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Level of Job Satisfaction and Influence of Socio-demographic Variables on Nurses' Job Satisfaction in Two Selected Government Owned Hospitals in Lagos, Nigeria

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Abstract:

Background: Job satisfaction is an essential part of nurses' lives, influencing patient safety, productivity, performance, quality of care, retention, turnover, commitment to the organization and the profession.

Objective: The aim of the study was to determine level of job satisfaction and influence of socio-demographic variables on nurses' job satisfaction in two selected general hospital in Lagos State, Nigeria.

Method: It was a descriptive study that utilized a Random sampling method to select 227 respondents for the study using Cochran's formula to get exact sampling size from the two hospitals. Questionnaires with reliability index of 0.806 were used to collect data from the respondents. Data was then analyzed using Statistical Software SPSS version 20 using descriptive and inferential statistics and result were presented in tables and figures.

*Result: The result showed a low level of job satisfaction, 100% of the respondents were not satisfied with their monthly allowance and believed that their salaries are not commensurate with their level of competence and there was a significant relationship between qualification and the level of job satisfaction ($r = 0.397^{**}$; $p < 0.05$); a significant relationship between rank and the level of job satisfaction ($r = 0.492^{**}$; $p < 0.05$); a significant relationship between years of working experience and the level of job satisfaction ($r = 0.180^{**}$; $p < 0.05$), significant relationship between qualification and the level of job satisfaction ($r = 0.397^{**}$; $p < 0.05$); a significant relationship between rank and the level of job satisfaction ($r = 0.492^{**}$; $p < 0.05$); a significant relationship between years of working experience and the level of job satisfaction ($r = 0.180^{**}$; $p < 0.05$) whereas no significant relationship was found between sex and level of job satisfaction among nurses in the two selected hospitals in Lagos ($r = -0.049$; $p > 0.05$); no significant relationship was found between sex and level of job satisfaction among nurses in the two selected hospitals in Lagos ($r = -0.049$; $p > 0.05$).*

Conclusion: Working environment should be made conducive for nurses, adequate material should be made available for working, supervisors should be made to relate with junior worker in a friendly and supportive manner and should make constructive criticism, administrative policies should be one that are achievable, the management should make use of adequate leadership styles and nurses remuneration should also be improved. Nurses should be encouraged to improve to acquire more qualification.

Keywords: Factors, influencing, job, nurse's satisfaction

1. Introduction

1.1. Background

Nurses play a pivotal role in determining the efficiency, effectiveness, and sustainability of health care system. Nursing profession is the largest health care workforce in the healthcare system having more direct contact with patients.

Nurses are therefore major determinant of overall quality of hospital care and patients' outcome. To enable provision of standard care, nurses must be provided with an ideal professional practice environment where their job satisfaction is guaranteed. Nurses however, are faced with job dissatisfaction thereby threatening the effectiveness and efficiency of the nursing workforce (de Francisco, Meguid & Campbell, 2015).

Nurses' job satisfaction has become a critical issue because it has great influence on health care provision and patient outcomes. Nursing as a profession has undergone many changes with numerous innovations and this has put more demand on the nurse-midwives and as consumers of health care are also more knowledgeable, more sensitivity is required when dealing with them. This means that the factors that satisfied nurses decades ago do not necessarily satisfy today's nurse Ugwa, & Charity, (2016). According Oyibo, (2015) the productivity and efficiency of human resource depend upon dynamic factors which range from personal factors to organizational policies. Job satisfaction is one of the most important factors which impact the productivity of human resources. In any organization, human resource is considered as one of the most important assets which serves as an engine in the organization for providing a sustainable source of energy and service delivery. Job satisfaction has been defined in several different ways and a definitive designation for the term is unlikely to materialize. According to Emmanuel & Charity (2016), Job satisfaction is how people feel about their jobs and different aspects of their jobs. It is the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs. Job satisfaction can also be defined as positive feelings, which arise from opinion and evaluation of one's job or job experience (Locke & Lathan 2012). On the other hand, Hirschfeld (2010) defines job satisfaction as the level that a person would like his or her job. Thus job satisfaction is the emotional reaction, which is brought about by the outcomes in comparison to the expected outcomes from the employers or service receivers. Job satisfaction is also being a function of the perceived relationship between what one wants from one's job and what one perceives it is offering, influenced by the person's unique circumstances such as needs, values and expectations (Emmanuel & Ugwa 2016).

