



# **Comparing Job Expectations and Satisfaction: A Pilot Study focusing on Men in Nursing**

Julius Kitutu, PhD; & Khadejah F. Mahmoud, MSN, RN.

The Nursing Forum of State Nursing Workforce- 2017



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# Presentation Objective

- Identify the difference between job expectations of baccalaureate male nursing students and job satisfaction of male nursing alumni.
- Understand and delineate the job satisfaction factors that may influence male nurses' recruitment and retention.



# Changing Environment For Nursing Practice

- Healthcare reform.
- Technologies and smart systems for care management.
- Changing nurse roles
- Reducing health disparities
- Aging population
- Insurance



# Nurse Workforce

- An increased demand for more nurses in the healthcare workforce to meet the health needs of the increasingly diverse patients' population<sup>3-4</sup>.
- There is an expected increase for nurses imposed by the new health law
- More nurses are expected to approach retirement age or work part-time, amplifying the long-lasting issue of nursing shortage in the U. S<sup>5-7</sup>.

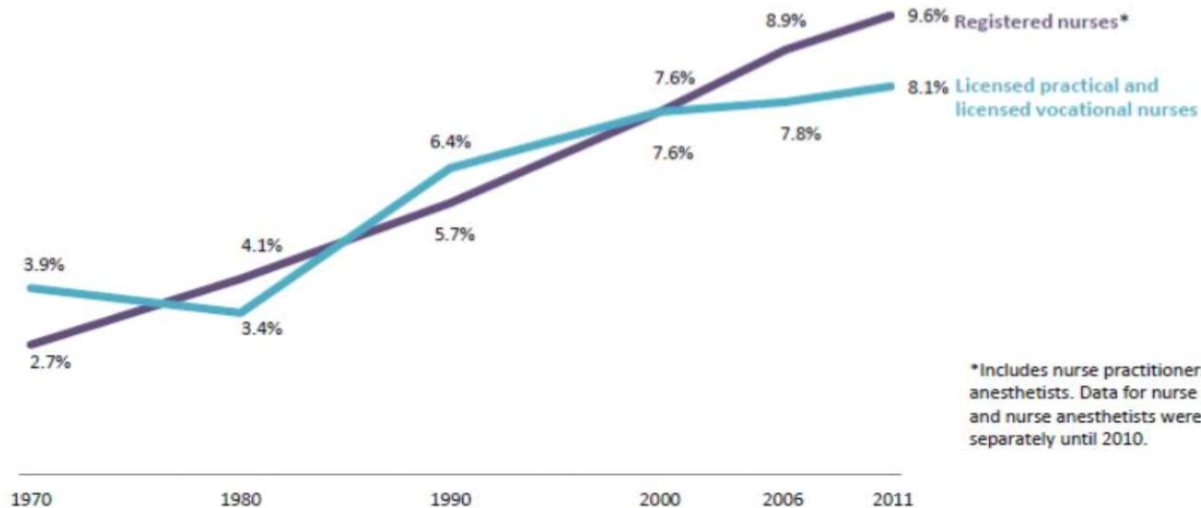


# Men in Nursing Workforce

- Males make up 49% of the American population,
  - however, male students only make up approximately 12% of the baccalaureate and graduate nursing students in
- While 3.2 million (91 percent) nurses are female, only 330,000 (9 percent) are male.
- US Female: Male Nurse = 9.5:1 ( excluding the unspecified gender)



# % of Men Nurses (1970-2011)



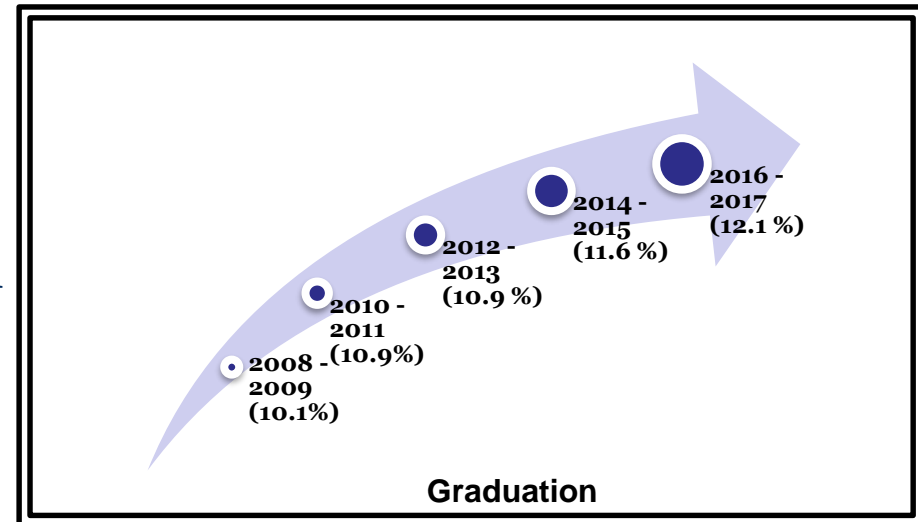
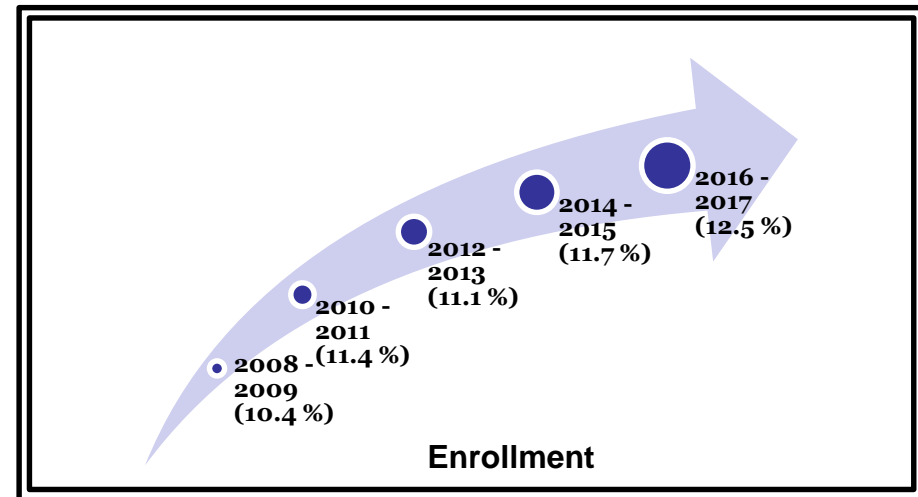
\*Includes nurse practitioners and nurse anesthetists. Data for nurse practitioners and nurse anesthetists were not shown separately until 2010.

