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The Relationship between Job Satisfaction and Marital Satisfaction in Nurses working in Amir Al-Momenin Hospital, Zabol, Iran in 2015

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ABSTRACT

Family and job are two fundamental aspects of everybody's life and both affect each other. As a result, stress and working conditions leave negative impact on family and work environment in some jobs. This article aims to determine the relationship between job satisfaction and marital satisfaction and the effect of job on nurses' lives. It also identifies the factors affecting nurses' lives working Amir Al-Momenin Hospital, Zabol, Iran in 2015. A descriptive-analytical study was performed on 100 married nurses working in Amir Al-Momenin Hospital selected by convenience sampling method. Data were collected using three questionnaires (Minnesota Job Satisfaction Questionnaire, Enrich Marital Satisfaction Scale (EMS), and Demographic Profile Questionnaire). Descriptive statistics and SPSS 18 were employed to analyze the data. Job satisfaction has a positive and significant relationship with marital satisfaction ($p=0.036$). The number of children and duration of marriage have a significant and negative relationship with marital satisfaction ($p=0.49$). It means that increasing number of children and duration of marriage causes reducing marital satisfaction. Considering the positive relationship between job satisfaction and marital satisfaction, improving working conditions enhances marital satisfaction and vice versa. Considering the negative relationship of the number of children and duration of marriage with marital satisfaction, periodic training needs to be provided for nurses in this regard.

Keywords: Nurses; Job Satisfaction; Marital Satisfaction

INTRODUCTION

Job is one of the most interesting topics about which we can talk and think because people spend most of the day at work. Nursing is one of the key and important jobs among health centers[1]. Nursing was formed in response to society's need. Maintaining individual health throughout life is the main objective of nurses. Job satisfaction is one of the themes which have been studied in various organizations since the 1920s. Job satisfaction is also defined as the degree of individual's positive feeling and attitude toward job[2]. Factors affecting nurses' job satisfaction are divided into three categories: Interpersonal relationship, patient care, and organization of nursing work[3]. Job satisfaction is a positive and emotional state resulting from the job evaluation or experience with various dimensions and factors. Nurses account for a major part of human resources in health systems (up to 80% in some centers) in almost all countries. Studies conducted by Chu (2003) show that some factors such as nurses' level of education, working shifts, and job description can be effective in job satisfaction [4]. Job satisfaction is an important topic. That is why multiple studies have been conducted in this regard. The study conducted by Aiken et al. showed that only

41% of nurses had job satisfaction. Their dissatisfaction was mainly associated with their dependence on hospital management, work pressure, and job security [5]. Family problems and relationships, especially relationships between spouses, are among the factors affecting nurses' job satisfaction [6]. Marital satisfaction and marital adjustment are the most important issues in marriage. Adjusted couples agree with each other and they are satisfied with the type and level of their relationships and the quality of the leisure time. Marital satisfaction is a process that occurs throughout couples' life including four areas (physical attraction, sexual attraction, understanding, and attitudes and investment) [7]. Marriage, as one of the most complex types of human relationships, has the strong potential to release emotions which cannot be found in other interpersonal relationships. Marital satisfaction plays an important and key role in individual's life satisfaction. Multiple factors affect the relationship between couples including career which is a criterion for success and capability in marital life [8]. Family and career comprise two fundamental aspects of one's life affecting each other. As a result, stress and difficult working condition in some careers might leave negative impacts on working and family environment [9]. The study conducted by Saeedi Fard et al. (2015) showed that marital satisfaction has a positive correlation with job satisfaction. Solving marital problems increases the level of public health in family and society [10]. Mulira et al. (2016) conducted a study among Ugandan midwives working in Mubenda and Mityana rural districts. They realized that some factors such as mental health, traumatic stress, well-being, and job satisfaction are effective in midwives' quality of life and, accordingly, quality of care provided by them to patients [11]. After job satisfaction, marital satisfaction is an important factor seriously affecting the individual's quality of working, increasing or decreasing working efficiency, and quality of life. Therefore, it needs to be taken into account [12-14]. Therefore, this article aims to study the factors affecting job satisfaction and marital satisfaction and the relationship between them in nurses working in Amir Al-Momenin Hospital, Zabol, Iran in 2015.

MATERIALS AND METHODS

A descriptive-analytical study with the estimated sample size of 84 nurses was performed in the first quarter of 2016 among married nurses working in Amir Al-Momenin Hospital, Zabol, Iran in order to determine the relationship between job satisfaction and marital satisfaction. At 95% confidence level and 0.07 accuracy, Cochran's formula was employed. Considering 25% loss of participants, the questionnaires were forwarded to 120 nurses from where we received 100 responses. Convenience sampling method was used to select the nurses. The inclusion criteria the study were as follows: Being nurse, Being married Being employed in Amir Al-Momenin Hospital, Zabol, Iran and working in general or specialized wards.

