

## **Relationship between shift work and job satisfaction: an empirical study among nurses**

**Durairaj Rajan**

Department of Business Administration  
Faculty of Social and Management Sciences  
University of Africa, Toru-Orua (UAT)  
Bayelsa State, Nigeria  
[drdirajan@gmail.com](mailto:drdirajan@gmail.com)

### **Abstract**

This survey, quantitative and empirical based descriptive research has been undertaken with the objective of analysing relationship between shift work and job satisfaction of nurses working in private multi-speciality hospitals in Tirunelveli city of Tamil Nadu, India. The study has sampled 80 nurses qualified with DGNM (Diploma in General Nursing and Midwifery) and B.Sc Nursing (Bachelor of Science in Nursing) using both convenience and judgement sampling techniques; and from the chosen respondents the primary data were collected using structured questionnaire along with interview. The secondary data were collected from books, journals and conference proceedings to add appropriate significance to the study. Percentage and weighted average method have been administered to analyse both demographic characteristics of the respondents, and perception of nurses towards shift work and job satisfaction related factors. The result of the study has discovered that majority of the respondents are highly dissatisfied with the following: two-shift work system with 12-hours duty, irregular schedule of shift, absence of seeking consent of staffs before scheduling shift work and not giving importance to the interest of the staffs in choosing their shift, and inadequate staff in department and performing additional work which has been left by opposite shift staff; and are dissatisfied with the following factors: inability to leave from the duty in time due to late arrival of opposite shift staff, inequality in the allocation of shift work, attitude of seniors to change the shift of juniors for their convenient, inadequate lighting facilities at night shift which induce headache and eye strain and inadequate catering facilities at night, and being extended the shift due to 'leave' or 'absent' of opposite shift staff while changing shift.

**Keywords:** Nurse, Shift work, Job satisfaction, Private multi-specialty hospital, Tirunelveli city