اختيارهم بطريقة ملائمة بناءً على معايير الدراسة. الأداة المستخدمة لقياس الرضا الوظيفي هي مقياس الرضا الوظيفي للممرضين السريريين (JSS-CN). تتكون هذه الأداة من ٣٣ فقرة لقياس الرضا الوظيفي للممرضين السريريين. تم إدخال البيانات في برنامج IBM-SPSS، الإصدار (٢٣)، وتحليلها باستخدام الإحصائيات الوصفية من خلال تحديد: التكرارات والنسب المئوية والوسيط الحسابي.

النتائج: أظهرت نتائج الدراسة ان الرضا الوظيفي للممرضين كان ضمن درجة عالية في جميع البنود لأن المتوسط أكثر من (٣.١٨). **الاستنتاجات:** لم تتأثر مستويات الرضا الوظيفي للممرضين العاملين في وحدات العزل التنفسي بمرض كوفيد-١٩ حيث كانت مستوياته مرتفعة. **التوصيات:** الحفاظ على مستويات الرضا الوظيفي للممرضين ضمن المستويات الحالية من خلال تقديم الدعم النفسي والتشجيع المستمر من قبل **مدراء التمريض** لمواصلة العطاء التمريضي في أفضل حالاته خلال فترة **وباء مرض كورونا**.

Abstract

Objective(s): To assess job satisfaction of nurses working in the respiratory isolation units of coronavirus disease.

Methodology: A descriptive cross-sectional design was carried out in four hospitals at isolation units of coronavirus disease from December 21st, 2021 to January 27th, 2022. A non-probability (convenience) sampling method consists of 300 nurses (elected convenience based on the study criteria. Job satisfaction scale for clinical nursing (JSS-CN) with 33 items was used to measure nurses job satisfaction. Sociodemographic characteristics of recruited nurses have also collected such as age gender, years of experiences). Data were entered into IBM-SPSS, version 23, and analyzed using descriptive statistics by specifying: frequencies, percentages, and arithmetic mean.

Results: The majority of nurses working in respiratory isolation units have expressed high level of satisfaction with their job within high score in all items (mean >3.18).

Conclusion: Job satisfaction level for nurses working in respiratory isolation units was not affected by COVID-19 disease within a high level.

Recommendations: Maintaining an accepted levels of job satisfaction are crucial for nurses within the current levels by providing psychological support and continuous encouragement by nursing officials to maintain best nursing practice during the epidemic period.

Keywords: nurses' job satisfaction, respiratory isolation units, coronavirus disease.

Introduction

December 31st 2019, a new strain previously unknown to humans was discovered, a class of viruses that cause illnesses ranging from the common cold to more serious illnesses. Through a report of a cluster of cases of viral pneumonia, where the world health organization has learned that those cases were in Wuhan, people's republic of China, after the identification of a new Corona virus, it was temporarily named by the Chinese authorities as “nCOV-2019”⁽¹⁾. In 2020, as nurses did not have enough opportunity to prepare and respond to the first wave of coronavirus globally for the purpose of providing quality care to critically ill patients⁽²⁾. Due to the widespread spread of Corona virus disease (Covid-19), which led to an international concern, (WHO) declared a state of emergency on 30 January 2020⁽³⁾. In the midst of these events, the health care system sought during the pandemic period to prevent infection and provide the infected with high-quality care⁽⁴⁾. One million people globally have suffered from the damage caused by the Covid-19 virus to their health and lives, and health care systems have been disrupted in many countries, including nurses who are fighting on the front lines and working to protect all those affected by this epidemic⁽⁵⁾. The shocking statistics that recorded the deaths of at least 7,000 health workers with COVID-19 worldwide led to an increase in fear and infection rates among health teams⁽⁶⁾.

Nurses have played an essential role in prevention and control during epidemics, as it is of paramount importance in disease management to maintain their health⁽⁷⁾. The work to provide care for patients' lying in isolation rooms is a great challenge, which is what the nurses do in these units, where the nurses feel a great burden, due to the different patterns of

workflow from what is familiar in other units in the hospital, where the isolation units suffer from a shortage in the number of nurses, so It is very necessary to arrange work shifts in order to benefit from the efficiency of the available nursing care⁽²⁾. A work schedule for nurses working in isolation units was organized from 8-12 hours during the day in order to fill the shortage in the number of staff, but despite that, studies have confirmed that working shifts of up to 12 hours or working overtime leads to a decrease in the quality of nursing care and patient safety⁽⁸⁾. Long shifts working under difficult conditions resulting from the high number of people infected with Covid-19 virus with the increase in the number of deaths leads the health team to occupational stress and a high rate of anxiety and depression⁽⁷⁾. Accordingly, both job stress and occupational satisfaction are among the factors that affect the productivity of the workforce Maintaining these levels of Job satisfaction among healthcare workers is critical to providing high-quality nursing care⁽⁹⁾.

