Job Satisfaction of Nursing Staff and Its Contributing Factors: An Integrative Literature Review

Authors

1 lubna mohammad Almuhtadi. RN, MSN; Majesty Queen Rania Al Abdullah Governmental Hospital, Jordan (almuhtadilubna@yahoo.com)

2 Rania Wa'el Mohammad Alabed Hasan. RN, MSN; Al-Bashir Governmental Hospital, Jordan (raniaalabedhasan@hotmail.com), (ranialabedhasan@hotmail.com), (raniaalabedhasan@gmail.com), (raniaalhasan2@gmail.com)

3 Firas Mohammed Al_Khawaldeh. RN, MSN; Royal medical services Jordan, (firasrtrn@gmail.com)

4 Nidal fareed Eshah. Prof of Critical Nursing, Faculty of Nursing, Zarqa University, Jordan (nidal2000jo@yahoo.com)

Abstract

Job satisfaction is a feeling of well-being that arises from the combination of numerous occupational factors, and it can have an impact on a nurse's connection with his or her employer, clients, and family. As a result, it becomes important for the quality of nursing care to reflect on this topic in depth. This study aimed to explore contributing factors that influence job satisfaction andeffects of job satisfaction on nursing work .An integrative review was conducted. Electronic databases including: CINAHL, MEDLINE, Scopus and Web of Science, and reference lists of journal publications were searched for peer-reviewed literature published between 2015 and 2020 related to registered nurse job satisfaction and career intentions. Study quality was appraised, before thematic analysis was undertaken to synthesis the findings.

Introduction

Job satisfaction is in essential component for any organization to achieve its strategic goals (Inegbedionet al. 2020).Simply job satisfaction defied as the perception of the individuals towards their jobs (Morsheda et al. 2016).

The concept of Job satisfaction is a complex and subjective phenomenon, whose definition varies depend to the adopted theoretical framework (Morsheda et al. 2016). Rahman et al. (2017) defined job satisfaction as the availability of physiological aspect, circumstances and environmental changes that make a person honestly say that I am satisfied with my job.Although job satisfaction is influenced by many factors, it is still something internal that has to do with the way an employee feels (Lu et al. 2016). Job satisfaction is not only an individual feeling about his /her job; but also resulting from multiple aspects related to the work (liuet al. 2019).

Hee et al. (2018), reported that organizations with higher employee's satisfaction achieved 87 % higher customer ratings, 77 % more success in lowering turnover, revealed 45 % higher profitability and 76 % safety records. A recent Interactive survey uncovered the following statistics on American job satisfaction, 45% of workers say they are either satisfied or extremely satisfied with their jobs. Only 20% feel very passionate about their jobs, 33% believe they have reached a dead end in their career, and 21% are eager to change their career.

Previous studies reported several contributing factors that could influences Job satisfaction such as: personal factors (age, gender, payments and benefits, perceived fairness of the promotion system within a company and employee jobrelationship), job factors (job adaptation, stressors, burnout, job absenteeism, turnover, organizational

citizenship and anger) (Akirmak et al., 2019). Other factors also highlighted, such as: health and wellbeing, resignation, autonomy, freedom, satisfaction with life and client satisfaction (Kapur, 2018).

Therefore, workers' job satisfaction has become a source of organizational concerns, as it contributes to the individual's well-being and strongly related to the quality ofworker's performance (Morshedaet al. 2016).Job satisfaction has major implications because it is relevant to all professions, jobs and contexts (Al Maqbali, 2015). Job satisfaction influences productivity in the workplace and it can be a factor in the subjective evaluation of the characteristics of work conditions (Dianatet al. 2016).

In nursing, job satisfaction is related to high performance and retention (Lee et al., 2017), On other side,dissatisfaction leads to physical and mental fatigue, change in self-esteem and loss of interest in clients' comfort, irritability and related to high staff turnover (Morsheda , et al,. 2016;Warmelinket al. 2015).

Understanding nurses job satisfaction can contribute to realizing problems in health care sector, plan for solutions and consequently improve the work environment and enhance the quality of care (Meloet al. 2016).

Assessing job satisfaction in general can help highlight factors that increase it, which in turn can improve productivity and organizational work environment, and consequently motivate the employees to work harder (Raziq&Maulabakhsh, 2015). As it has often been said that "a happy employee is a productive employee." A happy employee is, generally, that employee who is satisfied with his/her job (Ariani, 2015).

This integrated literature review aimed to analyze available scientific research on job satisfaction during the last 5 years. The underlying research questions are: a). Whatare

the main contributing factors that influence employee's job satisfaction? b). What are the effects of job satisfaction on nursing work related outcomes?

