



---

## **A Study on Happiness Index of Nurses at A Tertiary Care Hospital in Baroda, Gujarat.**

*<sup>1</sup>Dr. Dipak Makwana, <sup>2</sup>Dev Sharma*

<sup>1</sup>Research Guide, <sup>2</sup>Researcher

<sup>1,2</sup> Faculty of Social Work, Parul University

---

### **ABSTRACT :**

This study explores the happiness index of nurses working in a tertiary care hospital in Baroda, Gujarat. The purpose of this research is to assess the level of happiness among nurses and to identify the factors affecting their happiness index. The study used a cross-sectional survey design to collect data from nurses working in different departments of the hospital. A structured questionnaire was used to collect data on socio-demographic characteristics, job satisfaction, work environment, and personal factors. Descriptive statistics and inferential statistics were used to analyze the data. The results show that the nurses had an overall moderate level of happiness, with the highest level of happiness being reported in personal life domains. The study also found that job satisfaction and work environment were the most significant predictors of the happiness index among nurses. The study highlights the importance of job satisfaction and work environment in promoting the happiness of nurses, which could ultimately contribute to better patient care and outcomes.

---

### **INTRODUCTION**

Nurses play a vital role in the healthcare industry, providing care and support to patients in various settings. However, nursing is often regarded as a stressful and demanding profession, with long working hours, high workload, and exposure to emotional and physical strain. Such factors can impact the well-being and happiness of nurses, which can ultimately affect the quality of care they provide to patients. Therefore, it is important to understand the factors that contribute to the happiness and well-being of nurses.

Job satisfaction is a crucial element for every organization. Since nurses have a direct relationship with patients and the level of medical care, their importance is unmatched. Promoting, preventing, and maximizing health are priorities for the nursing profession. Care for people as individuals, families, and communities, as well as taking on the responsibility of continuing to provide help to the ill, injured, and disabled

Lyons et al. (2003) discovered that intrinsic factors such as a sense of significant success and personal improvement are better predictors of job satisfaction than extrinsic motivators like compensation and recognition. He continued by saying that nurses and other healthcare professionals have many opportunities for professional growth and personal development. But for both healthcare professionals and patients, work satisfaction in nursing is critical.

Nurses in the public and private sectors experience quite different levels of job satisfaction. The pay scale, long hours, and working conditions are additional factors that influence how much labor is necessary, how well coworkers and bosses get along, how quickly promotions are made, and how secure a position is. Instead of being influenced by external factors, the dynamics of job satisfaction and overall wellbeing reveal that these factors' roots seem to be firmly established in personal resources, such as personality and cognition. The identical work conditions and stressors have been observed to overwhelm some nurses while retaining high levels of motivation and intentional activities in others.

This shows that a thorough investigation of nurses' personality and cognitive traits can help us understand the psychological variables that underlie the active components of their capacity to self-regulate their activities. Effective, competent nurses have been shown to be aware of their own cognitive performance and to be able to keep an eye on it. Hence, it is expected that the quantity and quality of nurses' met cognition will have an impact on their general well-being and sense of fulfillment at work. The discussion above makes it clear that job satisfaction and general well-being of nurses and other professionals have remained a focus of research, but little real attention has been given to these issues to date, which could explain and forecast individual variations in job satisfaction and general well-being of nurses since nurses must assist sick patients and promote their health.

---

### **THE FRONT-LINE NURSES FOR COVID-19**

Nurses have critical roles during the COVID-19 pandemic. They will continue to provide direct patient treatment in hospitals in addition to actively taking part in evaluation and monitoring at the community level. No matter how contagious a patient is, nurses must guarantee that they receive specialized, superior care. They will also prepare for anticipated COVID-19-related outbreaks. By raising the demand for nursing and healthcare services, it can

overburden systems. Additionally, nurses are required to give screening information and triage strategies based on the most recent recommendations, as well as to maintain an efficient supply and use of personal protective equipment, sanitation supplies, and confinement standards.

It is essential to support nurses in protecting themselves with specific infection prevention procedures and adequate provision of protective gear in their practise settings, such as ventilators, masks, robes, eye covers, face shields, and respirators gloves. Nurses are on the front lines of the COVID-19 outbreak response and are exposed to risks that put them at risk of infection. Guide nurses and support staff must be made aware of the new COVID-19 hazards and challenges that are unique to their line of work by nursing managers and educators.

There are currently a lot of misconceptions about how COVID-19 is spread, who is at risk of getting the virus or spreading it, and where it initially manifests. These misconceptions may be disseminated by the general public or by social media, and they may obstruct attempts to address public health problems. Being one of the most well-known health care organizations, nurses are essential to educating the public about sickness prevention and halting the development of widespread myths. This requires debunking myths, directing individuals to relevant healthcare resources, and supporting activities for infection control and patient management that are supported by credible research.

