

Master Project/IS Title: DETERMINANTS OF JOB SATISFACTION AMONG NURSES WORKING AT BANGKOK HOSPITAL

Researcher/Author: Mrs. Artirat Lookhanumanjao ; **Advisor:** Dr. Piyathida Praditbatuga; **Degree:** Master of Science in Management; **School:** Assumption University of Thailand; School of Business Administration; **Year:** 2007.

ABSTRACT

The objectives of this study were (1) to identify the level of job satisfaction among nurse working in Bangkok Hospital. (2) to examine the relationships between the Spector's facets and a level of job satisfaction of nurses employed by Bangkok Hospital.

This is a descriptive survey research. The population was 630 nurses working in Bangkok Hospital (Bangkok Branch). The samples were 263 nurses using convenience sampling technique. The data collecting instruments were questionnaires survey. The data were analyzed using SPSS version 15.0.

From descriptive analysis, it was found that BGH nurses were generally satisfied with their job at the agree level (mean = 3.51). They were generally agreed with Nature of work with the highest average mean of 3.67, followed by Coworkers (mean = 3.53), and Supervision (mean = 3.45) respectively. In addition, they were generally neutral/undecided with Communication (mean = 3.35), followed by Promotion (mean = 3.18), Contingent Rewards (mean = 3.16), Benefits (mean = 3.09), and Pay (mean = 3.06), correspondingly. Moreover, they were disagreed with Operating Conditions (mean = 2.55).

The results from Pearson's correlation analysis revealed that eight Spector's facets that associated with job satisfactions of BGH nurses were Nature of Work ($r = 0.571$), Supervision ($r = 0.404$), Coworkers ($r = 0.396$), Contingent Rewards ($r = 0.282$), Communication ($r = 0.193$), Pay ($r = 0.175$), Promotion ($r = 0.166$), and Benefits ($r = 0.157$) respectively.

Keywords: *Job Satisfaction, Spector's Job Satisfaction Facets*