Methodology

This review included articles published between 2015 and 2020, and the following electronic databases, were searched: The National Institute of Health Library, Medline, CINAHL, Blackwell Synergy and EBSCO. The search for related literature was conducted through keywords, that available in the articles' title, or abstract. These keywords include: nurses, job Satisfaction, contributing factor, dissatisfaction at work.

  Articles were included in the review if they satisfy the following inclusion criteria: available as full text, written in English, published in peer reviewed journals, available on-line and published between 2015 and 2020. Initially, 45 articles were identified and after screening titles and abstracts of articles, checking the eligibility criteria, and eliminating duplicate articles; 24 articles were retained. After deep screening 18 articles met the inclusion criteria, and included in the current integrative review.

Result

Eighteen studies were reviewed to determine the main factors that influence employees' satisfaction, how the job satisfaction helping managers to attract, motivate and retain their employees at long term, and what is the effect of job satisfaction on nurses and profession.

The sample sizes of included studies varied from 34 to 7049 participants. Participants were community nurses, nursing faculty members, nursing alumni, nurses in private organization, women nurses and midwives (six studies).In some studies, the data from various employees setting such as bank employee (one study), teacher (two studies), IT

worker (one study), Portuguese worker and general practice (eight studies). Six studies (33%) focused on nursing job satisfaction, three studies (16%) reported data on job satisfaction in general employee, two studies (11%) investigate the relationship between psychosocial characteristics of work environment and job satisfaction and seven studies (38%) It is related to the effect the contributing factors on job satisfaction in specific setting (please see Table 1).

The variation in measurement of job satisfaction across studies and the differences in respondent characteristics makes comparison difficult. Concerning the research design; 8 studies (44.4%) descriptive, 4 studies (22.2%) correlational, 4 studies qualitative (22.2%), 2 studies (5.55%) study post-test group. As for the instruments used to measure job satisfaction, 9 studies used instruments that developed by authors themselves, including open and closed questions, 5 studies used the Index of Job Satisfaction (IJS) questionnaire, 3studies used the Team Satisfaction Assessment Scale in Mental Health Services (SATISBR) and 1 study used the Job Satisfaction Measurement Questionnaire (JSMQ).

Factors influencing job satisfaction

The contributing factors on job satisfaction are varied in these paper, seven studies (39%) of job factor (Thriving at work by Identity and autonomy, workload balance, primary care midwives,recruitment and retention, accreditation,Job characteristic and acoustic environment, spillover of workplace IT satisfaction), four studies (22%) of personal factors (worker and occupational personality, marital quality, gender inequality and person competencies). seven studies (39%) psychosocial characteristics' of work environment (motivating factor, trait anger, time perspective related to burnout,

emotional factors, role stressors by moderating role of social media, structural empowerment, and psychometric properties).

Job Factor – Certain factors are required to be taken into consideration and affect employees of job satisfaction. According to Jiang et al. (2020)whose building on two studies to explore a thriving at work by the task of identity and autonomy,it will make the job satisfaction its outcome and focus on the moderating role of mentoring,to determine one found positively predicted between identity and autonomy on job satisfaction, the effect of task identity on thriving its indirect effect on job satisfaction in two study.These results also give practical regarding how to use motivating job characteristics and found resources to give positive individuals with enhanced wellbeing at work.

Inegbedionet al.(2020) used other concepts of workload balance to determine a potential relationship between employee perception of workload balance and job satisfaction via 764 employees from eight organizations and two private universities in Nigeria. The results showed that the perception of workload balance significantly influenced the job satisfaction. While there are several studies on job satisfaction in nursing; little is known about the working conditions of nursing and midwives.

Warmelinket al. (2015) study was designed to obtain an understanding of how primary care midwives in the Netherlands feel about their work and to identify factors associated with primary care job satisfaction through (99) participating practices midwives. The Findings showed the participating primary care midwives in the Netherlands were satisfied with their job and factors as direct contact with clients, the teamwork with immediate colleagues and supportive cooperation, the organization of and innovation within their practice group and the independence, autonomy, freedom, variety, and

opportunities positively associated with their job satisfaction. In the study College nursing faculty job satisfaction and retention,

Lee et al.(2017) meet the program requirements and certification standards which proved to be difficult and expensive for maintaining quality, decreasing costs, and providing health care to the public on job satisfaction. The Concepts of job satisfaction and intent to stay become vital to the recruitment and retention of the nursing staff. Recruitment and retention of the nursing staff was subject to Indicators of job dissatisfaction, Job dissatisfaction has been cited as a heavy workload, multiple role expectations, insufficient time, shortage of Counseling and lack of group supportthrough 1350 nurse educators were included in the survey in the united states to analyze the variables of relationships with nurses' faculty Job satisfaction and intended data collected. Cooperative in Academic careers in higher education (COACHE)was employed for the purpose of this study. The results did not indicate a significant relationship between age and job satisfaction. Age shows a statistically negative relationship with intent to stay, the strongest relationship is institutional leadership. The effects can inform the academic directors who are seeking to retain the College of nursing.