Job satisfaction can be defined as represents people's attitude towards their job and the factors related to their lives in general, while for others it represents the ability to go to the job with pleasure without feeling sad, as it is a mixture of psychological and circumstantial factors. Which makes the individual recognize how happy and satisfied he is with his work⁽¹⁰⁾. Studies have shown that job satisfaction has an impact on performance, commitment, and turnover rates⁽¹¹⁾. Several studies have documented the prevalence and increasing rates of anxiety and depression around the world among frontline health care workers during the pandemic, with results of showing that health workers are largely dissatisfied with their jobs⁽¹²⁾. The

latest research studies have shown that fatigue is one of the factors that effect on job satisfaction levels. If fatigue increases, job satisfaction levels decrease, while the desire to leave a job increases. Studies have also indicated that nursing managers have a significant role in creating a favorable work environment, which promotes a higher level of job satisfaction and reduces their intention to leave the job⁽¹³⁾.

Methodology

To achieve the study's objective, a descriptive survey design was used. Nurses working in respiratory isolation units of coronavirus disease were the population in this study. The sample was collected in 4 hospitals in Baghdad Karkh two hospitals (Al-Imameen Al-Kazimin Hospital and Dar Al-Salam Hospital) Rusafa two hospitals (Al Atta Hospital and Medical City Department of Al-Shifa Crisis Center). The data were collected from (21th December, 2021 to 27th January, 2022) using a self-administered questionnaire (cross sectional). To collect the data, a non-probability (convenience) sampling method was used, with 300 nurses chosen based on the inclusion criteria nurses who were currently practicing in coronavirus disease respiratory isolation units. Males and females work all shifts, including morning, evening, and sentinels. The nurses agreed to take part in the study. Non-participating nurses in the pilot study. While exclusion criteria included nurses, who did not work in isolation rooms, did not agree to participate in the study, and did not complete the questionnaire completely. Nurses taking part in the pilot study.

The tool that was used to measure job satisfaction for nurses working in isolation units for coronavirus disease is the Job satisfaction scale for clinical nurses (JSS-CN). This tool is divided into two parts: the first is for demographic

information, which includes (8 items) such as age, gender, marital status, type of housing, education level, years of experience, working hours, and health status, and the second is a measure of Job satisfaction for nurses in isolation units, which includes (33 items) divided into 6 subscales, each evaluating organizational recognition and professional achievement (9 items), personal development as a result of the nursing profession (6 items), Interpersonal interaction characterized by respect and acknowledgment (8 items), achievement of accountability as a nurse (4 items), demonstrate professional expertise (3 items), and job security and worth (3 items). Responses were given on a Likert scale ranging from 1 to 5, with 1 being "strongly disagree" and 5 being "strongly agree." Higher scores indicate a more satisfied job satisfaction. When measuring the sensitivity of JSS-CN, it was found that the group strongly agree/agree with higher scores than the strongly disagree/disagree group where it was ($M = 3.18$, $SD = 0.59$, and $M = 1.17$, $SD = 0.71$) for the two groups, respectively⁽¹⁴⁾. This tool is Korean in origin and written in English. It was converted into Arabic by sending the tool to a proofreader, who worked on literally translating it into Arabic.

The tool was then sent to bilingual professors who were qualified and experienced in both languages. They checked and converted in proportion to the study variable, in addition to the study community according to their experience. The correlation between the elements of this tool was 0.795. This ratio indicates a good level of content validity for the Arabic version of the

tool. After completing the collection of 20 samples from nurses for the pilot study, the researcher worked on conducting statistical operations using the Cronbach's alpha method, and the result was 0.870. This result indicates the extent of the validity and reliability of the tool and its suitability for use for the purposes of conducting this research.

