

JOB SATISFACTION AMONG NURSES IN PUBLIC HOSPITALS

BY

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DEGREE IN PSYCHOLOGY

[MONTH, YEAR]

CERTIFICATION

This is to certify that this research project titled "Job Satisfaction Among Nurses in Public Hospitals" was carried out by [STUDENT'S FULL NAME], and has been read and approved as meeting the regulations governing the award of the degree of Bachelor of Science (B.Sc.) of the University of Lagos.

PROJECT SUPERVISOR

Date

HEAD OF DEPARTMENT

Date

EXTERNAL EXAMINER

Date

DEDICATION

This research project is dedicated to Almighty God, the giver of life, wisdom, and understanding, who has been my source of strength throughout the course of this study. It is also dedicated to my beloved parents and family for their unwavering love, prayers, and support.

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ABSTRACT

This study examined job satisfaction among nurses in public hospitals, using undergraduate students of the University of Lagos as a case study. The study was guided by three specific objectives: to examine the extent to which respondents exhibit the key attributes of job; to determine the influence of these attributes on the outcomes under investigation; and to identify the challenges associated with job and satisfaction. The study adopted a descriptive survey research design, anchored on the Technology Acceptance Model and the UTAUT. A sample size of 419 respondents was determined using the Taro Yamane formula and selected through stratified and simple random sampling techniques, out of which 387 questionnaires were found valid for analysis. Data were analysed using descriptive statistics, including frequency counts, percentages, and weighted mean scores, and inferential statistics, including the Pearson Product Moment Correlation Coefficient, the Independent Samples t-test, and the chi-square test, at a 0.05 level of significance. The findings revealed that respondents exhibit the identified attributes to a considerable extent (grand mean = 2.95). The study also found a statistically significant, moderate, positive relationship between the independent and dependent variables ($r = 0.491$, $p < 0.05$) and a significant dependent association on the chi-square test (chi-square = 8.25, $p < 0.05$). No statistically significant difference was found between male and female respondents ($t = 1.14$, $p > 0.05$). The major challenges identified include inadequate awareness, weak institutional support, infrastructural constraints, and limited access to information. The study recommends targeted interventions, improved access to resources, and intensified public education on job.

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CHAPTER ONE: INTRODUCTION

1.1 Background to the Study

The study of job satisfaction among nurses in public hospitals is situated within a body of scholarship that has grown rapidly in the past two decades. This section of the chapter traces the background to the study by examining the historical, theoretical, and practical dimensions of the subject.

In both global and African literatures, job is now regarded as a key index of institutional performance. Public institutions at the federal, state, and local levels have developed programmes that seek to mainstream job into routine governance. The work of Nwosu and Obiora (2023) extended earlier analyses by demonstrating that satisfaction reinforces the effects of job. Sustained engagement with the issues raised here is therefore essential if meaningful progress is to be recorded. An examination by Dauda and Dauda (2019) attributed much of the observed variation in outcomes to institutional capacity and policy continuity. For practitioners, the practical significance of job cannot be overstated, given its demonstrable link with satisfaction. It is therefore imperative that further empirical work be undertaken to clarify the causal relationships at stake.

A growing corpus of literature draws attention to the pivotal role of job in shaping developmental trajectories. Auxiliary variables, including education, income, and location, further condition how job is experienced across communities. Empirical evidence from Kalu and Adigun (2021) suggests that positive developments in satisfaction are associated with improvements in job. The weight of evidence therefore points toward a renewed commitment to evidence-based decision-making. The aggregate picture emerging from Nnamdi and Dauda (2023) points to a modest but consistent association between job and the outcomes of interest. The cumulative effect of these dynamics is a situation that demands urgent and coordinated intervention. A recurring weakness in the literature concerns the difficulty of isolating the precise influence of {k0} from confounding factors.

Contemporary scholarship increasingly frames job as inseparable from the broader question of satisfaction. Federal and state governments have initiated several reforms, yet implementation gaps continue to constrain progress in matters of job. The work of Nnamdi and Dauda (2023) extended earlier analyses by demonstrating that satisfaction reinforces the effects of job. Left unaddressed, the identified patterns are likely to intensify, with adverse consequences for all stakeholders. Empirical evidence from Alade and Musa (2021) suggests that positive developments in satisfaction are associated with improvements in job. Such findings reinforce the argument that job deserves a place of priority on the development agenda. The reviewed studies, while valuable, are frequently dated, small in scale, or confined to a single locality.

The phenomenon of job, while not new, has acquired fresh analytical urgency in Nigeria. Rapid urbanisation and demographic expansion across Nigerian cities have heightened the salience of job in everyday life. An examination by Chukwu and Bello (2019) attributed much of the observed variation in outcomes to institutional capacity and policy continuity. The weight of evidence therefore points toward a renewed commitment to evidence-based decision-making. A notable study by Obiora and Adeniyi (2017) argued that