

98

Gilyana Gotcher
SO CI 3280
Final Paper
05.04.16

Title of Paper??

Possible Title
↓

Effects of Burnout, Management Support, and Gender
on Job Satisfaction: The Case of Nurse Aides in Nurses' Home

Introduction

~~In my final paper for this class, I am focusing on one of the most widely researched variables in sociology of work, job satisfaction. The concept of job satisfaction has been developed in many ways by many researchers, thus, it's acquired quite a few definitions. Some believe it is simply how content an individual is with his or her job; whether he or she likes the job or not, while others define job satisfaction as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences." I believe job satisfaction's popularity with researchers has to do with its significance not just in the work field alone, but in life generally. In a work place, for example, low level of job satisfaction can lead to a high turnover rate and vice versa. More importantly, though, living in a society like ours, where work for most people makes up a big part of their lives, being unsatisfied with one's job negatively affects other aspects of one's life. That is why it is so important to understand what factors and to what extent these factors affect job satisfaction, and how as a society we can predict and maybe adjust these effects for the benefit the individuals and society as a whole.~~

(cite a few researchers)

Whenever you quote you must provide a citation with page # of quote

Overall Nice

Theory

don't use 1st person

There are a wide variety of factors that affect job satisfaction. I am particularly interested in three of them: gender, management support and burnout. For purposes of this study I am using all these variables with regard to a nurse aide profession.

Page # >

Gender. ^{are} ~~While~~ there is a considerable ^{number} amount of studies that have ^{examined} ~~been done on~~ the gender and job satisfaction ^{within varying} relationship in different professions, ^{and with} they all have varying results. ^{don't use we or I} We can't say

that men generally are more satisfied with their jobs and vice versa. Gender and job satisfaction for nurse aides is an interesting relationship to study. Since nursing has always been ^a women

dominated profession, with male nurse aides number increasing, it is important to know how both genders view their job satisfaction levels. ⁽¹⁹⁹⁵⁾ ~~The R. Zawacki's study ("Who has higher job satisfaction: male or female nurses?" 1995)~~ compares ^d job satisfaction reported by men and

women. ^{This study found...} Most studies show that men tend to be older than women who enter nursing, usually are married and have military experience. ^{According to ?? Zawacki?} Most men state that they enter the profession because they like working with people and want to help others. ^(citation? where did this info come from?) A two-tailed test was performed on collected

data. The difference between the means of two groups indicates that the men tend to be somewhat more satisfied with their jobs overall. Another finding suggests that men in the traditionally female occupation of nursing may be shielded from the negative effects of covering

emotion and their deep acting correlates with higher job satisfaction—a status bonus—compared to that of their female colleagues. (M.D. Cottingham, 2015). These findings ^{suggest} ~~gave me the basis for~~ my hypothesis, which is: "Male nurse aides are more satisfied with their jobs than female nurse aids." ^{not sure what this means}

Management support/leadership. ^(If we know it's an important factor, we wouldn't wait the time analyzing it) ~~This is also an important factor that affects~~ job satisfaction. ^{believed to also}

Leadership as a management function is the process of influencing a group of people towards achieving organizational goals. ^(citation? when did definition come from) Leadership is the ability of a manager to influence, motivate, and enable employees to contribute toward organizational success. ^{and (2004)} (House ^N, Javidan ^N. "Culture, leadership, and organizations", 2004). Managers can utilize various leadership styles to lead and direct their employees including autocratic, bureaucratic, laissez-faire, charismatic, democratic,

One you referring to your analysis on Zawacki's? The theory section of a research paper should not include your data analysis. That should be presented in the "findings" section of your paper.

?
not sure what this means
nice

participative, transactional, and transformational leadership styles. There is no universal leadership style. In the study ^{by} of ^{and} A. M. Mosadeghrad, ⁽²⁰¹³⁾ ~~et al.~~ Ferdosi ("Leadership, Job Satisfaction and Organizational Commitment in Healthcare Sector: Proposing and Testing a Model," 2013), they found that participative style was ^a dominant leadership style of hospital managers. They also found that leadership, job satisfaction and commitment ^{were} are closely interrelated. Their findings are consistent with earlier studies in health care organizations that demonstrate the connection between job satisfaction and organizational leadership. Managers' recognition for good performance boosts employees' morale and increases their satisfaction. A supportive management style, demonstrated through open communication, respect and recognition improve the employees' job satisfaction. Cumming's ^{study (2008)} article (~~The relationship between nursing leadership and nurses' job satisfaction in Canadian oncology work environments, 2008~~) examines ^d relational leadership, nurse autonomy, participation in policy decisions, support for innovative ideas and supervisor support in managing conflict, and ^{their relationship to} if they increase nurse's job satisfaction. ~~The~~ ^{His/her} findings suggest that relational leadership and positive relationships among nurses, managers and physicians play an important role in quality oncology nursing environments and nurse's job satisfaction. Thus, these studies suggest the following hypothesis:

Burnout. Burnout is a prolonged response to chronic emotional and interpersonal stressors on the ^(citation?) job. It is characterized by exhaustion, lack of enthusiasm and motivation and feelings of ineffectiveness. Nursing is a very emotionally demanding occupation, therefore burnout ~~factor~~ ^(citation?) is very common in this profession. Studies suggest that burnout has a negative effect on the individual's performance in the workplace and it has been related to job turnover, low productivity, overall effectiveness and decreased job satisfaction (Golembiewski, Hilles, Daly, 1987). This suggests the following hypothesis:

In sum,

My three hypotheses are: H1- "Male nurse aides are more satisfied with their jobs than female colleagues."

H2- "Job satisfaction is positively associated with management support"

H3- "Job satisfaction is negatively associated with burnout."

Data Analysis

Table 1: Effects of Gender, Management Support and Burnout on Job satisfaction

Job satisfaction*			
Independent variables	N	Mean	Sign.(2-tail)
Burnout			
Low	69	4.2	0.11
High	16	3.5	
Management support			
Low	42	3.2	.000
High	29	4.6	
Gender			
Female	340	3.8	.524
Male	50	3.7	

how can the reader know what if interpret the means in your table? The reader doesn't know that Job Sat ranges from 1-5 or that 1 is low Job Sat + 5 is high

* Job satisfaction was measured by the question ... with 5 responses ...

"Burnout" variable was measured by the question "I feel burned out from my work." The value labels are: Low (strongly disagree & disagree); High (strongly agree & agree). The same scheme

was used to code "Management support" variable. The question used to measure "Management support" variable was: "The management staff listen to the suggestions of CNA's." The last variable "Gender" was coded as follows: 0-Female;1-Male. The question used to measure this variable was: "."

Table 1 shows ^{the results from an} ~~T-table statistic~~ ^{ation of the} ~~which~~ ^{the} examines relationships between dependent variable "Job satisfaction" and three independent variables: "Burnout", "Management support", and "Gender." ^{The t statistic} ~~T-table statistic~~ is used to test our hypotheses and either accept or reject the Null hypothesis.

Respondents in "Low" category of variable "Burnout" have a higher mean (4.2 compare^d to 3.5) in job satisfaction compare to those who have "High" in "Burnout" and lower mean (3.5) in "Job satisfaction." T-test shows that there is a significance of .000, therefore, I ~~can reject~~ the null hypothesis and ^{can be rejected.} ~~accept~~ ^{accepted.} my hypothesis. The relationship between these two variables are negatively associated. The data support ~~my~~ hypothesis.

Respondents in "Low" category of "Management support" have a lower mean (3.2 compare to 4.6) in "Job satisfaction" and those who have "High" in "Burnout", their mean in "Job satisfaction" is also higher. The T-test for "management support" shows significance of .000, so I can reject the null hypothesis and accept my hypothesis. Relationship between these two variables are positively associated. The data support my hypothesis.

In the variable "Gender" difference between both (female & male) means is insignificant (0.07), ^{what is this?} while standard deviation in female responses is a little bit higher than in male responses. The T-test of this variable shows no significance, therefore, I can accept the null hypothesis and reject mine. My hypothesis is not supported by this data.

Table 2: Effect of sex on Job Satisfaction

Independent variable	Sex		
	Female	Male	Total
Strongly disagree	94.4 (17)	5.6 (1)	100% (18)
Disagree	75.8 (25)	24.2 (8)	100% (33)
Neutral	89.2 (74)	10.8 (9)	100% (83)
Agree	88.9 (144)	11.1 (18)	100% (162)
Strongly agree	86.3 (88)	13.7 (14)	100% (102)

What is important is whether the chi square # is significant. You need to report the significance level.

Chi-Square = 5.718 significance = (of the Chi Square ??)

Job satisfaction variable was measured by question "I am very satisfied with my job". Value labels range from 1 to 5: 1-strongly disagree, 2-disagree, 3-neutral, 4-agree, 5-strongly agree.

The output shows that the chi square is not significant. The null hyp. of no association between these two variables cannot be rejected.

Gamma = -.014

"Sex" variable was coded as follows: 0-Female; 1-Male.