Job satisfaction is an essential part of nurses' lives, influencing patient safety, productivity, performance, quality of care, retention, turnover, commitment to the organization and the profession (Ojekou, & Dorothy, (2015). In an ideal setting, employees' welfare and satisfaction are imperative in attaining the organizational mission and vision. For instance, nurses are the safety net, ever present with their patient at the bedside, caring and detecting medication errors, addressing patients' real need. Nurses are the first point of contact to clients in any healthcare facilities. Job satisfaction in the nursing workforce is therefore vital to quality care provision (Abualrub, El-Jardali, Jamal & AlRub, 2015; Alenius, Tishelman, Runesdotter, & Lindqvist, 2013; Saleh, Darawad, & Al-Hussami, 2015).

According to Nwafor, Immanuel, & Obi-Nwosu, (2015) stated that satisfaction of nurses' is directly linked with the patients' overall satisfaction and ultimately to quality of healthcare whereas, dissatisfaction of an employee leads to absenteeism, conflicts, and increase turnover. Unsatisfied employee report an increase intention to leave, while the influence of job satisfaction is reported to be as powerful as that of pay. Job satisfaction is a key factor of nurses' lives which can have an effect on patient protection, employee's morale, efficiency and performance, healthcare quality, retention, dedication to the organization and the job and hiring and training of new staff for the organization. Leineweber, Chungkham., Lindqvist, Westerlund, Runesdotter, Alenius, & Tishelman, (2016). also proposed that job satisfaction among nursing staff is directly proportion to quality of care. As nursing staff are satisfied from their jobs, they provide quality care to the patient. Patient outcomes and quality of care has a direct relation with nurse's job satisfaction and may be positively or negatively correlated with each other. Job satisfaction is always important among nursing because patient turnover depends upon it. Moreover, job satisfaction also assures the nursing retention in organization George, Gow, & Bachoo (2013)

Job satisfaction thus, is the most important aspect of nurses' lives which has positive influence on their morale, productivity, quality of care, patients' safety, and retention (Ezeonwu, 2011; Aiken, et al., 2012). So many researches have been done on intrinsic and extrinsic factors that influence job satisfaction of nurses but there is dearth of information on the influence of socio-demographic variables of nurses on nurses' job satisfaction, hence the need for this study to assess the level of job satisfaction and influence of socio-demographic variables of nurses on job satisfaction in two selected general hospital in Lagos state, Nigeria

1.1. Objective of the Study

1.1.1. Broad Objectives

The main objective of this study is to assess the level of job satisfaction and influence of socio-demographic variables on nurses' job satisfaction in two selected general hospital in Lagos state, Nigeria

1.1.2. Specific Objectives

- To identify level job satisfaction among nurses in the two selected General Hospitals in Lagos
- To determine the influence of selected socio-demographic factors on job satisfaction in the two selected General Hospitals in Lagos

1.2. Research Hypothesis

- H₀: There is no significant relationship between socio-demographic characteristics and job satisfactions of nurses in the two selected general Hospital in Lagos

1.3. Research Questions

- What is the level of job satisfaction among nurses in the two selected General Hospital in Lagos?
- How do nurses' socio-demographic characteristics influence their job satisfaction in the two selected General Hospital in Lagos?

1.4. Significance of the Study

The findings from this study may be an eye opener to the things the government and related authorities need to take important when trying improve the job satisfaction of the nurses. This study could also reveal the lapses in the current system as perceived by the nurses. Employers can develop employees who are motivated, productive, and fulfilled which will ensure quality patient care and a higher satisfaction level for clients. This study will also help the hospitals administrator to see the lapses in the current system as perceived by the nurses and realize the importance of job satisfaction

2. Methodology

2.1. Research Design

This study was carried out using descriptive research design appropriate because it helped to describe specific phenomenon or to find relationship among variables discussed.

