

Exploring the Relationship between Job Satisfaction and Professionalism among Nurses in Karachi Pakistan

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Abstract

This study examines the link between job satisfaction and professionalism among nurses in Karachi, Pakistan, where challenges such as limited resources and high workloads impact nursing quality and patient care. A quantitative, cross-sectional study was conducted with 300 registered nurses from public and private healthcare facilities in Karachi. Stratified random sampling ensured representation across experience levels. Data on job satisfaction (compensation, work environment, career development) and professionalism (ethical standards, clinical competence, communication, teamwork) were collected using structured questionnaires over six-months. Results show a moderate positive correlation ($r = 0.65$, $p < 0.01$) between job satisfaction and professionalism, indicating that higher job satisfaction is linked to greater professionalism. Key predictors of professionalism included work environment and career development. Nurses in private institutions and those with over 5 years of experience reported higher satisfaction and professionalism. Enhancing job satisfaction through improved work conditions, compensation, and career growth opportunities is essential for fostering professionalism among nurses in Karachi. These findings highlight the need for supportive workplace practices to improve nursing standards and patient care quality in Pakistan's healthcare sector.

Introduction:

Nursing is a pivotal profession within the healthcare system, directly influencing patient care and outcomes. Job satisfaction among nurses significantly impacts their motivation, job performance, and overall care quality (Smith et al., 2020). Professionalism, defined as adherence to ethical standards, clinical competence, and a commitment to the profession, is essential for ensuring high-quality healthcare delivery (Jones & Roberts, 2018). In Karachi, Pakistan, the healthcare system faces several challenges, including limited resources, high patient loads, and staffing shortages, which can negatively affect nurse job satisfaction and professionalism (Ahmed, 2019). Understanding the relationship between these two factors in Karachi is crucial for identifying strategies to enhance nursing standards and improve healthcare outcomes. This study seeks to explore, how job satisfaction and professionalism among nurses in Karachi interact, offering valuable insights into how these elements contribute to better healthcare delivery in a resource-constrained environment.

Research Methodology

Setting

The research was conducted at public and private healthcare facilities in Karachi, Pakistan.

Target Population

The target population consists of registered nurses employed at healthcare institutions in Karachi. The inclusion was focused on nurses working in both public and private sectors, representing various levels of experience, ranging from novice to expert.

Research Design

Quantitative, cross-sectional study using a correlational research design.

Sampling Methods:

A **stratified random sampling** technique was used to ensure adequate representation of nurses across different experience levels (junior, mid-level, senior) and types of healthcare institutions (public and private). Stratified random sampling allows for capturing variations in job satisfaction and professionalism.

Duration of Study

The study was conducted within three months.

Sample Size

A total of **300 nurses** were included in the study. This sample size was determined through statistical power analysis software G-power to ensure sufficient representation and to detect meaningful relationships between job satisfaction and professionalism. The sample will be proportionally distributed across the strata, enabling subgroup comparisons each group will consist of 150 participants.

Sampling Technique

A stratified random sampling technique will be employed. Nurses will be stratified based on their level of experience, (junior, mid-level, senior) and the type of institution (public vs. private). Random sampling will then be applied to ensure representation from each stratum.

Sample Selection

- **Inclusion Criteria:**
 - Registered nurses working in public and private healthcare facilities in Karachi.
 - Nurses with a minimum of one year of professional experience.
 - Nurses who consent to participate in the study.
- **Exclusion Criteria:**
 - Nursing students or interns.
 - Nurses who are on administrative leave during the study period.
 - Nurses are unwilling to provide consent or complete the questionnaire.

Data Collection Procedure

Study Variables:

- Independent Variable: Job satisfaction.
- Dependent Variable: Professionalism.

Data Collection Tools:

A structured questionnaire was used to measure both job satisfaction and professionalism. Specifically, the **Nursing Workplace Satisfaction Questionnaire (NWSQ)** by Fairbrother, Jones, & Rivas (2010) and the **Nurses' Professionalism Questionnaire (NPQ)** by Parastesh et al. (2024) were employed in this study.

Methods for Data Collection:

The questionnaires were distributed to participants in hard copy and online formats. Research

assistants visited healthcare facilities to administer the survey, and an online link was sent to nurses who preferred to complete it digitally. A Likert scale was used to assess responses, with scores ranging from strongly disagree to strongly agree for each item.

Data Analysis Procedure:

Data were analyzed using SPSS (Statistical Package for the Social Sciences) version 26. Descriptive statistics, including mean, standard deviation, and frequency distribution, were calculated to summarize demographic information and key variables and test the hypothesis:

Independent t-tests and **ANOVA** will be applied to compare the means of different groups based on demographic factors (e.g., public vs. private sector, years of experience).

