

INVESTIGATING THE CORRELATION BETWEEN JOB SATISFACTION, AUTONOMY , AND SELF-EFFICACY AMONG SCHOOL NURSES IN BAHRAIN

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Abstract

This paper sought to establish factors associated with job satisfaction among nurses, the role of the school nurse in Bahrain, as well as the relationship between autonomy, self-efficacy and job satisfaction. The study employed a mixed approach to establish the major findings highlighted in the study. Questionnaires and interviews were used to collect relevant data for the study. The SPSS software and thematic analysis were used to analyze the data. According to the study, school nurses play various roles, including preparing clinics, providing medical services to students, conducting health education and awareness among students and staff and participating in health committees. The study noted significant relationships between autonomy, self-efficacy and job satisfaction. Overall, job satisfaction, autonomy, self-efficacy played an important role in enhancing the performance of nurses.

Key words: school nurse, autonomy, self-efficacy, job satisfaction

1. Introduction

The role of nurses in an education system cannot be overemphasized. As noted by Hasken et al. (2010), school nurses play a vital role in the academic life and success of students. Maughan et al. (2018) and Hasken et al. (2010) and (Brousard, 2004) assert that school nurses help address the health needs of the students, therefore, providing them with optimal health required to undertake academic tasks effectively

Despite the importance of nurses in school systems, little research has been conducted on the factors affecting them, particularly within the Gulf region, and more so in Bahrain. This research,

therefore, sought to bridge this gap by providing a critical overview of some of the factors that affect school nurses. The objectives of this study are as follows:

- To explore factors associated with job satisfaction among school nurses in Bahrain.
- To explore the relationship between job satisfaction, autonomy, and self-efficacy on job satisfaction among school nurses in Bahrain
- To examine the roles of school nurses in Bahrain.

2. Methodology

This study employed a mixed-method approach to study the phenomenon under investigation. The quantitative phase sought to identify the factors affecting the job satisfaction levels of school nurses and the relationship between them. The qualitative phase, on the other hand, sought to explore the emergent evidence in detail. A census (total population) was used for quantitative phase, and purposive sampling was used for the qualitative bit. For data collection, a closed ended-questionnaire was used to collect data for the quantitative aspect of the research, while semi-structured interviews were used to collect data for the qualitative aspect. Relevant ethical approvals were acquired before conducting the research. Finally, the SPSS software was used to analyze quantitative data while thematic analysis was used to analyze qualitative data.

3. Findings and Discussion of Findings

A number of significant findings emerged from the analysis of the quantitative and qualitative data collected. The most significant results as far as the study was concerned included:

a) Important roles of the school nurse in Bahrain

As per the study, school nurses in Bahrain perform five distinct roles. First, they prepare school clinics...*we have to do the setting with where I will keep my patients...I establish my clinic by arranging the furniture inside the clinic...*Secondly, they provide medical and respective

administrative functions... *I check all students', teachers', and employees' medical records to make a list of their chronic diseases...I sit with the students or the school staff and provide for them psychologically and help them as much I can..* Another important roles of the school nurse includes conducting health education and awareness...*I conduct health education within the classes...We conduct lectures and workshops, and we organise health events...* Finally, in government schools, school nurses often participate in health committees.

b) Job satisfaction and its contribution

In general, school nurses in Bahrain were, on average satisfied with their job (M=43.80, SD= 0.60). The greatest contributors of this satisfaction were standards of care (M=4.16, SD=0.60); personal satisfaction (M=3.86, SD=0.66); workload (M=3.85, SD= 0.69); professional support (M = 3.98, SD = 0.68). The least contributors to the satisfaction included prospect of career growth and development (M=3.68, SD= 0.66); pay (M=3.48, SD=0.90); 0.69) and training (M = 3.37, SD = 0.89). Generally, private nurses reported a higher level of satisfaction (M=4.01, SD= 0.75) as compared to their government school nurses. Important sources of satisfaction included both intrinsic rewards... *I feel satisfied mainly if I complete my job well... I feel satisfied mainly if I do my job well...* and extrinsic rewards.... *the praise of others*