2.2. Research Setting

This research was conducted at two General Hospital in Lagos state. General Hospital Gbagada was founded in in 1972 by the then Governor of Lagos state Lateef Jakande. It's also serves as annex for the Lagos state Teaching Hospital. It is located at 1, Hospital road Gbagada, Kosofe Local government. The hospital caters for everyone in her capacity. The mission of the hospital is to ensure the provision of safe, quality, affordable, adequate, equitable and accessible health services to all people in Nigeria .The hospital is the boast of the first ultra-modern cardiac and renal Centre in Sub-Saharan Africa .General Hospital Gbagada specializes in providing health services in Dental, Dermatology, Dialysis, Laboratory, Medicine, LASEMS, Obstetrics and Gynaecology, Ophthalmology, Surgery, Paediatrics, Radiology, VCT and Mortuary. The hospital houses a three-storey Cardiac and Renal Centre, Burns Centre, combined clinics and wards. It has 173 nurses and receives around 800 patients every day. The hospital serves as a training center for Doctors, Pharmacists, Nurses, Radiographers and Technologists across the country.

General hospital Lagos is the oldest hospital in Nigeria, was established in 1893, located between Broad Street and Marina in the central business district. The hospital is one of the several general hospitals of the Lagos State Government. It was established as a military hospital for the treatment of ill members of the British Armed forces during the colonial era. At the time of its establishment in 1893, it was the first general hospital in Nigeria. The pioneer staffs were nationalities of the British Commonwealth. On 1 October 1960, the hospital was handed over to the Federal Government and on 7 May 1967, it was finally taken over by the Lagos State Government. The Nursing School was established in 1952. Other services which commenced included General Out-Patient services, Surgery, Obstetrics and Gynecology. The Nigerian Medical Association (NMA) was established at the hospital. The hospital has served as a training center for Doctors, Pharmacists, Nurses, Radiographers and Technologists across the country. The hospital has 240 Nurses of different specialties

2.3. Population of the Study

The target populations of the study were registered nurses working in General Hospital Lagos Island and General Hospital Gbagada, Lagos not minding their race, norms, language, age, sex, tribe, marital status and working experience.

2.4. Sample Size Determination

Cochran's formula was used to determine or calculate the representative sample size

$$n = \frac{n_0}{1 + \frac{(n_0 - 1)}{N}}$$

$$\text{And } n_0 = \frac{Z^2 p (1-p)}{e^2}$$

Where n= Sample size

N = Study population

P = estimated proportion which is 50% i.e. 0.5

e = Margin of error which is 5% i. e 0.05

Z = Standard normal deviate which is 1.96 (for 95% confidence interval)

Using the above formula

$$n_0 = \frac{1.96^2 \times 0.5 (1-0.5)}{0.05^2}$$

$$= \frac{3.8416 \times 0.25}{0.0025}$$

$$n_0 = \frac{0.9604}{0.0025}$$

$$n_0 = 384.16$$

With our total population size of 413 nurses in the two selected general hospital will have our N Using the modified Cochran's formula to get exact sampling size from the two hospitals

$$N=413$$

$$n_0 = 384$$

$$n = \frac{n_0}{1 + \frac{(n_0 - 1)}{N}}$$

$$n = \frac{384}{1 + \frac{384 - 1}{413}}$$

$$n = 384$$

$$\frac{1 + 384 - 1}{413}$$

$$\frac{384}{1 + \frac{383}{413}} = 203.8216$$

$$\approx 204$$

$$\text{Attrition ratio} = \frac{\text{Previous sample size} \times 10}{10 - 1} = \frac{204 \times 10}{9} = 226.666 = \approx 227$$

Using Proportionate ratio to determine total number of respondents to pick in each hospital;

Gbagada General hospital total nurses = 173

General Hospital Odan total nurses = 240

Total population size = 413 nurses

Therefore,

$$\text{Gbagada General Hospital} = \frac{173 \times 227}{413} = 95.08 \text{ respondents}$$

$$\text{General Hospital Odan} = \frac{240 \times 227}{413} = 131.91 \text{ respondents} \approx 132$$

2.5. Sampling Technique

Total of 227 respondents was selected for the study using a Random sampling method, 95 questionnaires was shared at Gbagada General Hospital while 132 of the questionnaire were shared at General hospital Odan Lagos.

2.6. Instrument for Data Collection

The instrument for the collection of data for this research was self-developed questionnaires.

2.7. Pilot Study

A mini study was carried out among nurses in Ifako-Ijaiye General hospital where 23 questionnaires were shared which was 10% of the calculated sample size and was analyzed to verify the applicability of the instrument.

2.8. Psychometric Property of Instrument: Validity and Reliability of Instrument

2.8.1. Validity of Instrument

The instrument was carefully constructed after reviewing related literature on it. It was given to expert to validate and all corrections were effected before the instrument was administered.