Table 2 Crosstabulation helps us understand how our two variables (job satisfaction and sex) are related to one another. From this table we can conclude that highest percentage in the “strongly disagree” category are females (94.4%) are outweigh males (5.6%) by 88.8 percent, which is a big difference. The highest percentage in the “strongly agree” category are also females (86.3%) and males are much lower percentage (13.7%). This table supports my hypothesis. Male nurse aides are more satisfied with their jobs than their female colleagues. It also supports all the previous researches in this area.

Conclusion and Implications

In conclusion of ~~this paper~~ I would say that all of the ^{two the three} ~~three~~ of my hypotheses were supported by ~~the~~ ^{the} ~~this~~ data. Except for the T-test for “Gender” variable, where my hypothesis was rejected. It is very important to understand the relationships between these variables and how they affect one another. Researchers Dr. Yeatts and Dr. Cready did a very good job on presenting all the valuable information on most of the variables. Also, this data fully supported all of the previous researches that have been done on these variables.

References

Cottingham, M. D., Erickson, R. J., & Diefendorff, J. M. (2014). Examining Men’s Status Shield and Status Bonus: How Gender Frames the Emotional Labor and Job Satisfaction of Nurses. *Sex Roles*, 72(7-8), 377-389. doi:10.1007/s11199-014-0419-z

Cummings, G. G., Olson, K., Hayduk, L., Bakker, D., Fitch, M., Green, E., Conlon, M. (2008). The relationship between nursing leadership and nurses' job satisfaction in Canadian oncology work environments. *J Nurs Manag Journal of Nursing Management*, 16(5), 508-518. doi:10.1111/j.1365-2834.2008.00897.

Hsu, H., Chen, S., Yu, H., & Lou, J. (2010). Job stress, achievement motivation and occupational burnout among male nurses. *Journal of Advanced Nursing*, 66(7), 1592-1601.

doi:10.1111/j.1365-2648.2010.05323.x

Newman, A., Nielsen, I., Smyth, R., & Hooke, A. (2014). Examining the Relationship Between Workplace Support and Life Satisfaction: The Mediating Role of Job Satisfaction. *Soc Indic Res Social Indicators Research*, 120(3), 769-781. doi:10.1007/s11205-014-0613-y

Spetz, J., & Herrera, C. (2010). Changes in nurse satisfaction in California, 2004 to 2008. *Journal of Nursing Management*, 18(5), 564-572. doi:10.1111/j.1365-2834.2010.01117.x

Wallin, A. O., Jakobsson, U., & Edberg, A. (2013). Job strain and stress of conscience among nurse assistants working in residential care. *J Nurs Manag Journal of Nursing Management*, 23(3), 368-379. doi:10.1111/jonm.12145

Zawacki, R., & Shahan, R. (1995). Who Has Higher Job Satisfaction: Male or Female Nurses? *Nursing Management*, 26(1), 54-55.

Gender

Group Statistics

	101-Sex	N	Mean	Std. Deviation	Std. Error Mean
Jobsat	Female	340	3.7995	.83422	.04524
	Male	50	3.7200	.74188	.10492

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
Jobsat	.560	.455	.638	388	.524	.07951	.12467	-.16561	.32463
Equal variances assumed									
Jobsat	.560	.455	.696	68.574	.489	.07951	.11426	-.14845	.30747
Equal variances not assumed									

Management
support

Group Statistics

	43-MGT listens to the suggestions of CNAs	N	Mean	Std. Deviation	Std. Error Mean
Jobsat	Strongly disagree	42	3.2103	.97604	.15061
	Strongly agree	29	4.6092	.54240	.10072

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
Jobsat	10.770	.002	-6.998	69	.000	-1.39888	.19989	-1.79765	-1.00010
			-7.721	66.421	.000	-1.39888	.18118	-1.76058	-1.03718

Burn out

Group Statistics

	1-1;12-1;3-2;4-3;5-3.	N	Mean	Std. Deviation	Std. Error Mean
Jobsat	1.00	69	4.1981	.59770	.07196
	3.00	16	3.4792	.96585	.24146

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
Jobsat	10.262	.002	3.815	83	.000	.71890	.18845	.34407	1.09373
Equal variances not assumed			2.853	17.751	.011	.71890	.25196	.18903	1.24877

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
6-Generally speaking, I am very satisfied with my job * 101-Sex	399	97.3%	11	2.7%	410	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.718 ^a	5	.335
Likelihood Ratio	5.283	5	.382
Linear-by-Linear Association	.027	1	.870
N of Valid Cases	399		

a. 4 cells (33.3%) have expected count less than 5. The minimum expected count is .13.

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Ordinal by Ordinal	Gamma	-.014	.119	-.116	.907
N of Valid Cases		399			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.