Results

Table (1) Distribution of the Study Sample (Nurses) by their Demographic Characteristics

Age	F	%
19 - 28	163	54.3
29 – 38	81	27
39 – 48	40	13.4
49 and more	16	5.3
Total	300	100
<i>Mean ± SD</i>	30 ± 9	
Gender	F	%
Male	119	39.7
Female	181	60.3
Total	300	100
Marital Status	F	%
Married	155	51.7
Divorced	4	1.3
Separated	4	1.3
Single	136	45.4
Widowed	1	.3
Total	300	100
Residency	F	%
Rural	9	3
Urban	291	97
Total	300	100
Education Level	F	%
Bachelor`s degree in Nursing	39	13
Master`s degree in nursing	1	.3
PhD in Nursing	0	0

Diploma in Nursing	134	44.7
High school Nursing/ preparatory	122	40.7
Other qualification	4	1.3
Total	300	100
Years of Experience	F	%
1 year and less – 5 years	152	50.7
6 – 10 years	68	22.7
11 – 15 years	33	11
16 – 20 years	25	8.3
21 years and more	22	7.3
Total	300	100
<i>Mean ± SD</i>	<i>7.96 ± 7.6</i>	
Working hours per day	F	%
6 – 8 hours	151	50.3
9 – 12 hours	39	13
13 hours and more	110	36.7
Total	300	100
Health Status of Nurses	F	%
I do not suffer from any chronic diseases	278	92.7
I am suffering from chronic diseases	22	7.3
Total	300	100
Type of chronic diseases / if present	F	%
Not present	278	92.7
Diabetes Mellitus	8	2.7
Heart Disease +Hypertension	8	2.7
Thyroid Disease	0	0
Respiratory Disease	3	1
Migraine	1	.3
DP	2	.6
Total	300	100

F = Frequency, % = Percentage.

Table (1) indicated that the highest percent of the study sample (54.3%) were nurses within age group (19- 28) years old, and most of them (60.3%) were female. In regard to the subject marital status, the majority of the nurses were married, and they accounted for (51.7 %) of the whole sample. The majority of nurses were lived in urban area, and they accounted for (0.97%). Relative to nurses' education level, the greater number of them were with diploma degree in nursing and they accounted for (44.7 %). Concerning years of experience, the majority of the sample (50.7%) having 1 - 5 years of experience in working field, and (50.3 %) were working (6 – 8) hours per day. In addition, the greatest proportion of nurses were not suffering from chronic diseases, and they accounted for (92.7%) of the study

sample. Only 2.7 percent of the study sample have diabetes mellitus, and the same percent have heart diseases and hypertension.

Table (2) Nurses' Job Satisfaction

Items	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Mean	Sig.
1. Patients trust and depend on me.	1	0	15	126	158	4.46	H
2. The health institution recognizes me for my professional ability.	1	7	25	135	132	4.3	H
3. I am demonstrating my excellence in professional abilities.	0	2	11	137	150	4.45	H
4. My bosses and colleagues understand me and encourage me to do my work.	6	5	16	137	136	4.3	H
5. I keep close relations with my colleagues.	1	4	6	107	182	4.55	H
6. Nurse is a socially recognized profession.	7	16	27	98	152	4.24	H
7. The arrangement of time in service is reasonable.	1	0	11	110	178	4.5	H
8. The organization guarantees the autonomy in performing a nursing job.	17	32	32	128	90	3.8	H
9. Patients appreciate my nursing care.	2	8	37	135	118	4.19	H
10. Superiors praise and acknowledge the performance of my job.	9	15	36	131	109	4.05	H
11. Colleagues and doctors who work with me distinguish me on my job performance.	1	7	47	137	108	4.14	H
12. I have matured my personality as a nursing professional.	2	7	20	113	158	4.39	H
13. Caring for the sick helps build virtue despite it being hard work.	2	1	14	124	159	4.45	H
14. I appreciate my occupation.	0	0	11	105	184	4.57	H
15. Develop my confidence and courage through my nursing specialist.	0	3	7	126	164	4.5	H
16. My competence as a professional nurse indicates an improvement in my nursing performance.	0	0	16	143	141	4.4	H
17. I play an important role in restoring the health of patients.	0	3	7	132	158	4.48	H
18. I am helping foster my junior nurses.	0	0	9	111	180	4.57	H
19. Working as a professional nurse is becoming a vitality in my life.	2	1	13	115	169	4.49	H
20. I do my best as a professional nurse.	0	1	10	107	182	4.56	H
21. I work with a sense of responsibility as a professional nurse.	0	2	9	113	176	4.54	H