Source: U.S. Census Bureau, 1970 Decennial Census, 1980, 1990, and 2000 Equal Employment Opportunity Tabulation, and 2006 and 2011 American Community Survey

## Male Enrollment Vs. Graduation (Undergraduate)

**According to the American Association of Colleges of Nursing (AACN):**

- Within 7 years (2008/09- 2016/17):
  - Enrollment increased from 10.4 % to 12.5 %.
  - Graduation increased from 10.1 % to 12.1 %.

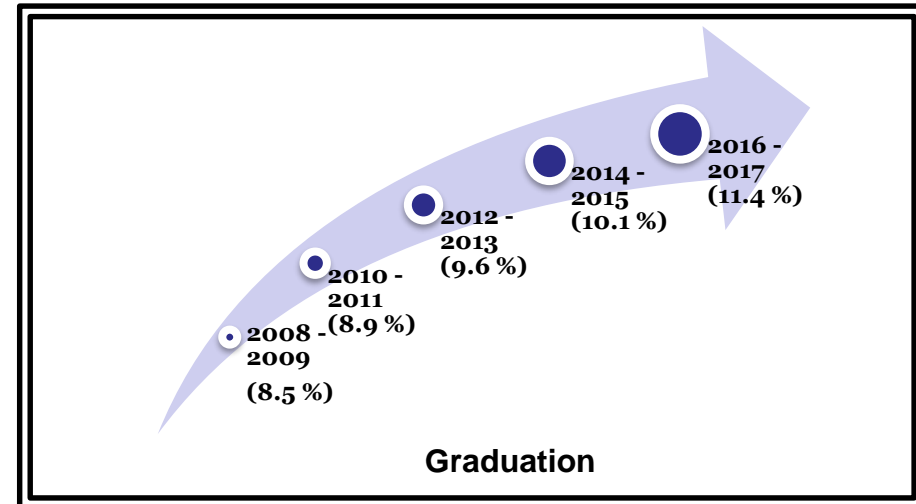
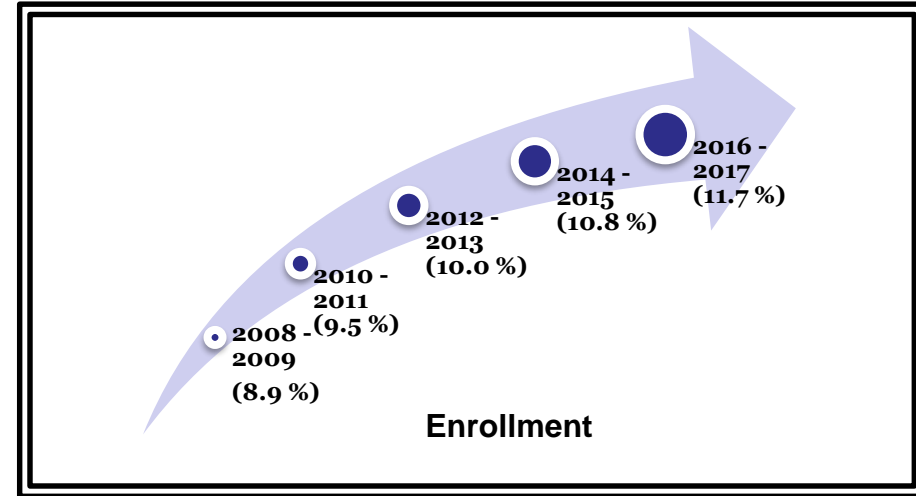