---

## THE PROBLEM FACE BY NURSES DURING JOB

Nursing staff are dependent upon mental pressure as a result of shift turn, expanded work plans, and delayed contact with crabby and discouraged patients. Working climate is a significant issue as working circumstances can unfavorably influence nurses' wellbeing and prompt them to leave their positions and the actual calling. Medical caretakers are in superfluous suppliers who keep up with and work on the soundness of patients. The nursing calling can be exceptionally fulfilling, however it is similarly difficult. As medical services costs increment, diminishing the quantity of staff attendants is in many cases seen as the consistent method for combating it. Deficient staffing as well as expanded work liabilities both reason issues and stress for medical attendants. This is particularly valid for those staff medical caretakers confronting different patient acuities. Clashing perspectives and feeling that they are being disregarded frequently cause issues.

These struggles in nursing connections can emerge among nurture and their patients, their collaborators, accomplice doctors, and additionally overseers. In the multispecialty emergency clinics, the accessibility of talented nursing staff is deficient, however the need and assumption for the patients are progressively requesting. Subsequently it is truly challenging to meet the prerequisites of the patients simultaneously the ailments of the patients additionally to be in danger. Thus it is important to give sufficient nursing staff and guarantee great working condition.

Spilling over sharp compartments and dangerous floors can present dangers for staff individuals. Likewise, lifting weighty patients can represent an actual test. Furthermore, since medical caretakers take care of business with those patients who are "wiped out," there is a probability of reaching their sickness. With the development of the web and advanced mobile phones, jobs and obligations of staff medical attendants are changed. Documentation and data set are presently generally electronic. As experts, it is fundamental for stay informed concerning these advances. Exhibits of capability are an unquestionable necessity. Keeping up with proceeding with schooling hours and related affirmations are frequently required.

The current review has been embraced with the goals to investigate how the medical caretakers of the emergency clinics saw the different components of occupation fulfillment and how much blissful they are with their work like individual, work and relational, connection between's the gig fulfillment and its aspects and to analyze the degree of occupation fulfillment among the attendants working in open emergency clinic.

---

## DETERMINANTS WORL LIFE QUAILITY OF NURSES

The following is a list of the numerous factors that affect nurses quality of work-life balance.

- Work-related variables
- Workplace Environment
- Relative Elements
- Economic Elements
- Characteristics of the Person
- Job Design.
- Job Contentment

---

## REVIEW OF LITERATIURE

1. In "a comparison study about the impact of stress on job satisfaction between **Jordanian and Saudi nurses**," **AbuRuz (2014)** discovered that the stressful situations for Jordanian nurses were: patient death and dying, an excessive workload, patients, and patients' relatives. Additionally, it was noted that a strong negative association between the stress variable and work was discovered nurse satisfaction. Furthermore, it was discovered that Jordanian nurses were less content with the nature of their occupations than Saudi nurses. It is concluded that stress is a problem

for nurses everywhere and that it has a negative impact on job satisfaction. It is advised that nurses' managers and hospital administrators take the necessary actions to lower the level of stress among nurses and to make it easier for their nursing staff to work effectively and efficiently.-

2. In their study on "job satisfaction among Palestinian nurses in the West Bank," **Ajamieh et al. (1996)** found that there were strong correlations between job satisfaction and the demographic characteristics of nurses, such as marital status, travel time to work, years of experience as a registered nurse, and extensive family responsibilities. It also demonstrated how the respondent nurses' demographic traits affected their level of job satisfaction.

---

## RESEARCH METHODOLOGY

- **TITLE:**

A study on Happiness Index of Nurses at a Tertiary Care Hospital in Baroda, Gujarat.

- **SUBTITLE:**

A Study of the Happiness Index Among Nurses Working in a Parul sevasharam Hospital Baroda, Gujarat.

- **OBJECTIVES:**

- 1) To assess the satisfaction list of staff attendants working in the Tertiary consideration emergency clinic in Vadodara.
- 2) To study the financial status of nursing staff.
- 3) To investigate the degree of fulfillment towards work, working condition and government assistance estimates given by the medical clinics.
- 4) To evaluate the level of happiness index in personal , interpersonal & job aspect.

- **RESEARCH DESIGN:**

The research design is descriptive in nature as it describes various aspect that generates the level of happiness of the nursing staff. Therefore, research design is descriptive research design. The research design is descriptive (quantitative) research type of study as it aim to find out job satisfaction of nursing staff in personal, interpersonal, and job aspect

- **UNIVERSE:**

The universe of the study were all nurse working in the Parul sevashram hospital Baroda, Gujarat.