2.8.1.1. Reliability of instrument

A confirmatory analysis of reliability was therefore executed on the data generated from the pilot study via Cronbach's Alpha (α). The Cronbach's Alpha of the items captured yielded 0.806, depicting good reliability.

2.9. Method of Data Collection

The respondents were met and the purpose of the study was be explained to the participants and informed consent were signed for voluntary participation in the research. The participants were informed of their right to refuse participation in the study with no repercussions before the distribution of the questionnaires. The researchers distributed the questionnaires to every other nurse on duty and collected the completed questionnaires.

2.10. Method of Data Analysis

Data analysis was done using Statistical Package for the Social Sciences to describe the result of the data collection, frequency and percentage was used. Inferential statistics was used to test the formulated hypothesis and

2.11. Ethical Considerations

Consent was sought at two levels; the first was obtained from the ethical review committee of the health facility that was used for the study, while the second was obtained from the participating respondents before the commencement of this study. Confidentiality was maintained as elements for research will be instructed not to write their names to

prevent identifications. They were also be assured that whatever information given will be treated privately, hence, they were advised to answer the questions sincerely after an informed consent has been obtained.

3. Presentation of Results

Age (in years)	Frequency	Percentage
20-30	105	46.3
31-40	70	30.8
41- 50	30	13.2
51 & above	22	9.7
Total	227	100.0
Sex	Frequency	Percentage
Male	43	18.9
Female	184	81.1
Total	227	100.0
Qualifications	Frequency	Percentage
RN	37	16.3
RN & Post Basic	127	55.9
BNSC	63	27.8
MNSC	-	-
PhD	-	-
Total	227	100.0
Rank	Frequency	Percentage
NO II	63	27.8
NOI	61	26.9
SNO	50	22.0
PNO	20	8.8
CNO	22	9.7
ADNS	11	4.8
DDNS	-	-
Total	227	100.0
Marital Status	Frequency	Percentage
Single	86	37.9
Married	131	57.7
Widow/widower	10	4.4
Single Parent	-	-
Total	227	100.0
Years of working Experience	Frequency	Percentage
0-5years	64	28.3
6-10years	120	52.9
11-15years	33	14.5
16years & above	10	4.4
Total	227	100.0
Shift hour duty	Frequency	Percentage
6hours	-	-
8hours	62	27.3
12hours	165	72.7
Total	227	100.0

Table 1: Demographic Characteristics Socio-demographic Data of Respondents

Table 1 above show the demographic data of the respondents with majority of them 105(46.5) in 20-30 years age range, 70(30.8%) of respondents were between 31-40 years range, 30(13.2) were between 41-50 years range while 9.7% of the respondents were 51 years & above. Majority 184(81.1%) of the respondents were female, 43(18.9%) of them are male. 55.9% of the respondents are RN & Post basic holder, 27.8 are BNSC holder while about 16.3% are RN. 27.8% of the respondents are NO II, 26.9% are NO I 26.9%, 22% , 8.8% are SNO, 9.7% are CNO while about 4.8% are ADNS. The majority of the respondents are married with 57.7%, 37.9% are single and 4.4% bare widow/widower. About 52.9% of the respondents has 6-10years of working experience, 28.2% have 0-5years working experience, 14.5% has 11-15years working experience and 4.4 has 16years & above working experience

3.1. Answering of Research Question

Research Question One

- What is the level of job satisfaction among nurses in the two selected General Hospital in Lagos?