## Male Enrollment Vs. Graduation (MSN)

### According to the AACN:

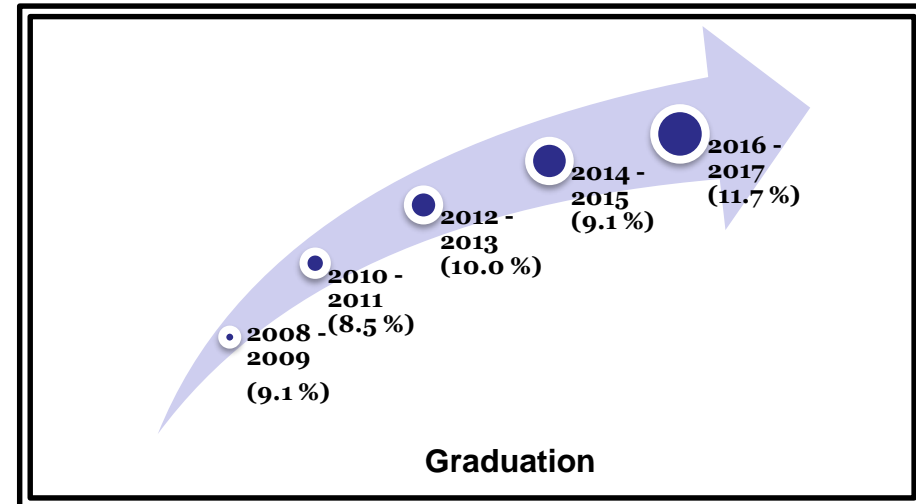
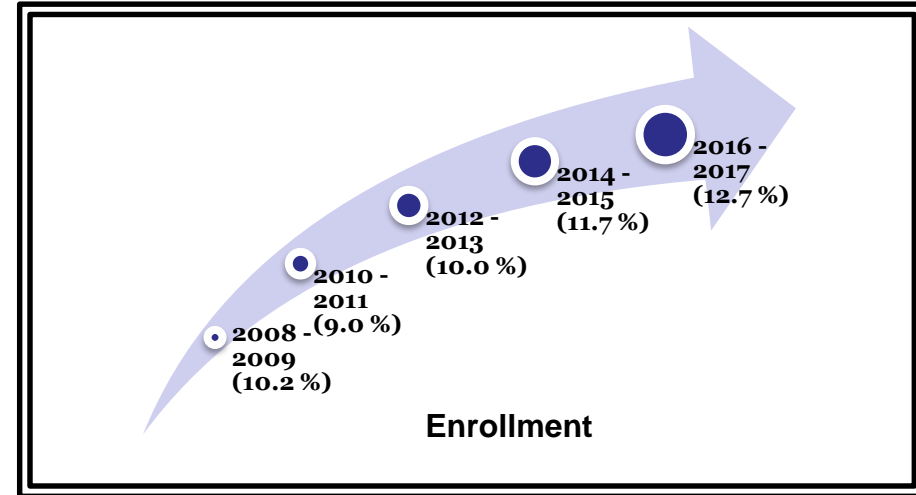
- Within 7 years (2008/09- 2016/17):
  - Enrollment increased from 8.9 % to 11.7 %.
  - Graduation increased from 8.5 % to 11.4 %.



## Male Enrollment Vs. Graduation (DNP)

### According to AACN:

- Within 7 years (2008/09- 2016/17):
  - Enrollment increased from 10.2 % to 12.7 %.
  - Graduation increased from 9.1 % to 11.7 %.

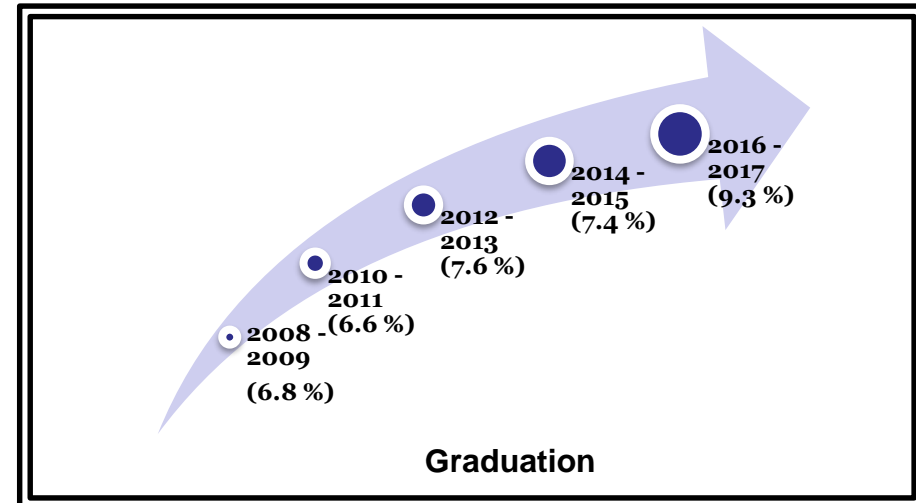
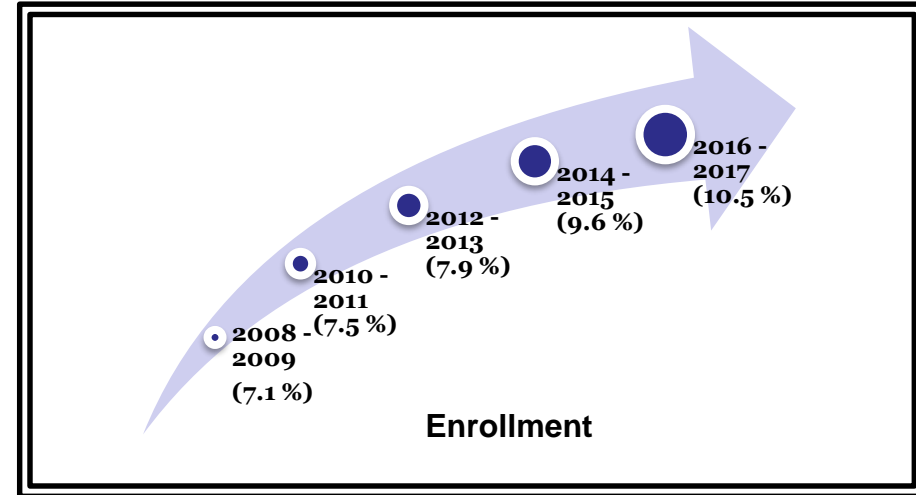




## Male Enrollment Vs. Graduation (PhD)

### According to the AACN:

- Within 7 years (2008/09- 2016/17:
  - Enrollment increased from 7.1 % to 10.5 %.
  - Graduation increased from 6.8 % to 9.3 %.