c) The importance of school nurse Autonomy and its contribution

Overall, school nurses in Bahrain reported relatively high autonomy levels (M=4.2, D.D= 0.74); with private school nurses reporting higher levels of self-efficacy (M=4.20, 0.59) as compared to those in government schools (M=3.76, SD=0.86). The significant levels of autonomy among school nurses often result in improved work and personal satisfaction...*I will have more productivity when I am satisfied with my job...* as well as improved productivity... *I will have*

more productivity... I will be more creative at work... students and the teachers are happy with the service provided.

d) The importance of school nurse self-efficacy and its contribution

School nurses in Bahrain had an overall high level of self-efficacy (M= 3.24, SD=0.68), with markedly higher levels of self-efficiency among private schools nurses as compared to nurses in government schools (M 3.38 SD 0.64 vs. M=3.05 SD= 0.68). Roughly speaking, increased self-efficacy as per the study improved their problem solving abilities.... *I can resolve all the problems and challenges that are facing me...* and improved their satisfaction... *Whenever I solve a problem, I get more self-confidence, and that leads to expanding my experiences and knowledge.*

e) The relationship between School Nurses in Bahrain Job Satisfaction, Autonomy, and Self-Efficacy

As per the study, there is a significant relationship between job satisfaction, autonomy, and self-efficacy among school nurses in Bahrain (see table 1, 2, & 3). In general, autonomy had a significant positive effect on job satisfaction, while self-efficacy had a negligible influence on job satisfaction. In private schools, job satisfaction did have a positive correlation with self-efficacy but not with autonomy. In government, schools on the other hand, although job autonomy and self-efficacy had an influence on job satisfaction, both correlations were insignificant. However, the qualitative aspects of the study confirmed a positive effect of autonomy and self-efficacy on job satisfaction.

4. The importance role of school nurse as a part of community nursing

In line with literature evidence, school nurses in Bahrain undertook several nursing roles including preparation of clinics, preparation of student files, emergency preparation, health promotion and health promotion, as well as, participation in health committees (Grinienė & Liutaitė, 2009. Broussard, 2007; Taras, 2004; Denehy, 2001; Perry & Toole, 2000). As shown in the previous findings, school nurses, both in private and government schools, were satisfied with their work. At the same time, the qualitative and quantitative aspects of the study noted that both self-efficacy and autonomy did have a significant influence on job satisfaction among school nurses.

5. The importance of school nurse Job Satisfaction and its contribution

On average, the study confirmed that school nurses in Bahrain are generally satisfied with their jobs. Similar to Oducado (2019) and Zborowska-Dulat et al. (2018) and Guenette (2014) findings, this level of that job satisfaction among school nurses results in improved performance, internal rewards such as sense of achievement and responsibility, as well as, external rewards such as career growth. As per the study, private school nurses were generally satisfied with their jobs as compared to government nurses. This could be attributed to reporting relationships whereby private school nurses have a single boss while government nurses have multiple bosses. Again, there is more autonomy and freedom for private school nurses as compared to their counterparts. The difference in satisfaction may have large impact on both private and government school nurses. It could mean improved performance and improved innovation among private school nurses, on one hand, and decreased performance, decreased sense of happiness, ineffective interpersonal relations and decreased commitment to work among government school nurses on the other. The implications of the above findings is that there is

need to address the hygiene factors for dissatisfaction among government nurses, and most importantly, advocate for a multi-agency integration of private and government school nurses.

6. The importance of school nurse Autonomy and its contribution

Overall, school nurses in Bahrain reported relatively high autonomy levels, however, private school nurses did report a higher level of autonomy as compared to their counterpart. Consistent with Qian and Lim (2008) findings, the high levels of autonomy among school nurses in Bahrain often resulted in high job satisfaction and improved productivity. In regards to private school nurses, the high level of autonomy resulted in increased work satisfaction, greater sense of responsibility, and ultimately improved productivity due to time savings and improved decision-making. Again, consistent with Iliopoulou and While (2010) and Qian and Lim (2008) findings, the limited autonomy among government school nurses may not only affect their satisfaction with work but also their productivity due to reduced innovation and motivation. The implication of these findings is that there is need for a school nurse to have autonomy as far as his or her job is concerned. Consistent with literature findings, such level autonomy can help improve their productivity and performance.