Nurses with clear marital conflicts and disputes with their colleagues were excluded from the study. Data were collected using two questionnaires and Demographic Profile Questionnaire (total of three questionnaires). The first questionnaire, Enrich Marital Satisfaction Scale (EMS), was devised by Olson et al. (1989) in order to evaluate and identify the potential problematic areas and areas of strengths and productive relationships [15]. In this study, 47-item EMS, devised by Suleimanian, was used. Items are scored on a five-point rating scale with 1 = completely agree, 2 = agree, 3 = neutral, 4 = disagree and 5 = completely disagree. Concurrent validity of the original questionnaire was 0.95 [16]. In this questionnaire, scores less than 30 shows couples' severe dissatisfaction; 30-40 shows dissatisfaction; and 40-60 shows relative and medium satisfaction. The second scale is Minnesota Job Satisfaction Questionnaire. It was first designed and devised by Brayfield and Rothe at the University of Minnesota with 100 questions. Later on, Weiss, Davis, Davis and England Lofkvist reviewed and modified it [17]. They reduced the number of questions to 19. The questionnaire has 20 five-point Likert rating scale with 1 = very dissatisfied, 2 = dissatisfied, 3 = somewhat dissatisfied; 4 = satisfied and 5 = very satisfied. Higher score means higher job satisfaction. The validity and reliability of Minnesota Job Satisfaction Questionnaire were verified by Qolami Fesharaki et al. (2010) [18]. SPSS Version 18.0 for Windows (SPSS Inc., Chicago, IL, USA) was used to analyze the data. Confidence interval of 95% and a significance level of P-value less than 0.05 was considered significant.

RESULTS

For job satisfaction, mean, minimum, maximum, and standard deviation are 51.14, 27, 39, and 5.01, respectively. They are 86.12, 41, 65, and 8.43 for marital satisfaction, respectively. 51% of participants are female and 41% are male. The means are 2.88, 26.42, and 0.75 for age, duration of marriage, and number of children, respectively. Standard deviations are 2.59, 4.11, and 0.93 for age, duration of marriage, and number of children respectively. Mean and standard deviation are 65.12 and 8.43 for job satisfaction, while they are 39.14 and 5.01 for marital satisfaction, respectively. In this study, 93% (93 nurses) had bachelor degree, 6% (6 nurses) had master degree in nursing, and 1% (1 nurse) had Ph.D. in nursing. 48% (48 nurses) had no children, 37% (37 nurses) had one child, 10% (10 nurses) had two children, 2% (2 nurses) had three children, and 3% (3 nurses) had four children. In this study, 20% (20 nurses) had medium marital satisfaction, 52% (52 nurses) had high marital satisfaction, and 28% (28 nurses) had very high level of marital satisfaction. Data analysis shows that 54% (54 nurses) had low job

satisfaction, 46% (46 nurses) had medium job satisfaction. No relationship was found between job satisfaction and gender [Table/Fig-1].

Gender	Number	Mean	Standard Deviation	Independent t-test p-value
Male	49	38.67	0.73	0.36
Female	51	39.58	0.68	0.36

[Table/Fig-1]: the relationship between job satisfaction and gender in both groups

No significant relationship is found between marital satisfaction and gender[Table/Fig-2].

Gender	Number	Mean	Standard Deviation	Independent t-test p-value
Male	49	64.2	8.6	0.300
Female	51	65.9	8.2	0.301

[Table/Fig-2]:the relationship between marital satisfaction and gender

Job satisfaction has a positive and significant relationship with marital satisfaction using Pearson test ($p=0.03$). [Table/Fig-3] shows the relationship between job satisfactions with each of demographic characteristics using Pearson test. The table shows that job satisfaction has no relationship with all demographic characteristics (age, duration of marriage, and number of children).[Table/Fig-3]

Job Satisfaction and Age	Job Satisfaction and Duration of Marriage	Job Satisfaction and number of children
P=0.63	P=0.86	P=0.26

[Table/Fig-3]: the relationship between job satisfaction and demographic characteristics

Table 4 shows that marital satisfaction has a negative and significant correlation with number of children and duration of marriage. It means that more children and longer duration of marriage reduce marital satisfaction. Marital satisfaction, however, has no relationship with age. [Table/Fig-4]

Marital Satisfaction and Age	Marital Satisfaction and Duration of Marriage	Marital Satisfaction and number of children
P=0.11	P=0.02	P=0.04

