

**"Job Satisfaction & Motivation among Nursing staff
working in Private and Public Sector Hospitals in
Rawalpindi/Islamabad"**



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ABSTRACT

During the last century a tremendous advancement in the medical & health care field has been observed, however the number of people specially woman, working as nursing staff in Pakistan remains less as compared to the needs of the hospitals public as well as private. Which is normally attributed to individual and societal barriers that woman face in Pakistan. This research attempts to explore the level of job satisfaction and motivation among nursing staff in public as well as private sector hospitals especially in Rawalpindi/Islamabad area, also to see that are there any particular personality traits that are more suited for Nursing profession and what type of people chose Nursing as a profession.

To carry out this research, a detailed literature has been reviewed on related variables. Survey method was used to collect data quantitative data from random sample of 60 Nurses working in public as well as private sector hospitals in Rawalpindi/Islamabad area. Data was sampled in ration of 30 Nurses (public) and 30 Nurses (private). The data was analyzed based on the hypothesis of research. The results exhibited that there is a difference in level of job satisfaction among nursing staff in public & private sector hospitals. It was also found that the issues faced by Nurses in public sector are relatively different like transport as compared to issues faced by private sector Nurses like attitude of patients and their families. Although the personality traits of theses Nurses were found to be almost same that people who are trusting, active and are empathetic in nature chose nursing as their profession. The research conclude that the management should focus on increasing the satisfaction as well as work conditions of Nurses so as to encourage more and more people to join this noble profession. In the end recommendations have been given for future researchers to increase the area of research and to hospitals that they should have better work conditions to increase the motivation level among Nurses.

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DEDICATION

I would like to dedicate this effort to my loving parents, without their prayers and support this would not have been possible also my supervisor and teachers who helped me on every step of the way and encouraged my efforts.

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