- **SAMPLE / SAMPLING:**

The sample size for the research study is 73 nurses working in various department of Parul Sevasharm , Vadodara.

Utilizing stratified random sampling was the sampling technique. Nurses from various departments who were working the general shift throughout the Data Collection period were covered by the researcher in this instance. The researchers have also considered the nurses' availability for data collecting.

- **Tool for Data Collection:**

### **Primary Source:**

A structured questionnaire with closed & open ended question was prepared for the purpose of the data collection.

### **The Secondary Sources:**

Website of the Government Hospital .

- **LIMITATIONS OF THE STUDY**

Availability of respondents

Time constraint

- **OPERATIONAL DEFINITIONS:**

**Job satisfaction:** The degree of contentment nurses have at work has an impact on their performance and health.

**General well-being:** Nurses who are in a happy, healthy, prosperous, and welfare-filled condition of living.

**Happiness Index:** The Happiness Index gauges overall happiness as well as life satisfaction.

**Nurse:** A license female nurse who works in clinical settings and has a GNM or B.Sc. in nursing degree as a minimum requirement.

**Hospital:** An establishment for the care, treatment, and curing of the sick and injured, the study of diseases, and the education of health professionals

---

## FINDING

- The maximum number of respondents are the females (73%).
- The majority of respondents 20-30 age is 35 (47.9%) and 2 to 4 years of work experience participated in this study .
- 31(42.2%) of the respondents are very happy with the road of the premises
- A thin number 9(12.3%) of the respondents are unhappy with the cleanliness inside the hospital premises.
- Largely 26(35.6%) of the respondents are angry with the cleanliness in terms of washroom of the hospital.
- 27(36.1%) of the respondents gave a neutral opinion in term of overall cleanliness of premises.
- The majority respondents are the neutral 25 (34.5%) with the treatment given by the superior they had given one.
- The majority respondents are the dissatisfied 40(54.7%) with the respect given by the superior to them.
- 39(53.4%) of the respondents remained on neutral side when asked if they are satisfied with the solution provided by their superiors for their problem.
- The maximum respondents are the satisfied 32(43.8%) with the superior in hearing out the feedback and suggestion give to them
- 33(45.2%)of the respondents are satisfied with the helping nature of their superior
- With majority 47( 64.3%) of the respondents are happy with the working hours.
- 33(45.2%) of the respondents did not find them flexible enough to work in both the shifts.
- A normal amount 34 (46.5%) of the respondents were dissatisfied with the work as such they were not able to spend quality time with their family.
- 30 (41%) of the respondents felt that due to work load they are not able to give much time to their family and get involved in social life.

---

## CONCLUSION

A review of similar studies in this field revealed that the job satisfaction of nurses has not been investigated in our nation and that the term "Happiness Index" has been utilized in these studies fairly loosely. Studies have attempted to link certain personality traits or characteristics to job satisfaction.

In summary, the research has shown that while the food and sitting facilities in the hospital were satisfactory, the nurses were dissatisfied with the cleanliness of the hospital premises, particularly the washrooms. The working environment was deemed pleasant, but the relationship between the nurses and their superiors was not ideal. The nurses felt that they were not being treated with respect by their superiors. Additionally, the inflexibility of the working hours made it difficult for nurses to balance their work and personal lives, resulting in less time for their families. The findings of this research suggest that hospitals need to address these concerns to ensure the well-being and satisfaction of their nursing staff. This could include implementing more flexible working hours, improving cleanliness and maintenance of the premises, and fostering positive relationships between nurses and their superiors. Overall, addressing these issues is crucial to improve the working conditions and job satisfaction of nurses in the hospital.

---

## REFERENCES BOOKS :

1. Research methodology – “C.R. KOTHARI-GURAV GARG:”
2. Case Study Research – “John Mcleod”
3. Magnet Environments: Supporting the Retention and Satisfaction of Nurses, An Issue of Nursing Clinics – “ Karen Hill “

---

## REFERENCES LINK:

- <https://www.news-medical.net/health/Roles-of-a-Nurse.aspx>
- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7543802/>
- <https://www.indeed.com/career-advice/career-development/challenges-as-a-nurse>
- AbuRuz, M. E. (2014). A comparative study about the impact of stress on job satisfaction between Jordanian and Saudi nurses. *European Scientific Journal (ESJ)*, 10(17), 162 – 172.
- - Ajamieh, A. R. A., Misener, T., Haddock, K. S., & Gleaton, J. U. (1996). Job satisfaction correlates among Palestinian nurses in the West Bank. *International journalof nursing studies*, 33(4), 422- 432