# Male Nurses and Job Satisfaction

- compared to their female colleagues with same work responsibilities and working hours.
  - Male nurses have, (in general):
    - higher salaries, and
    - faster career advancement

- Moore, G. A., & Dienemann, J. A. (2014). Job satisfaction and career development of men in nursing. *Journal of Nursing Education and Practice*, 4(3), 86.
- Landivar, L. C. (2013). *Men in nursing occupations: American community survey highlight report*.



# Male Nurses Career Trajectories

- Male nurses :
  - are twice likely to leave the nursing profession or change the profession within four years of entering the nursing workforce<sup>5</sup>.
  - decide to pursue higher degree or job opportunities in a different field<sup>9</sup>.
- Men who initially choose nursing end-up working in administrative hospital positions or pursuing positions in educational institutions<sup>6</sup>.



# Reasons for Men Choosing Nursing

- High work autonomy
- Flexible working hours
- Job security
- High pay
- Potential for promotion
- Intrinsic motivation (e.g. – desire to help others, caring, contributing to society, etc.)



# Barriers of Men in Nursing Education

- Nightingale factor <sup>9</sup>
- Sexual stereotyping of men in nursing
- Rigor of the academic and clinical load in nursing
- Role strain related to no longer being the primary income provider
- Unexpected feelings of isolation and loneliness while in the school setting<sup>6</sup>

- Moore, G. A., & Dienemann, J. A. (2014). Job satisfaction and career development of men in nursing. *Journal of Nursing Education and Practice*, 4(3), 86.

- Anthony, A. S. (2006). Tear down the barriers of gender bias. *Men in Nursing*, 1(4), 43-49.



# The Nightingale Factor

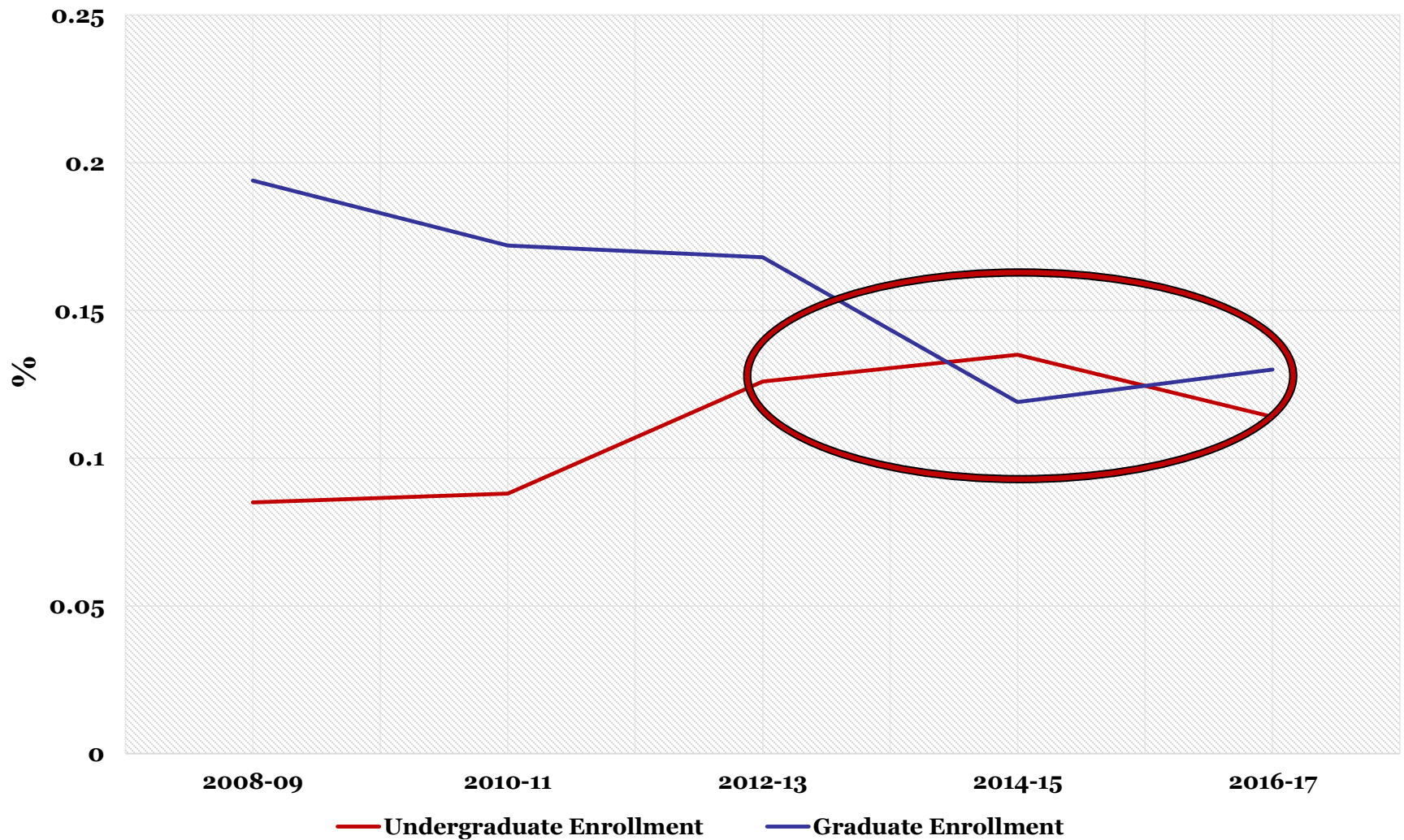
- Male:
  - No capacity for mothering
  - Express caring in different way (surprised when they enter the “female domain”)
  - Seek power to “DO” – knowledge gained to enable them to act
- Female:
  - Seek power to “BE” – to make a difference for others (Investment)