7. The importance of school nurse Self-Efficacy and its contribution

Self-efficacy among school nurses is critical to enhancing their work satisfaction, which in turn, increases their performance and overall productivity as far as their work is concerned (Fisher, 2006; Lenz & Shortridge-Baggett, 2002). Also, by solving problems without necessarily consulting others, self-efficacy results in improved self-confidence among nurses (Fisher, 2006). As per the study, self-efficacy among private school nurses not only enhanced their overall satisfaction with work but also helped them solve problems effectively. Conversely, if there is

limited self-efficacy among government schools, there it is possible that they would not be satisfied with their jobs, and may not be able to independently solve problems on their own due to limited self-confidence. The implication of these findings is that there is need to enhance the self-efficacy of school nurses, more so, those in public schools.

8. The relationship between School Nurses in Bahrain Job Satisfaction, Autonomy, and Self-Efficacy to be studied

Overall, the entire study had mixed findings in regards to the relationship between job satisfaction, autonomy, and self-efficacy among school nurses. The quantitative bit agreed with Jin and Lee (2012) findings that there is a significant positive association between job autonomy with job satisfaction among school nurses. However, the study noted that there was no significant association between self-efficacy and job satisfaction (see table 1 for result summary. In public schools, there was no significant correlation between overall job satisfaction and job autonomy and self-efficacy (see table 2). On the other hand, job satisfaction was positively correlated with self-efficacy but not with job autonomy (see table 3) in private schools. However, the qualitative aspect noted that both self-efficacy and autonomy have an association with job satisfaction among school nurses. The study confirmed Layla et al. (2013) and Chung-Yan (2010) findings that autonomy allows nurses to make and take responsibility for the decisions they make, which results in improved job productivity. At the same time, self-efficacy was critical to enhancing job satisfaction, since it enables nurses to employ their knowledge and experience to solve problems. This, according to nurses, gives them a feeling of satisfaction.

9. Conclusion

School nurses play an important role in the Bahraini school systems. They perform a number of roles including preparing clinics, providing medical services to students, conducting health education and awareness among students and staff and participating in health committees. Overall, job satisfaction among school nurses is important as it results in both intrinsic and extrinsic rewards as well as improved performance. At the same self-efficacy results in improved job satisfaction and problem solving. Autonomy, on the other hand, results in satisfaction and improved productivity.

10. Future Research

Future research should investigate the roles of nurses working in university settings. It is noteworthy that the university population is different from that of schools. As such, understanding the roles of such nurses necessitates a different approach.

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Appendix 1

		Overall Job Satisfaction
Overall Factual Autonomy	Pearson Correlation	0.202
	<i>p</i> -value	0.016
Overall Self-Efficacy	Pearson Correlation	0.109
	<i>p</i> -value	0.195

Table 1: Showing overall Correlation between Job Satisfaction, Autonomy, and Self-Efficacy

Appendix 2

		Overall Job Satisfaction
Overall Factual Autonomy	Pearson Correlation	0.090

125

	<i>p</i> -value	0.493
Overall Self-Efficacy	Pearson Correlation	-0.165
	<i>p</i> -value	0.208

Table 2 Showing overall correlation between Job Satisfaction, Autonomy, and Self-Efficacy of government school nurse

Appendix 3

		Overall Job Satisfaction
Overall Factual Autonomy	Pearson Correlation	0.153
	<i>p</i> -value	0.170
Overall Self-Efficacy	Pearson Correlation	0.243
	<i>p</i> -value	0.028

Table 3 Showing overall correlation between Job Satisfaction, Autonomy, and Self-Efficacy of private school nurses