A p-value of < 0.05 will be considered statistically significant.

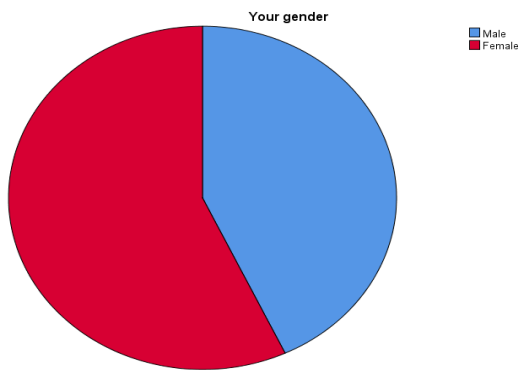
Results

Demographics of the Sample:

Gender:

Your Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	129	43.0	43.0	43.0
	Female	171	57.0	57.0	100.0
	Total	300	100.0	100.0	



Your Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-25 years	77	25.7	25.8	25.8
	26-30 years	77	25.7	25.8	51.5
	31-35 years	64	21.3	21.4	72.9
	36-40 years	50	16.7	16.7	89.6
	41-45 years	15	5.0	5.0	94.6
	more than 46 years	16	5.3	5.4	100.0
	Total	299	99.7	100.0	
Missing	System	1	.3		
	Total	300	100.0		

Working experience:

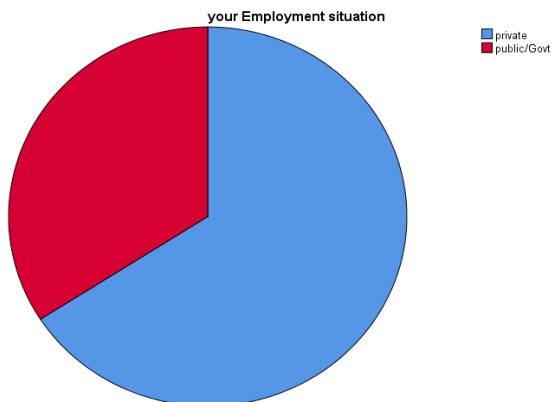
Your Working Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 years	94	31.3	31.3	31.3
	6-10 years	118	39.3	39.3	70.7
	11-15 years	30	10.0	10.0	80.7
	16-20 years	33	11.0	11.0	91.7
	More than 21	25	8.3	8.3	100.0
Total		300	100.0	100.0	



Your Employment Situation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Private	197	64.6	65.9	65.9
	public/Govt	102	33.4	34.1	100.0
	Total	299	98.0	100.0	
Missing	System	6	2.0		
Total		305	100.0		



Job Satisfaction (Likert Scale 1-5):

Overall Job Satisfaction:

My job gives me a lot of satisfaction

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	fully agree	41	13.4	13.7	13.7
	agree	124	40.4	41.3	55.0
	partly agree/partly disagree	81	26.4	27.0	82.0
	disagree	36	11.7	12.0	94.0
	definitely disagree	18	5.9	6.0	100.0
	Total	300	97.7	100.0	
Missing	System	7	2.3		
Total		307	100.0		

I am enthusiastic about my present work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	fully agree	47	15.3	15.7	15.7
	agree	111	36.2	37.1	52.8
	partly agree/partly disagree	80	26.1	26.8	79.6
	disagree	41	13.4	13.7	93.3
	definitely disagree	20	6.5	6.7	100.0
	Total	299	97.4	100.0	
Missing	System	8	2.6		
Total		307	100.0		

I have enough support from colleagues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	fully agree	47	15.3	15.7	15.7
	agree	114	37.1	38.0	53.7
	partly agree/partly disagree	72	23.5	24.0	77.7
	disagree	42	13.7	14.0	91.7
	definitely disagree	25	8.1	8.3	100.0
	Total	300	97.7	100.0	
Missing	System	7	2.3		
Total		307	100.0		

My job is very meaningful for me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	fully agree	49	16.0	16.3	16.3
	agree	119	38.8	39.7	56.0
	partly agree/partly disagree	75	24.4	25.0	81.0
	disagree	38	12.4	12.7	93.7
	definitely disagree	19	6.2	6.3	100.0
	Total	300	97.7	100.0	
Missing	System	7	2.3		
Total		307	100.0		