# What Drove Us to Do The Study?



### University of Pittsburgh Male Student Percentage of Enrollment 2008 - 2017





# Purpose

- Explore the job satisfaction expectations among the male undergraduate nursing students.
- Compare between:
  - undergraduate male nurses, Job satisfaction expectations
  - Graduate male nurses, Job satisfaction
  - Male nurse alumni (BSN, Graduate), Job satisfaction



# Methods

- A cross-sectional descriptive correlational design was used. Undergraduate, Graduate, and Alumni male nurses from the University of Pittsburgh School of Nursing.
- Participants filled- up the demographic survey and job satisfaction expectations (undergraduate male nursing students) or job satisfaction (graduate male nursing students or male nurse alumni) using online survey.
- Data collection took place over a total period of 3 – 4 months.



# Sample

- Seventy- two (72) participants from the University of Pittsburgh School of Nursing who included:
  - Baccalaureate (undergraduate and second degree students)
  - Graduate male nursing students (who have BSN degree)
  - Working male nurses' Alumni (either BSN, Master degree, or PhD)



# Instrument

## Index of Work Satisfaction (IWS)

- Job satisfaction was measured using the Index of Work Satisfaction (IWS).
  - The IWS measure reported good internal consistency for the nursing professional .84.
- A two-part measurement tool that is designed to assess nurses' level of satisfaction with their work.
- The six components used are: Pay, Autonomy, Task Requirements, Organizational Policies, Professional Status, and Interaction.



## Examples of IWS Studies (Reliability)

	Study Title	Year	IWS Score (Alpha)
1.	The NDNQI-Adapted Index of Work Satisfaction <sup>13</sup>	2004	.91
2.	Meta-analysis of the Reliability validity of part B of the Index of Work Satisfaction Across Studies (14 studies) <sup>14</sup>	2005	.78
3.	Measuring professional satisfaction in Greek nurses: Combination of qualitative and quantitative investigation to evaluate the validity and reliability of the Index of Work Satisfaction <sup>15</sup>	2015	.81
4.	Work environment, job satisfaction, stress and burnout among hemodialysis nurses <sup>16</sup>	2015	.72- .85
5.	Rasch analysis of Stamps's Index of Work Satisfaction in nursing population <sup>17</sup>	2017	.851



## Instrument: Index of Work Satisfaction (IWS) Six Components

Components	# of items	Definitions
<b>Pay</b>	6	“Dollar remuneration and fringe benefits received for work done” <sup>10</sup>
<b>Autonomy</b>	8	“Amount of job related independence, initiative, and freedom, either permitted or required in daily work activities” <sup>10</sup>
<b>Task Requirements</b>	6	“Tasks or activities that must be done as a regular part of the job” <sup>10</sup>
<b>Organizational Policies</b>	7	“Management policies and procedures put forward by the hospital and nursing administration of this hospital” <sup>10</sup>
<b>Professional Status</b>	7	“Opportunities presented for both formal and informal social and professional contact during working hours” <sup>10</sup>
<b>Interaction (Nurse –Nurse, 5items) Nurse-Physician, 5items)</b>	10	“Overall importance or significance felt about your job, both in your view and in the view of others” <sup>10</sup>

- Stamps, P. L., & Piedmonte, E. B. (1986). *Nurses and work satisfaction: An index for measurement*. Health Administration Press.



# Job Expectations

- Job expectation is measured using a modified version of IWS, which replaces each of the 44- items' "Job satisfaction" term with an "Job expectation".



# Demographic Characteristics

Unit of study	n	Age	Caucasian	Currently Working in Nursing
BSN	22	20.7 (2.9)	17 (77.3%)	-
Graduate Students	31	31.8 (7.7%)	24 (77.4%)	13 (41.9%)
BSN-Alumni	7	26.1 (2.7)	5 (71.4%)	7 (100%)
Graduate-Alumni	12	38.8 (9.6)	12 (100%)	12 (100%)

N= 72



# IWS Computations

- Part A
  - Composed of scoring paired comparisons (measure of how important each of the six components are to the respondent)
  - Component score – sum of the average scores for all component items (e.g. Pay – 6 items)
- Part B
  - Measures of satisfaction using series of attitude statements about each component (Likert scale 1-7 ; Strongly Agree to Strongly Disagree)
    - e.g. My present salary is satisfactory (PAY)



### Part A

		Most Important					
	Component	Pay	Autonomy	Task Requirement	Organizational Policies	Professional Status	Interaction
Least Important	Pay		44				
	Autonomy	28					
	Task Requirements						
	Organizational Policies						
	Professional Status						
	Interaction						

- Respondents are asked to choose which of the pairs are important
- A frequency count of each component is entered in the table
- (28) in first column represents the number that chose "PAY" as more important than 'AUTONOMY'
- (44) judged "AUTONOMY" to be more important than "PAY"
- N=72



# Description of the Scores

- Component
  - Weighting coefficient (computed from Part A)
  - **Scale core** and **Mean score**:
    - Unweighted estimates of level of satisfaction
  - **Adjusted Score**:
    - Weights the satisfaction of each component by level of importance placed on each component by the respondents
- **IWS [0.9 – 37.1]** – represents both **level of importance** and **current level of satisfaction**



# Results

- **BSN Students (Job expectation)**
- **Graduate Student (Job satisfaction)**
- **Alumni (Job satisfaction)**
  - Alumni-BSN
  - Alumni-Graduate