22. I realize the value I pursue through a nursing professional.	1	1	13	138	147	4.43	H
23. It is good to have a certain source of income.	1	1	8	133	157	4.48	H
24. It's good to have a steady job.	1	1	7	106	185	4.57	H
25. I am proud that my job is able to help others.	0	1	7	89	203	4.64	H
26. I am proud that I work in a good hospital.	3	7	23	109	158	4.37	H
27. I feel proud of myself through the point of view of successful officials.	2	1	26	117	154	4.4	H
28. I play an important role in the hospital.	2	2	35	131	130	4.28	H
29. I am respected by my junior nurses.	0	4	30	119	147	4.36	H
30. My job as a secured professional in the future.	3	5	41	111	140	4.26	H
31. My job as a professional nurse fits my desires and ambitions.	9	19	55	105	112	3.97	H
32. My opinion is reflected in making important decisions.	6	8	58	141	87	3.98	H
33. Show my leadership in the nursing unit or health institutions.	8	26	55	123	88	3.85	H

H= 3.18 and more, L= 3.17 -1.17

Table (2) showed that nurses presented higher score in job satisfaction in all items based on mean of score higher than (3.18).

Discussion

1-Discussion of Demographic Characteristics for Study Sample (Nurses).

The nurses whose ages ranged between (19-28) years constituted the highest percentage of the study sample, which is (54.3%), while the ages of 49 and over were the lowest, which constituted (5.3%) this result is agreed in this study⁽¹⁵⁾ and disagree in this study⁽¹⁶⁾. Most of the nurses are female. It was noted through the results of the research that the percentage of adult females (60.3%) is higher than the percentage of males, which was (39.7%) The result reached by the researcher in this study is similar to that of previous studies, where the results were unanimous that the percentage of females is higher than

males⁽¹⁶⁾ There is no study that contradicts the findings of the researcher in the current study. most of the nurses are married, where the percentage was (51.7%), which is the highest percentage in the marital situation, followed by the single, which amounts to (45.3%), and Widowed is the lowest percentage, as it reaches (0.3%) Studies that are similar to the results of the current study⁽¹⁶⁾ Some studies disagree with the current results⁽¹⁷⁾. the urban population of nurses were 97%, which is the highest percentage of the rural population, which constitutes only 3% Among the studies similar to the current results⁽¹⁸⁾. Studies with results that differ from the current results⁽¹⁶⁾. diploma in nursing is the highest frequency compared to other levels of education, reaching 44.7% While the

percent of PhD in Nursing was made up 0% this result agreed in this study ⁽¹⁵⁾ and disagree in this study ⁽¹⁹⁾. experience from 1 year and less to 5 years was the highest compared to other years, where it was 50.7%, while 21 years was less frequent, which was 7.3% Of the studies with supportive results ⁽¹⁵⁾, but studies with results that contradict the current results ⁽¹⁸⁾. the most frequent working hours in the study ranged between (6-8) hours, where the rate was 50.3%, which is the highest percentage, while the working hours that ranged between (9-12) hours were the lowest, which was 13% There is no study with results similar to the current results, while there are some studies that contradict the current results ⁽¹⁶⁾. the health status of the nurses, it was found that the percentage of nurses who I do not suffer from any chronic disease is the highest, amounting to 92.7%, while I am suffering from chronic diseases, which was 7.3%, where the percentage of nurses with diabetes was 2.7%, and the percentage of those with blood pressure and heart diseases was the same, which is 2.7%. Respiratory diseases were 1% , migraines were 0.3%, lumbar vertebrae slipped, 0.7%, and thyroid diseases were 0% This is the only study, and it is inconsistent with the results of the current study ⁽²⁰⁾.

2- Discussion Nurses' Job Satisfaction.

job satisfaction for nurses in isolation units for Coronavirus disease is high in all items, depending on that the arithmetic mean ratio is higher than (3.18). which corresponds to the numbers witnessed by Wolters Kluwer year after year ⁽²¹⁾. While there are results that contradict the findings of the current research ⁽¹⁹⁾.

Conclusion

The levels of job satisfaction of nurses working in isolation units for COVID-19 was not affected by the

difficult conditions, workloads and the hazardous work environment in which they work, as their level of satisfaction was high.

Recommendation

1-The management of private isolation hospitals should maintain the nurses' job satisfaction levels and keep them at high levels for the purpose of providing high-quality nursing care.

2- Nursing officials must provide psychological support and continuous encouragement for the purpose of motivating nurses to perform their work in light of the difficult conditions in which nurses work in those units.

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