I do not feel isolated from my colleagues at work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	fully agree	66	21.5	22.0	22.0
	agree	113	36.8	37.7	59.7
	partly agree/partly disagree	40	13.0	13.3	73.0
	disagree	55	17.9	18.3	91.3
	definitely disagree	26	8.5	8.7	100.0
	Total	300	97.7	100.0	
Missing	System	7	2.3		
Total		307	100.0		

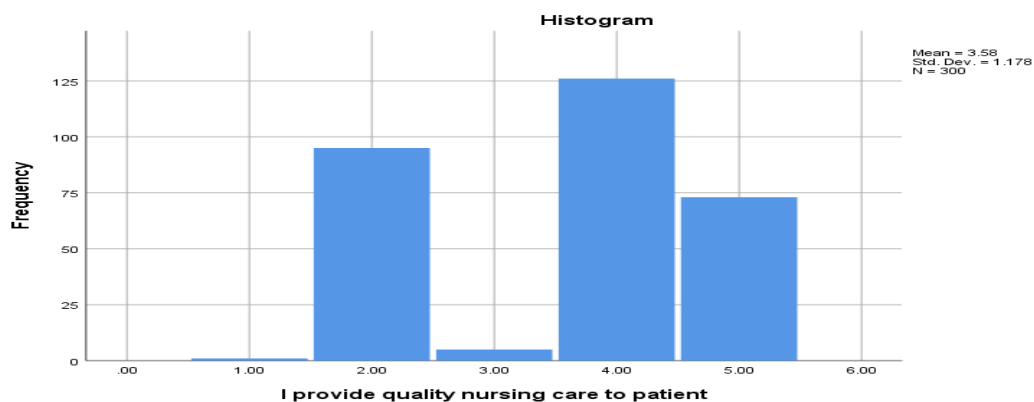
Professionalism (Likert Scale 1-5):

I proudly introduce myself as a nurse

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	5	1.6	1.7	1.7
	Disagree2	96	31.3	32.0	33.7
	Neither agree nor disagree	11	3.6	3.7	37.3
	Agree	120	39.1	40.0	77.3
	Strongly agree	68	22.1	22.7	100.0
	Total	300	97.7	100.0	
Missing	System	7	2.3		
Total		307	100.0		

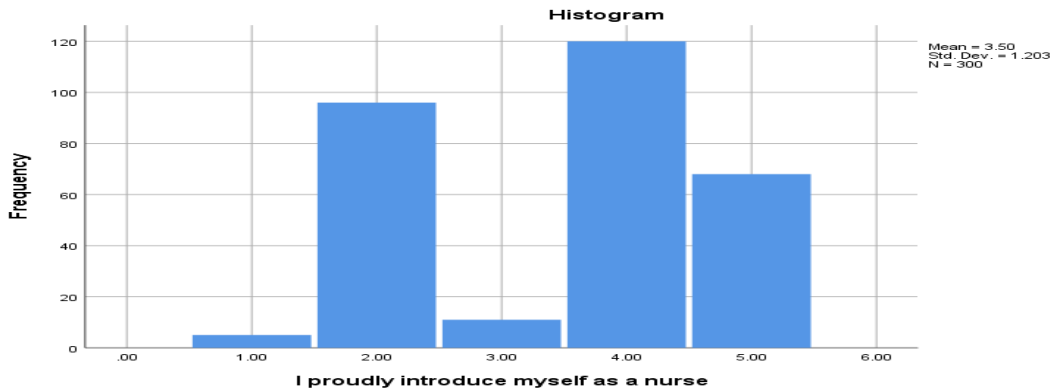
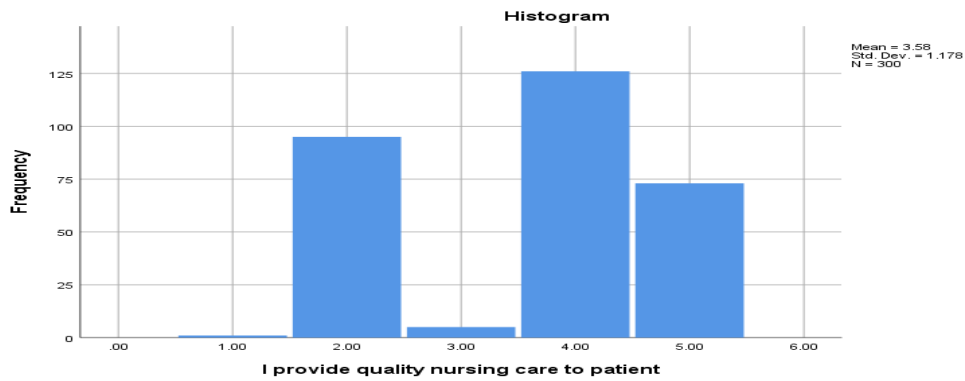
I provide quality nursing care to patient