Pedersenand Waldorff(2020)examined if the accreditation affects the job satisfaction among general practitioners. The finding shows there were negative associations between job satisfaction and perceiving accreditation as a tool for external control. Similarly, Parket al. (2020)studied the association of acoustic physical factors and characteristics of the work and job satisfaction. The results showed that the active noise level has negative correlation with job satisfaction and, furthermore job satisfaction showed a negative correlation with speech Privacy, and relationship between job satisfaction and noise

disturbance was not significant so observed relationship between task identity and job satisfaction was moderated by the active noise level and speech privacy.

In the study spillover of workplace IT satisfaction onto job satisfaction, Wang et al. (2020) Employee satisfaction with information technology in the workplace that becomes an integral part of the work and greatly influences work-related results. Building on the theory of satisfaction prevalence, an empirical model was developed and tested to examine the relationship between individual satisfaction with IT in the workplace and job satisfaction. Two elements that are appropriate for user-important technology - functional fit and occupational fitness to study the shift in employee satisfaction from the technological field to general job satisfaction. The effect of job satisfaction in the workplace on job satisfaction has been reduced through the presence of job and job fit. The effect of job fitness on job satisfaction was significant, while the impact of job fit on job satisfaction was not significant. The results indicate that functional relevance was a partial mediator, and the mediation effect of professional proportionality was not supported. The results indicate that practitioners should emphasize IT in the workplace as a critical component in the business context and improve employee experiences with IT.

Personal Factors- (marital quality, gender inequality and person

competencies),According to Ghetta et al.(2020)examine the relationship between

Persons-environment fit (P-E fit), and job satisfaction. By analyzing the congruence

between the big five personality traits of a worker and of all job incumbents in the same

occupation, this congruence relates to job satisfaction over time, by taking 7049

participants from the German Socio-Economic to assess changes in congruence and job

satisfaction over eight years, and created 3D response surface plots based on polynomial regression to investigate nonlinear relations between each big five trait and job satisfaction. The result showed the change between P‑E fit and change in job satisfaction are not related and did not predict change that follows job satisfaction. the worker's and an occupation's personality are primary independently relevant for the level of job satisfaction and those effects differ accordingly to personality trait. Marital quality is another personal factor that used in reference to marital adjustment and job satisfaction.

Marital quality is another personal factor that used in reference to marital adjustment and job satisfaction. A study conducted by Ouyang et al. (2019)investigated the relationship between job satisfaction and marital quality to identify the association of demographics with job satisfaction and marital quality among 2296 Married nurses. The result showed that marital quality and job satisfaction were positively correlated. Age, marital status and average daily hours had positive impact on job satisfaction.

Another study, Perugini and Vladisavl (2019)conducted a study to obtain analyze job satisfaction gaps between 32 European cities and how to link differences in gender inequality, the result show Provides clear and strong evidence on determining exposure to equal gender environments in the early stages of life and exposes gender differences in terms of job satisfaction, Thus, women who grew up in equal working conditions have higher expectations than their male counterparts, Working in typical male jobs achieves this compatibility, and proportion, but higher education levels do not play a similar effect.

Personal competenciesincluded (communication and expression abilities, lifelong learning ability, innovative abilities and creativity, cooperative ability, problem solving, positive attitudes, interpersonal skills and critical thinking ability) are associated with

successful job performance, are directly related to decrease nursing turnover, and is a critical indicator of their performance and quality of patient care. Liu et al.(2019) conducted a study to explore the relationship between personal competencies, social adaptation, and job adaptation on job satisfaction amongnurse's alumni. Result revealed that alumni with extracurricular activities involvement had higher level of personal competencies and god job satisfaction. However, these results showed the positively and significantly correlated between personal competencies, social adaptation, job adaptation and job satisfaction.

Psychosocial characteristics of work environment (burnout through time perspective, emotional factors, anger, structural empowerment through role stressor and Psychometric properties).A study of Viotti et al. (2020) examined the crosslaggedof Italian associations in a sample of kindergarten teachers between job satisfaction and two types of psychosocial characteristics of the work environment for motivating factors such as (job demands, work meaning, and role clarity) and Psychosocial factors, such as (work family conflict, rewards, peer support, and superior support). The result indicated a positive relationship between job satisfaction and work meaning. Motivating factors are more stringent than the Psychosocial factors associated with job satisfaction.

