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Professional values, job satisfaction levels and affecting factors of pediatric nurses in Turkey

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Background: Professional values in nursing have much significance in regard to developing quality nursing care. According to studies, for an efficient practice of professional values, nurses are supposed to have higher levels of professional values and job satisfaction.

Objective: This descriptive and cross-sectional study investigated the perceptions of professional values and job satisfaction levels of pediatric nurses and the factors affecting them in Turkey.

Methods: In this research, pediatric nurses (N=134) were studied in the children's clinics of three hospital in Turkey without sampling method between February-August 2016. In collecting the data, a questionnaire that determines the characteristics of nurses, nurses' professional values scale and Minnesota job satisfaction questionnaire were used. The data analysis was conducted with variance analysis (ANOVA), t test, Tukey test and Pearson correlation analysis.

Results: The mean score was found to be 3.87 ± 0.58 for the professional values scale. It was further noted that professional value scores were higher among pediatric nurses if they were single with a nursing high school education, with a professional experience of 6-10 years in children's clinics, working as clinical responsible nurse, working at day shift steadily ($p < .05$). The average scores for job satisfaction were 3.40 ± 0.71 for overall satisfaction. It has been found that in this study, job satisfaction of married pediatric nurses with a nursing high school education and with a professional experience of 11-15 years in children's clinics, working as clinical responsible nurse and working at day shift steadily was significantly higher than the other ($p < .05$). The results also indicated a positive and high correlation between pediatric nurses' perception of professional values and job satisfaction levels.

Conclusions: Pediatric nurses had higher levels of perception of professional values that would certainly result in higher levels of job satisfaction

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