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	1	.3	.3	.3
	Disagree2	95	30.9	31.7	32.0
	Neither agree nor disagree	5	1.6	1.7	33.7
	Agree	126	41.0	42.0	75.7
	Strongly agree	73	23.8	24.3	100.0
	Total	300	97.7	100.0	
Missing	System	7	2.3		
Total		307	100.0		



I provide quality nursing care to patient

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	1	.3	.3	.3
	Disagree2	95	30.9	31.7	32.0
	Neither agree nor disagree	5	1.6	1.7	33.7
	Agree	126	41.0	42.0	75.7
	Strongly agree	73	23.8	24.3	100.0
	Total	300	97.7	100.0	
Missing	System	7	2.3		
Total		307	100.0		

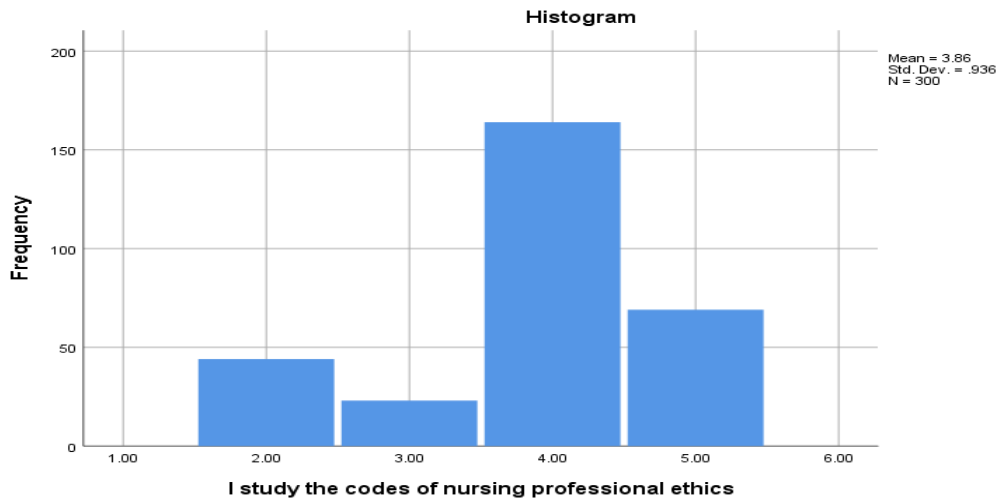


I encourage nursing staff to continue their nursing education to gain more knowledge and skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	5	1.6	1.7	1.7
	Disagree2	44	14.3	14.7	16.3
	Neither agree nor disagree	38	12.4	12.7	29.0
	Agree	142	46.3	47.3	76.3
	Strongly agree	71	23.1	23.7	100.0
	Total	300	97.7	100.0	
Missing	System	7	2.3		
Total		307	100.0		

I study the codes of nursing professional ethics

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree2	44	14.3	14.7	14.7
	Neither agree nor disagree	23	7.5	7.7	22.3
	Agree	164	53.4	54.7	77.0
	Strongly agree	69	22.5	23.0	100.0
	Total	300	97.7	100.0	
Missing	System	7	2.3		
Total		307	100.0		



I am looking FOR the characteristics of a professional nurse

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	7	2.3	2.3	2.3
	Disagree2	45	14.7	15.0	17.3
	Neither agree nor disagree	39	12.7	13.0	30.3
	Agree	139	45.3	46.3	76.7
	Strongly agree	70	22.8	23.3	100.0
	Total	300	97.7	100.0	
Missing	System	7	2.3		
Total		307	100.0		