[Table/Fig-4]:the relationship between marital satisfaction and demographic characteristics

DISCUSSION

The study shows that 54% of participants have low job satisfaction and 46% have medium job satisfaction. Most nurses have low job satisfaction. Job satisfaction is reported medium in the study conducted by Darban in Iranshahr [13]and Fernandez in Spain [19]. The study conducted by Mirza Beigi showed that only a third of nurses are satisfied with their jobs[20]. The study conducted by nezarpour showed that 43.8% of nurses are dissatisfied with their jobs and 54.2 % are relatively dissatisfied[21]. In the study conducted by Mogharab, 58.9 % of participants were dissatisfied with their jobs[22]. Dall'Ora conducted a study among nurses and midwives. He concluded that they are not satisfied with their jobs[23]. The study conducted by Nolan et al., however, showed that 85% of nurses rate their job interesting and they are satisfied with their jobs[24]. The results of the study conducted by Price also showed that half of nurses are satisfied with their jobs. They wished to minimize the differences for the nursing profession by multifaceted and interdisciplinary interventions. In Herzberg's theory's internal factors, the nature of work is an important motivational factor [25]. Kashanian also believes that individuals working in dynamic environment enjoy more and obtain satisfaction. They work better when the nature of work is interesting for them[26]. The results of this study showed that 20% of participants have medium marital satisfaction, 52% have high marital satisfaction, and 28 % of very high marital satisfaction. These results show that most nurses are satisfied with their marital life. The study by Parvin showed that 62.8% of participants are dissatisfied with their marital life[10]. Based upon the results of this article, job satisfaction has a positive and significant relationship with marital satisfaction. This means marital satisfaction is expected to rise as job satisfaction increases. The study by Rajabi showed that Work-Family Conflict and Family- Work Conflict have a negative relationship with marital satisfaction[27]. These findings are also verified by those of JT Jessen[28]. Both studies showed that Work-Family Conflict and Family-Work Conflict have negative consequences such as reduced job and marital satisfaction. Robinson and Kelly indicate that Work-Family Conflict affect family life and Family-Work Conflict. Family life and work life both predict job and marital satisfaction[29].Adams and King state that work-family interference and family-work interference reduce life satisfaction. Job and marital satisfaction has no relationship with nurses' level of education. No relationship is also found between demographic characteristics and job satisfaction. Marital satisfaction, however, has a significant and negative relationship with the number of children and duration of marriage. It is therefore concluded that longer duration of marriage and increased number of children led to reducing marital satisfaction. Job and marital satisfaction are also studied among men and women. No significant relationship is found between gender and job satisfaction. No significant relationship is also found between gender and marital

satisfaction. The results of study conducted by Zia Pour show that level of education has a significant relationship with job satisfaction[30]. Individuals with bachelor degree and higher have higher level of medium satisfaction than those with lower-than-bachelor degrees. It means that higher level of education leads to higher level of satisfaction which is consistent with the results of studies conducted by Mogharab in Birjand, Iran[22]. This result is, however, inconsistent with that of this study. No significant difference is found between marital satisfaction and different levels of education among men and women in the study conducted by C Purpora which is consistent with this study[2]. The results of the study by Shallal (2011), conducted among Kuwaitis women working in a public sector, showed that 90% of employees with lower level of education have higher level of job satisfaction compared to those with higher level of education. Shallal believes that when the level of education rises, job satisfaction declines[31]. Bagheri, however, found no dramatic difference between overall job satisfaction and level of education[32]. Mogharab stated that job satisfaction has a negative relationship with age. Younger individuals have higher level of job satisfaction[22]. Advancing age leads to reducing satisfaction which is consistent with the results of the study conducted by Mehrabian and inconsistent with the results of our study[33]. Kirkcaldy, quoting from Greenberg and Baron, reported that older staffs are satisfied with their jobs more than younger ones[34]. Rajabi found that age has no relationship with life satisfaction[27]. Imran (2014), quoting from Murray and Atkinson, states that gender has a significant relationship with job satisfaction[35]. Unlike these findings, Abu AlRub (2016), in their study were not able to show a significant difference between two genders concerning job satisfaction[36]. Parvin et al. found that age, duration of marriage, and numbers of children have a significant relationship with marital satisfaction which is similar to the results of our study concerning the relationship of marital satisfaction with duration of marriage and number of children[10, 37].

CONCLUSION

Based upon the results, job satisfaction has a positive and significant relationship with marital satisfaction. Marital satisfaction also has a negative relationship with duration of marriage and number of children. Therefore, improving nurses' working condition causes increasing marital satisfaction. Nurses' job satisfaction can be expected by taking some measures into account for increasing marital satisfaction.

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