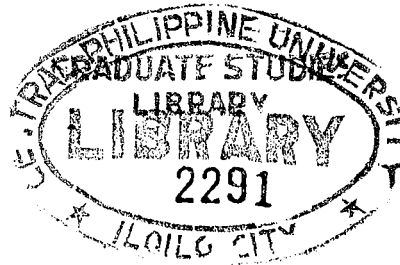


**DEMOGRAPHIC CHARACTERISTICS AND WORK RELATED CONDITIONS:  
THEIR ASSOCIATION WITH JOB SATISFACTION AMONG NURSES  
IN A TERTIARY HOSPITAL IN ILOILO CITY**

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**ABSTRACT**

Job satisfaction had been considered a key indicator in the field of healthcare industry and satisfied nurses play a crucial role in the organization's success (Larson, 2013). This study was conducted to determine the relationship between demographic characteristics in terms of age, sex, and civil status; work-related conditions in terms of status of employment, continuing education, access to resources, and perceived relationship with coworkers; and level of job satisfaction in a private tertiary hospital in Iloilo City.

This study employed to descriptive – relational one shot survey design that involved all the 82 nurses that were employed in the hospital during the time of the study. The data were collected and analyzed using the Statistical Package for Social Sciences (SPSS) software.

Majority of the nurses are 29 year old and younger, female, single and regular by status of employment. Most of them had been employed for more than a year. BSN degree holders comprised majority of the nurses and most of them have attended 1-2

seminars. Majority perceives that their access to resources is good and their relationship with coworkers as very good. Most of them are moderately satisfied with their job.

When the relationship with other variables was examined, it was found out that there is no relationship between age, sex, civil status, and level of job satisfaction. Pursuit of continuing education has also no bearing on the level of job satisfaction of nurses.

Higher proportion of regular nurses are highly satisfied compared to those who are still probationary. Job satisfaction also increases with the longevity of employment. Furthermore, there is a substantial relationship between access to resources and level of job satisfaction and a high positive correlation between relationship with coworkers and level of job satisfaction. Thus, it is recommended that access to resources be maintained in the highly acceptable level and relationship with coworkers be fostered to improve the job satisfaction of nurses.