## Results: Undergraduate Students Job Expectation

Component	I. Component Weighting Coefficient (Part A)	II. Component Scale Score	III. Component Mean Score	IV. Component Adjusted Scores
Pay	3.15	26.85	4.48	14.112
Autonomy	3.23	34.29	4.29	13.857
Task Requirement	2.62	23.21	3.87	10.139
Organizational Policies	2.99	27.35	3.91	11.691
Professional Status	3.33	38.62	5.52	18.382
Interaction	2.85	47.01	4.70	13.395
Nurse-Nurse	-----	24.61	4.92	-----
Nurse-Physician	-----	22.40	4.48	-----
		Total Scale Score: 197.3 (range:44-308)	Mean Scale Score: 4.5 (range:1-7)	Index of Work Satisfaction: 13.596 (range:0.9-37.1)

N= 14



## Results: Graduate Students Job Satisfaction

Component	I. Component Weighting Coefficient (Part A)	II. Component Scale Score	III. Component Mean Score	IV. Component Adjusted Scores
Pay	3.13	20.07	3.35	10.49
Autonomy	3.41	34.05	4.26	14.53
Task Requirement	3.04	21.18	3.53	10.73
Organizational Policies	2.78	23.70	3.39	9.42
Professional Status	3.38	34.40	4.91	16.60
Interaction	2.87	45.00	4.50	12.92
Nurse-Nurse	-----	23.26	4.65	-----
Nurse-Physician	-----	21.74	4.35	-----
		<b>Total Scale Score: 223.40 (range:44-308)</b>	<b>Mean Scale Score: 5.08 (range:1-7)</b>	<b>Index of Work Satisfaction: 12.45 (range:0.9-37.1)</b>

N=15



## Results: Alumni (Undergrad/Grad) Job Satisfaction

Component	I. Component Weighting Coefficient (Part A)	II. Component Scale Score	III. Component Mean Score	IV. Component Adjusted Scores
Pay	2.99	20.82	3.47	10.38
Autonomy	3.32	37.05	4.63	15.37
Task Requirement	3.25	21.82	3.64	11.83
Organizational Policies	2.87	25.29	3.61	10.36
Professional Status	3.37	41.01	5.86	13.80
Interaction	2.81	49.11	4.91	13.80
Nurse-Nurse	-----	25.11	5.02	-----
Nurse-Physician	-----	24	4.80	-----
		<b>Total Scale Score: 195.1 (range:44-308)</b>	<b>Mean Scale Score: 4.43 (range:1-7)</b>	<b>Index of Work Satisfaction: 13.58(range:0.9-37.1)</b>

N=16



## Results: BSN-Male Alumni Job Satisfaction

Component	I. Component Weighting Coefficient (Part A)	II. Component Scale Score	III. Component Mean Score	IV. Component Adjusted Scores
Pay	3.28	19.00	3.17	10.40
Autonomy	3.29	35.44	4.43	14.57
Task Requirement	2.99	19.71	3.29	9.84
Organizational Policies	2.74	22.64	3.23	8.85
Professional Status	3.46	40.70	5.81	20.10
Interaction	2.84	53.01	5.30	15.05
Nurse-Nurse	-----	25.86	5.17	-----
Nurse-Physician	-----	27.15	5.43	-----
		<b>Total Scale Score: 190.5 (range:44-308)</b>	<b>Mean Scale Score: 4.33 (range:1-7)</b>	<b>Index of Work Satisfaction: 13.14 (range:0.9- 37.1)</b>

N= 7



## Results: Graduate-Male Alumni Job Satisfaction


Component	I. Component Weighting Coefficient (Part A)	II. Component Scale Score	III. Component Mean Score	IV. Component Adjusted Scores
Pay	3.02	22.53	3.76	11.36
Autonomy	3.42	38.00	4.75	16.25
Task Requirement	3.20	23.30	3.88	12.42
Organizational Policies	2.88	27.10	3.87	11.15
Professional Status	3.37	41.20	4.12	13.88
Interaction	2.71	46.40	4.64	12.57
Nurse-Nurse	-----	24.60	4.92	-----
Nurse-Physician	-----	21.80	4.36	-----
		<b>Total Scale Score: 198.5 (range:44-308)</b>	<b>Mean Scale Score: 4.51 (range:1-7)</b>	<b>Index of Work Satisfaction: 12.94 (range:0.9-37.1)</b>


N= 9




## Comparison of Component Mean Scores

	BSN Students	Graduate Students	Alumni
Component	Component Mean Score	Component Mean Score	Component Mean Score
Pay	3.35	4.48	3.47
Autonomy	4.26	4.29	4.63
Task Requirement	3.53	3.87	3.64
Organizational Policies	3.39	3.91	3.61
Professional Status	4.91	5.52	5.86
Interaction	4.50	4.70	4.91
Nurse-Nurse	4.65	4.92	5.02
Nurse-Physician	4.35	4.48	4.80
	Mean Scale Score: 5.08 (range:1-7)	Mean Scale Score: 4.5 (range:1-7)	Mean Scale Score: 4.43 (range:1-7)



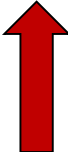









## Comparison of Component Mean Scores

	BSN Students	Graduate Students	BSN-Alumni	Graduate-Alumni
Component	Component Mean Score	Component Mean Score	Component Mean Score	Component Mean Score
Pay	3.35	4.48	3.17	3.76
Autonomy	4.26	4.29	4.43	4.75
Task Requirement	3.53	3.87	3.29	3.88
Organizational Policies	3.39	3.91	3.23	3.87
Professional Status	4.91	5.52	5.81	4.12
Interaction	4.50	4.70	5.30	4.64
Nurse-Nurse	4.65	4.92	5.17	4.92
Nurse-Physician	4.35	4.48	5.43	4.36
	Mean Scale Score: 5.08 (range:1-7)	Mean Scale Score: 4.5 (range:1-7)	Mean Scale Score: 4.33 (range:1-7)	Mean Scale Score: 4.51 (range:1-7)