Variables	Response	n (227)	Percentage (%)
How satisfied are you with your current job	Very Dissatisfied	70	30.8
	Dissatisfied	86	37.9
	Neutral	49	21.6
	Satisfied	22	9.7
How satisfied are you with organization administration policies	Very Dissatisfied	51	22.5
	Dissatisfied	106	46.7
	Neutral	61	26.9
	Satisfied	9	4.0
How satisfied are you with system and pattern of supervision	Very Dissatisfied	19	8.4
	Dissatisfied	67	29.5
	Neutral	69	30.4
	Satisfied	72	31.7
How satisfied are you with work ,work schedule and workload	Very Dissatisfied	126	55.5
	Dissatisfied	39	17.2
	Neutral	9	4.0
	Satisfied	53	23.3
How satisfied are you with remuneration packages	Very Dissatisfied	142	62.6
	Dissatisfied	85	37.4
	Neutral	-	-
	Satisfied	-	-
How satisfied are you with physical working condition	Very Dissatisfied	36	15.9
	Dissatisfied	80	35.2
	Neutral	58	25.6
	Satisfied	53	23.3
How satisfied are you with the chance for advancement on your job	Very Dissatisfied	97	42.7
	Dissatisfied	119	52.4
	Neutral	11	4.8
	Satisfied	-	-
The feeling of accomplishment I get from the job	Very Dissatisfied	60	26.4
	Dissatisfied	105	46.3
	Neutral	33	14.5
	Satisfied	29	12.8
How satisfied are you with recognition for job well done	Very Dissatisfied	79	34.8
	Dissatisfied	85	37.4
	Neutral	20	8.8
	Satisfied	43	18.9
How satisfied are you with interpersonal relationship amidst you and your co – workers	Very Dissatisfied	9	4.0
	Dissatisfied	59	26.0
	Neutral	51	22.5
	Satisfied	108	47
How satisfied are you with your supervisor leadership style	Very Dissatisfied	91	40.1
	Dissatisfied	59	26.0
	Neutral	51	22.5
	Satisfied	108	47.6

Table 2: Frequency and Percentage showing the Level of Job Satisfaction among Nurses in the two Selected General Hospital in Lagos

Table 2: The above table shows that about 70% of the respondents are very dissatisfied with their current job, 46.7% are dissatisfied with the organization administration policies, 29.5% are dissatisfied with the system and pattern of supervision, 55.5% are very dissatisfied with the work, work schedule and the workload, 62.6% are very dissatisfied with the remuneration packages, 35.2 are dissatisfied with the physical condition, 52.4% are dissatisfied with chance of advancement, 46.3% are dissatisfied about feeling of accomplishment they get from their job, 37.4 are dissatisfied with recognition they get from job well done, 26% are dissatisfied with the level of interpersonal relationship and 40.1% are dissatisfied with the their supervisor style. However, 9.7% of the respondents are satisfied with their current job, 26.9 are neutral with the organization administration policies, 31.7 are satisfied with the system and pattern of supervision, 23.3%

are very satisfied with the work, work schedule and the workload, 23.3 are satisfied with the physical condition, 4.8% are dissatisfied with chance of advancement, 12.8% are satisfied about feeling of accomplishment they get from their job, 18.9 are satisfied with recognition they get from job well done, 47.6% are dissatisfied with the level of interpersonal relationship and 47.6% are dissatisfied with their supervisor style.

This has answered the research question one that stated that what is the level of job satisfaction among nurses in the two selected General Hospital in Lagos?

3.2. Testing of Hypothesis

3.2.1. Research Hypothesis 1

There is no significant relationship between socio-demographic characteristics and job satisfactions of nurses in the two selected general Hospital in Lagos.

		Job Satisfaction	Sex	Qualification	Rank	Years of working experience
Job Satisfaction (sig.)	Corr. Sig.	1				
Sex (sig)	Corr. Sig.	-.049 .462	1			
Qualification	Corr. Sig.	.397** .000	.033 .620	1		
Years of working experience	Corr. Sig.	.180** .007	.086 .198	.359** .000	.854** .000	1
Means		23.78	1.81	2.11	2.60	1.95
S.D		5.39	0.39	0.66	1.46	0.78

Table 3: Correlation Analysis Showing the Relationship between Socio-Demographic Characteristics (Nurses' Qualification, Sex, and Year of Working Experience) and Level of Job Satisfactions of Nurses in the Two Selected General Hospitals in Lagos

Table 3 above show the relationship between socio-demographic characteristics (sex, qualification, rank and years of working experience) and job satisfactions of nurses in the two selected general hospitals in Lagos. The results revealed a significant relationship between qualification and the level of job satisfaction ($r = 0.397^{**}$, $p < 0.05$); a significant relationship between years of working experience and the level of job satisfaction ($r = 0.180^{**}$; $p < 0.05$), whereas no significant relationship was found between sex and level of job satisfaction among nurses in the two selected hospitals in Lagos ($r = -0.049$; $p > 0.05$). By implication, nurses' gender has no direct relationship with the level of job satisfaction whereas other tested moderating variables (qualification, rank and years of working experience) have direct and positive relationship with the level of job satisfaction among nurses in the two selected general hospitals in Lagos state

