

**SELF- ESTEEM AND JOB SATISFACTION AMONG NURSES IN A
GOVERNMENT AND A PRIVATE TERTIARY
HOSPITAL IN ILOILO CITY**

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ABSTRACT

This study determined the relationship between self- esteem and job satisfaction among nurses in a government and a private tertiary hospital in Iloilo City. Specifically this study aimed to determine (a) the personal characteristics of the respondents according to age, sex, civil status, educational attainment, present position, length of service, and monthly income; (b) the self- esteem of the respondents; (c) the job satisfaction of the respondents; (d) whether there is significant relationship between the respondents' age, sex, civil status, educational attainment, present position, length of service, and monthly income and self- esteem; (e) whether there is a significant relationship between the self- esteem and job satisfaction; (f) whether there is significant relationship between the respondents' age, sex, civil status, educational attainment, present position, length of service, and monthly income and job satisfaction.

Descriptive relational method was employed in this study and the one shot survey design was utilized. The study was conducted among nurses in a government and a private tertiary hospital in Iloilo City from July to August 2012. A Three part Questionnaire was used to gather the data needed for the study. Part I of the questionnaire contained the respondents' Personal Characteristics, part II is the Self- esteem

Questionnaire taken from Rosenberg's Self- Esteem scale that includes 10 questions pertaining to self- esteem. Part III is the questionnaire on job satisfaction. It included 16 items focusing on the job satisfaction. After the data had been retrieved, they were scored, tallied, classified, underwent computer- processed statistics, analyzed and interpreted. For descriptive statistics, frequency distribution and means were utilized. To test for relationship between and among variables, Gamma and Cramer's V tests were used.

The findings showed that majority of the respondents were below 30 years old, female, single and bachelors degree holder. Majority have been in service less than six years and had a monthly income of 10,000 and below.

A higher proportion of respondent have normal self-esteem than those who have high self-esteem (37.8 percent) and those with low self-esteem (0.7 percent). Furthermore, most of them were moderately satisfied, while only 1.4 percent were dissatisfied.

Findings of the study revealed that the respondents' personal characteristics such as age, sex, civil status, educational attainment, present position, length of service and monthly income were not significantly related to their self- esteem. It was also found that the respondents' sex, educational attainment and present position were not significantly related to their job satisfaction. However, statistical analysis showed a significant relationship between the respondents' age, civil status, length of service, monthly salary and their job satisfaction. In addition, it was also revealed that there was a meaningful relationship between self- esteem and job satisfaction.

Based on the findings of the study among 286 nurses, the following conclusions were made:

The respondents were young, female, single staff nurses, less than 6 years in service, and were receiving below 10, 000 pesos a month.

The respondents had normal level of self- esteem and were moderately satisfied with their job.

Personal characteristics did not influence the level of self- esteem of nurses. Irrespective of their age, sex, civil status, educational attainment, present position, length of service and monthly income, they have normal self esteem.

Sex, educational attainment and present position had nothing to do with job satisfaction while age, civil status, length of service and monthly income significantly influenced job satisfaction. Those who were older, married, longer years in service and have higher monthly income were more likely to be satisfied in their job.

Self- esteem directly influences job satisfaction. The higher the self- esteem of the nurses, the more they experience satisfaction from their work.