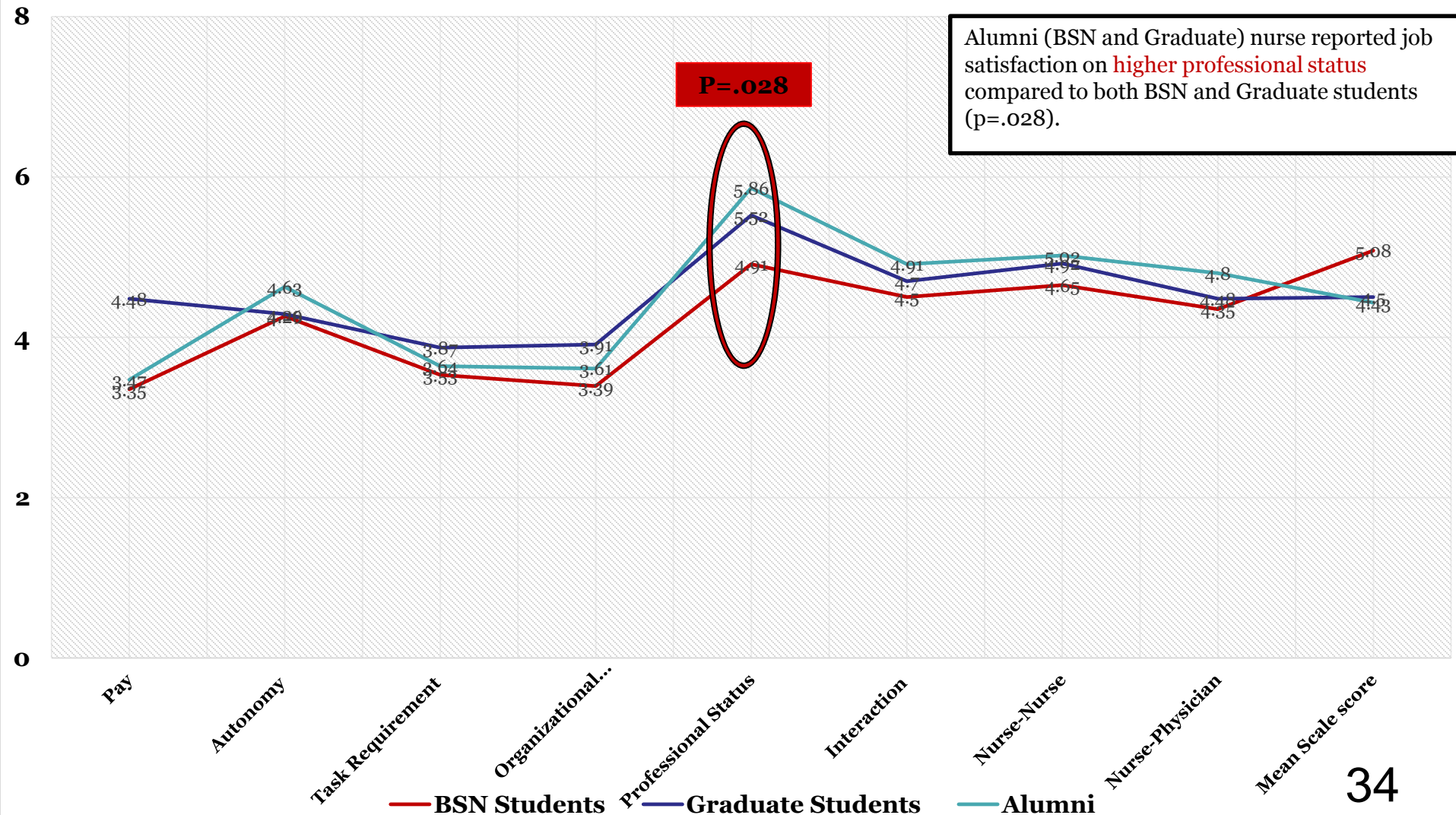






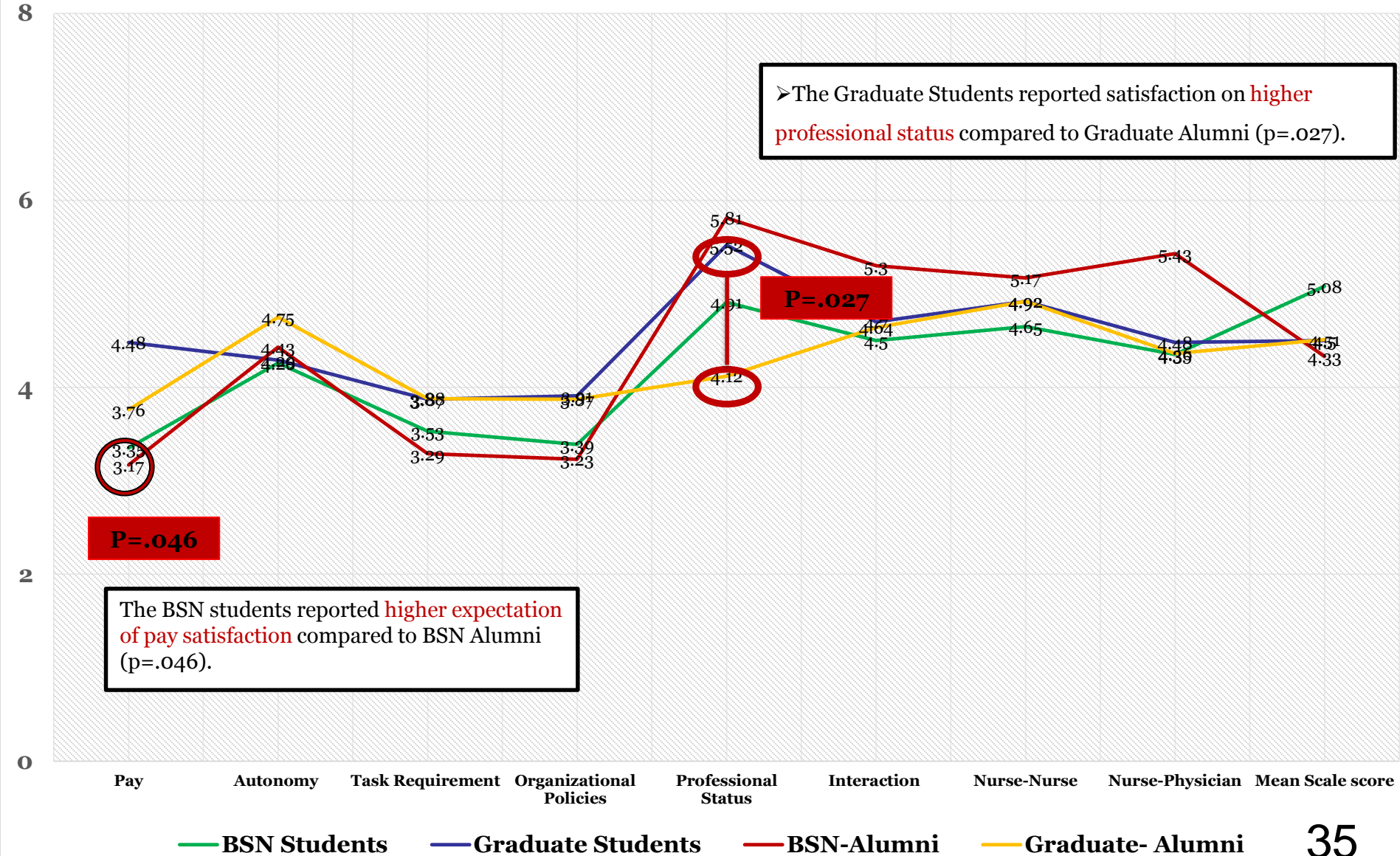


## Job Expectations & Job Satisfaction Scores





## Job Expectations vs. Job Satisfaction Scores





# Limitations



## Study Limitation

- Sample size
  - n= 72
- Response rate
  - BSN: 50%
  - Graduate: 44.9%
  - Alumni: 10.7%
- Type of working setting (institution)
- Level of undergraduate students
- Length of employment in nursing



# Future Direction

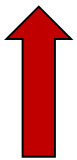
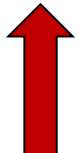


# Results

Components	n of items	Definitions
Pay	6	“Dollar remuneration and fringe benefits received for work done”
Autonomy	8	“Amount of job related independence, initiative, and freedom, either permitted or required in daily work activities”
Task Requirements	6	“Tasks or activities that must be done as a regular part of the job”
Organizational Policies	7	“Management policies and procedures put forward by the hospital and nursing administration of this hospital”
Professional Status	7	“Opportunities presented for both formal and informal social and professional contact during working hours”
Interaction	10	“Overall importance or significance felt about your job, both in your view and in the view of others”

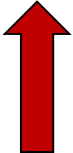



	BSN Students	Graduate Students	Alumni (BSN/GRAD)
Component	Component Mean Score	Component Mean Score	Component Mean Score
Pay	3	1	2
Autonomy	3	2	1
Task Requirement	3	1	2
Organizational Policies	3	1	2
Professional Status	3	2	1
Interaction	3	2	1
Nurse-Nurse	3	2	1