		Level of Job Satisfaction	Age	Marital Status	Hours of shifting
Level of Job Satisfaction	Corr. Sig.	1			
Age	Corr. Sig.	.371** .000	1		
Marital status	Corr. Sig.	.065 .330	.609** .000	1	
Means		23.78	1.86	1.67	2.73
S.D		5.39	.984	0559	.447

Table 4: Correlation Analysis Showing the Relationship between Socio-Demographic Characteristics (Age and Marital Status) and Job Satisfactions of Nurses in the Two Selected General Hospitals in Lagos

The results from the above table show the relationship between socio-demographic characteristics (age, marital status and hours of shifting) and job satisfactions of nurses in the two selected general hospitals in Lagos. The results revealed a significant relationship between the level of job satisfaction and age of the respondents ($r = .371^{**}$, $p < 0.05$), as well as a significant relationship the level of job satisfaction and hours of shifting ($r = -.257^{**}$; $p < 0.05$) while no significant relationship was found between the level of job satisfaction and marital status of the respondents ($r = .065$; $p > 0.05$). This implies that respondents age influence the level of job satisfaction while marital status has no direct relationship with the level of job satisfaction among nurses in two selected general hospitals in Lagos state.

4. Discussion of Findings

Table 2 of the study show that 70% of the respondents are very dissatisfied with their current job this is in line with study carried out by Choi et al 2012 in Hong Kong with 1, 271 registered nurses in ten hospitals which examined work environment in terms of job satisfaction and intention to resign, Results showed 56% of respondents were satisfied overall and 45% were dissatisfied, while more than 60% had considered resigning. 46.7% are dissatisfied with the organization administration policies, 29.5% are dissatisfied with the system and pattern of supervision, 55.5% are very dissatisfied with the work, work schedule and the workload, 62.6% are very dissatisfied with the remuneration packages, 35.2 are dissatisfied with the physical condition this is in line with Bawadi, Redman and Al-Nawafleh (2016) in a study among Jordanian nurses reported nurses having job dissatisfaction, which was attributed to their non-involvement in decision-making. 52.4% are dissatisfied with chance of advancement, 46.3% are dissatisfied about feeling of accomplishment they get from their job, 37.4 are dissatisfied with recognition they get from job well done, 26% are dissatisfied with the level of interpersonal relationship this is in contrast with Dignani and Toccaceli (2013) in a survey on factors influencing job satisfaction among Italian nurses which recounted that interpersonal relations being positively correlated with nurses' job satisfaction. 40.1% are dissatisfied with the their supervisor style this is in line with the study carried out by Adegoke et al. (2015) who assessed the factors influencing job satisfaction of midwives in rural Nigeria and reported that midwives have job dissatisfaction due to unavailability of supervisors and lack of support for their welfare. However, 9.7% of the respondents are satisfied with their current job, 26.9 are neutral with the organization administration policies, 31.7 are satisfied with the system and pattern of supervision, 23.3% are very satisfied with the work, work schedule and the workload, 23.3 are satisfied with the physical condition, 4.8% are satisfied with chance of advancement, 12.8% are satisfied about feeling of accomplishment they get from their job, 18.9 are satisfied with recognition they get from job well done, 47.6% are dissatisfied with the level of interpersonal relationship and 47.6% are dissatisfied with the their supervisor style. This is line with Duffield et al (2010), in a study of 1,559 randomly selected registered nurses in Australia, found that around 67% were satisfied with their job and 72% with nursing as a profession; however, 28% said they intended to leave the profession within 12 months. Participants reported low satisfaction with salaries and not being involved in decision making. These findings are in line with the two-factor theory proposed by Herzberg, which lists the following factors as motivators resulting in satisfaction: responsibility, achievement, recognition and opportunities to develop. Reasons for dissatisfaction in this study were also found to be in line with the hygiene factors responsible for job dissatisfaction, which include salaries, quality of supervision and working conditions.

