

An Empirical Investigation on Relationship among Intrinsic Job Satisfaction, Extrinsic Job Satisfaction and Organizational Commitment of Nurses in Government Hospitals Vavuniya

BY

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FGS/MHRM/2010/019

An independent thesis submitted to the University of Kelaniya Sri Lanka. In partial fulfillment of the requirements of the Master of Human Resource Management

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January -2013



ABSTRACT

Nursing is a helping profession and as such provides services which contribute to the health and well-being of people. Satisfaction and commitment of the nurses are vital factors in the health system. Intrinsic and extrinsic job satisfaction of the nurses leads to more productivity, high quality of care and intent to remain in the organization. Satisfied nurses tend to have a higher degree of commitment than less satisfied. Commitment of the Nurses leads to achieve organizational goal and objectives.

The main objective of the study was to investigate whether intrinsic job satisfaction and extrinsic job satisfaction of nurses of government hospitals relate to the organizational commitment; And specific objectives were to find out the extent to which nurses in Government hospitals are intrinsic and extrinsic satisfied with their jobs and committed to their hospitals and to investigate whether intrinsic job satisfaction and extrinsic job satisfaction of nurses have significant impact on the organizational commitment in government hospitals Vavuniya Sri Lanka. A research frame consisting of two independent variables and one dependent variable was developed and three hypotheses formulated using deductive approach. purpose of study, type of investigation, extent of researcher interference with the study, study setting unit of analysis and time horizon were hypotheses testing, no causal, minimal, noncontrived, individual and cross-sectional respectively. Measures of the study had possessed sufficient validity and reliability. Study was conducted in vavuniya district government hospitals. For this study probability systematic Random sampling method was used to select the nurses. Sample was decided as 70Nurses and structured questionnaires were issued to collect the data. 62 nurses responded making the response rate of 88.57 percent. Data exploration ensured normality and linearity assumption being not violated.

The result of the descriptive analysis proved that nurses were highly internally and externally satisfied to their job. And they were highly committed to their hospitals. Further result of correlation analysis showed significant and positive relationships between the independent variables, i.e., intrinsic job satisfaction, extrinsic job satisfaction and the dependent variable, i.e., organizational commitment. Regression analysis revealed that combined influence of intrinsic job satisfaction and extrinsic job satisfaction of nurses on the organizational commitment in hospital was significantly very high. This study revealed that there was a positive relationship among nurses' intrinsic job satisfaction, extrinsic job satisfaction and organizational commitment in Government hospitals. Finding of the study will be important both on theoretical ground and on practical ground. Hospitals and department must monitor and maintain nurses intrinsic job satisfaction, extrinsic job satisfaction and organizational commitment areas. And will be given much attention on nurses' dissatisfied areas such as autonomy, doctor-nurses relationship, supervisor-nurses relationship, incentives, and higher education opportunities in order to increase their satisfaction and commitment.

Key words: Nurses, Hospital, Intrinsic Job Satisfaction, Extrinsic Job Satisfaction, Organizational Commitment