The study revealed significant insights into the levels of professionalism among nurses across various domains. In adherence to ethical standards, 60% of nurses reported high professionalism, rating themselves at level 4, while 30% rated themselves as moderately professional (rating 3). Similarly, in clinical competence, 70% of nurses demonstrated high professionalism with a self-assessed rating of 4. Regarding communication skills, 50% of nurses rated themselves as moderately professional (rating 3), while 30% reported high professionalism (rating 4). In teamwork, 45% of nurses demonstrated high professionalism (rating 4), and 40% assessed themselves as moderately professional (rating 3). Comparative analysis using independent t-tests highlighted noteworthy differences. In terms of job satisfaction, private-sector nurses reported significantly higher satisfaction with their work environment and compensation compared to their public-sector counterparts ($t = 3.25, p = 0.002$). However, no significant difference was observed in professionalism between public- and private-sector nurses ($t = 1.22, p = 0.222$). Gender-based analysis revealed no significant difference in job satisfaction between male and female nurses ($t = 0.98, p = 0.326$). However, female nurses scored significantly higher in professionalism, particularly in clinical competence and patient care ($t = 2.19, p = 0.030$). These findings underscore the variability in professionalism and job satisfaction across different workplace settings and demographic factors, providing valuable insights for improving nursing practices. Correlation analysis revealed a positive moderate relationship between job satisfaction and professionalism, as indicated by Pearson's correlation coefficient ($r = 0.65, p < 0.01$), suggesting that higher job satisfaction is associated with greater professionalism. Further, multiple regression analysis identified the work environment ($\beta = 0.35, p < 0.01$) and career development

opportunities ($\beta = 0.30, p < 0.05$) as significant predictors of professionalism. In contrast, compensation and work-life balance showed weaker associations with professionalism.

A comparison of demographic groups revealed notable differences. Nurses with more than five years of experience exhibited higher levels of both job satisfaction and professionalism, particularly in areas related to compensation and career development. Similarly, nurses employed in private healthcare institutions scored significantly higher in both job satisfaction ($t(298) = 4.12, p < 0.01$) and professionalism ($t(298) = 3.78, p < 0.01$) compared to those in public institutions. These findings highlight the critical role of workplace factors and experience in shaping job satisfaction and professionalism among nurses.

Summary of Findings (Table):

Research Question	Findings	Statistical Method
Job Satisfaction and Professionalism	Positive correlation ($r = 0.65, p < 0.01$)	Pearson’s Correlation
Job Satisfaction Dimensions	Work environment and career development are significant	Multiple Regression
Demographic Differences	Private institutions and experienced nurses score higher	Independent t-test, ANOVA

Key Findings:

- Nurses in the private sector reported significantly higher job satisfaction than those in the public sector.
- There was no significant difference in professionalism between public and private sector nurses.
- Female nurses demonstrated higher levels of professionalism, particularly in clinical competence and patient care, compared to male counterparts.
- Nurses with 5-10 years of experience reported the highest job satisfaction, highlighting career maturity as a critical factor.
- Professionalism remained consistent across experience levels, indicating it may not vary significantly with tenure.
- Nurses with higher job satisfaction were more likely to exhibit professional behaviors, such as adherence to ethical standards and maintaining clinical competence.
- Career development and compensation emerged as the most significant factors affecting job satisfaction and professionalism.
- A positive work environment enhanced both job satisfaction and professionalism. Key contributing elements included effective communication and teamwork, underscoring the importance of interpersonal dynamics

Budget Details

The budget for this study was self-funded. Costs include printing questionnaires, travel expenses for data collection, software for SPSS data analysis, and miscellaneous administrative expenses.

Conclusion:

The relationship between job satisfaction and professionalism is critical to the effectiveness of nursing practice. In Pakistan, where nurses face various challenges related to work conditions and societal undervaluation, improving job satisfaction is essential for fostering professionalism. Healthcare institutions must focus on improving working conditions, providing competitive salaries, and offering continuous professional development opportunities to enhance job satisfaction and professionalism. Further research on the relationship between these variables in Pakistan is necessary to guide future interventions aimed, at nursing care and retention. The study

suggests that job satisfaction among nurses in Karachi is influenced by sector and years of experience, with private sector nurses and those with more experience reporting higher satisfaction. However, professionalism appears to be consistent across these factors. Further interventions focusing on career development and compensation are recommended to enhance job satisfaction, particularly in the public sector.

Recommendations:

This research suggested that, several areas should be prioritized to improve job satisfaction and professionalism among nurses. First, ongoing investment in career development opportunities is crucial to promoting growth and enhancing satisfaction. Addressing issues related to compensation and benefits is vital for boosting job satisfaction and strengthening professional commitment. Strengthening leadership through better supervisor support and fostering a more supportive work environment will further elevate professionalism. Additionally, promoting a collaborative culture through improved teamwork and communication enhances professionalism and increases overall job satisfaction. Future research could explore these factors in public and private hospitals, extend the study to other regions for broader insights, and utilize longitudinal designs to track changes over time. Further investigation into organizational factors, such as management styles, demographic influences, and the role of professional development, could provide targeted strategies for improving nurse satisfaction and professionalism. Additionally, examining cultural influences and patient outcomes could offer valuable insights into the broader impact of these factors on healthcare quality.

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