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Table 3 show the relationship between socio-demographic characteristics (sex, qualification, rank and years of working experience) and job satisfactions of nurses in the two selected general hospitals in Lagos. The results revealed a significant relationship between qualification and the level of job satisfaction ($r = 0.397^{**}$, $p < 0.05$). This is in line with Bush (2015) who conducted a study on postgraduate nurse practitioner education about impact on job satisfaction found nurses with postgraduate education having higher level of job satisfaction compared to those without postgraduate education. This is also in line with Olatunji, & Mokuolu, (2014).) explored the impacts of educational background on job satisfaction among Nigerian workers and established strong positive association between job satisfaction and educational background. Education has been cited as one of the factors influencing job satisfaction in the nursing profession. However, Franek et al., 2014 and Mehrdad et al., 2013 found no statistically significant relationship between educational status and job satisfaction. This could be attributed to the fact that those with higher educational background are usually saddled with more responsibilities at work and also have higher expectations from work. There is no significant relationship was found between sex and level of job satisfaction among nurses in the two selected hospitals in Lagos ($r = -0.049$; $p > 0.05$). By implication, nurses' gender has no direct relationship with the level of job satisfaction. This finding is in line with Ayalew, et al. (2015) in a cross-sectional survey among Ethiopian nurses reported that gender has no association with job satisfaction. Similarly, Cahill (2011), also studying job satisfaction among nurses in different clinical settings in the United States of America reported gender having no statistically significant correlation with job satisfaction. This difference may be due to influence of western culture, which does not attach importance to differences in gender but rather advocates gender equality. This is opposed by Carrilo et al. (2013) who conducted a study on job satisfaction among healthcare workers in relation to the role of age and gender and found women having higher job satisfaction than men. Similarly, Reid et al. (2013) also examined the impacts of socio-demographics characteristics on job satisfaction among 2000 Australian registered nurses. They reported that female nurses rather have higher job satisfaction than their male counterparts. Also, Alshmemri (2014), in his findings among Saudi Arabian nurses also established that Saudi Arabian female nurses were more satisfied with their job than their male colleagues.

A significant relationship exist between years of working experience and the level of job satisfaction ($r = 0.180^{**}$, $p < 0.05$). this goes in tandem with findings of Carrilo, Salano, Martizez –Roche and Gomez-Garcia (2013) that stated that the most satisfied groups were the youngest and the oldest as the younger nurses have access to information technology

while the older generation might have had adequate experience from years of practice, which might have made them develop more positive adaptive strategies to cope with unfavourable working conditions to sustain job satisfaction. Table 4 revealed that there was a significant relationship between the level of job satisfaction and age of the respondents ($r = .371^{**}$, $p < 0.05$). This implies that respondents age influences the level of job satisfaction. This goes in line with the findings of Carrillo, Salano, Martizez –Roche and Gomez-Garcia (2013) who reported a statistically significant correlation between age and job satisfaction in their study on the relationship between age and job satisfaction. However, the findings of this study goes against the findings of Kozuchova, Magerciakova and Vargova (2015) who reported no statistically significant correlation between age and job satisfaction, while no significant relationship was found between the level of job satisfaction and marital status of the respondents ($r = .065$; $p > 0.05$). It connotes that marital status has no direct relationship with the level of job satisfaction among nurses in two selected general hospitals in Lagos state. The outcome of this study goes against the study of Simon (2014) that reported that married employees are able to access more support from their partners, which makes them able to cope with other stressors and hence more satisfied with their jobs and also against the findings of (Liu et al., 2012; Kim et al., 2015; Reid et al., 2013; Gholami, Aghamiri, & Mohamadian, 2013) that carries out studies that establishes strong positive association between job satisfaction and marital status. However, the outcome of this study supports the findings Olatunji, & Mokuolu, (2014.) who studied the influence of marital status on job satisfaction among Nigerian workers and reported unmarried employees having more job satisfaction than their married counterparts. It was argued that married employees are more encumbered with diverse responsibilities, which could serve as source of distraction impeding their work commitment and job satisfaction. Again, when a married employee works in a more demanding organization, it may result in work life imbalance leading to poor coping mechanism at work, which could manifest in poor job satisfaction. On the other hand, single employees mostly do not experience such external distractions and could therefore be more organized, focused and committed to their job demands manifesting in higher job satisfaction. as well as a significant relationship the level of job satisfaction and hours of shifting ($r = -.257^{**}$; $p < 0.05$). it also means that hours of shifting influence the level of job satisfaction

5. Conclusion

Working environment should be made conducive for nurses, adequate material should be made available for working, supervisors should be made to relate with junior worker in a friendly and supportive manner and should make constructive criticism, administrative policies should be one that are achievable, the management should make use of adequate leadership styles and nurses remuneration should also be increased to commensurate with what is obtainable in other countries. Nurses should be encouraged to improve to acquire more qualification.

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