Nurse-Physician	3	2	1

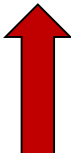




	Graduate Students	BSN-Alumni	Graduate-Alumni
Component	Component Mean Score	Component Mean Score	Component Mean Score
Pay	1	3	2
Autonomy	3	2	1
Task Requirement	2	3	1
Organizational Policies	1	3	2
Professional Status	2	1	3
Interaction	2	1	3
Nurse-Nurse	2	1	2
Nurse-Physician	2	1	3









## Results - Continue

- **Graduate students:** Pay and organizational policies were the highest scores.
- **BSN-Alumni:** Professional status and interaction (Nurse-Nurse/ Nurse-Physician) were the highest scores.
- **Graduate Alumni:** Autonomy and Task requirement were the highest scores.



	BSN Students	BSN-Alumni	
Component	Component Mean Score	Component Mean Score	
Pay	5	8	←
Autonomy	6	5	←
Task Requirement	8	6	←
Organizational Policies	7	7	
Professional Status	1	1	
Interaction	3	3	
Nurse-Nurse	2	4	←
Nurse-Physician	4	2	←

Similar level of satisfaction/expectations:

Professional Status, interaction, and organizational status



# Important Issues to Consider

- Match undergraduate male nurses job expectation between educational institutions and healthcare organization
- It is important to start early and address student expectations while looking at the following issues:
  - Healthcare reform
  - Technologies and smart systems for care management
  - Changing nurse roles
  - Reducing health disparities



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Thanks for listening  
to me

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Questions/  
Suggestions/  
Concerns!!!!