Another study was conducted by La and Yun (2019). Examine the effects of each nurse's anger on job satisfaction and burnout in preceptor- newly graduated nurse (NGN) relationship. As for the trait anger among 121 preceptors newly graduate nurse dyads in the two hospitals in South Korea. Anger was the level of the link between the preceptors' Anger, job satisfaction and burnout. The preceptors' anger has a powerful effect on their burnout, but there is no effective effect on their job satisfaction. The anger of the NGNs'

trait has had a partner's effect on the preceptors' burnout, but there is no partner influence on preceptors' job Satisfaction.

Another studied wasconducted by AkirmakandAyla (2019),examined a time perspective is the basis of cognitive processing that related to burnout and job satisfaction, which in turn affects behavior decisions and attitudes, Zimbardo Time Perspective Inventory (ZTPI)has five dimension Past Positive (PP), Past Negative (PN), Present Hedonistic (PH), Present Fatalistic (PF) and Future (F). In a positive balance of time leads to the particular well-being. Lead to a state of positive mood this leads to less stress and increased need for self-satisfaction. the unique contributions of CSE and balanced TP to job satisfaction through job burnout in a path model. According to the COR theory, there may be multiple resources and pathways to achieve goals, this model evaluated the relative importance of balanced TP and CSE in predicting job satisfaction. In a same context, Atmaca et al. (2020) find out the interrelationships between teachers during emotional service, burnout, and job satisfaction in Turkey. The Teacher emotion inventory (TEI), job satisfaction survey, and Maslach burnout inventory were administered among 564 teachers in service in a wide range of disciplines. The TEI model consisting of five factors (joy, anger, sadness, love, and fear) is confirmed. The dimensions of joy and love showed positive associations with job satisfaction. The love and fear dimensions highly predict job satisfaction with a modest effect. The dimensions of love, sadness, and fear greatly predicted teacher fatigue with a moderate effect.

Wang et al. (2020) studied in impact of the role of stressors on employee creativity through mediation and contextual factors that have an impact on relationships through the theory of transactional theory of stress. Result of this study that included 56

organizational teams suggest that two social media usage patterns differentially moderate the relationships between role stressors and job satisfaction and the indirect relationships between role stressors and employee creativity through job satisfaction.

Orgambídez and Almeida (2020) analyzed the relationships between structural empowerment, role stress (ambiguity and conflict), and job satisfaction, through the mediating role such as role stress on the relationship between structural empowerment and job satisfaction. The result showed the structural empowerment, role ambiguity, and role conflicts were significant predictors of job satisfaction. Both ambiguity and role conflict partially mediated the effect of structural empowerment on job satisfaction. Additionally the effect mediated by ambiguity was more than the effect mediated by role conflict in both registered nurses and certified nursing assistants.

On the other hand, Rodríguezet al.(2020).examined the psychometric properties of the satisfaction with Job Life Scale (SWJLS) in Portuguese workers by combining the procedures of the Classical Test Theory (CTT) and the Item Response Theory (IRT) such as internal structure of the scale was studied through 404 workers. The result indicated SWJLS measures the same construct (satisfaction with work life) in both female and male work.

Discussion

Job satisfaction refers to workers' subjective assessment of the extent to which job aspects can be negative or positive to their wellbeing. This assessment is dynamic, that is, the state of satisfaction can change according to the general work conditions offered.

Our review demonstrated agreement between studies in terms of the positive impact of a (professional role, identity, autonomy, workload balance, workplace relationships,

autonomy, information technology, burnout, role of stressors and psychometric properties) upon job satisfaction. Many studies result support that the job satisfaction have advantages to both employee and organization (la et al. 2019; lee et al. 2017). Even though not all study had the same job satisfaction contributing factor.

In the studies under analysis, different factors have a negative correlation with job satisfaction, such as negative associations between job satisfaction and perceiving accreditation as a tool for external control, (Pederson & Waldorff, 2020) and the relationship between job satisfaction and noise disturbance was not significant. Soob served relationship between task identity and job satisfaction moderated by the active noise level and speech privacy (Park et al., 2020).

Only six studies were conducting for nurses, two studies focused on work stressor and anger related to, specially the effect of workload as a major and common problem in nursing career and how affect job satisfaction negatively (La, et al. 2019;Orgambidez et al. 2020), and the correlation between job satisfaction and marital quality for women nurses and how the marital quality was positively correlated with job satisfaction (Ouyang et at. 2019).

Woman had more job satisfaction than men and stronger relation between personal factor and gender equal settings (Perugini et al. 2019)because women have lower positions in the labor market that were this view in the past, the changes in standards and expectations accompany changes in gender rights and roles associated with a decrease in women's well-being, woman gender associated with the highest values of work such as flexibility, social communication despite low wages and poor work conditions.

Another result of study conducted on female nurses support that marital status relationship with job satisfaction is a positive even if they is relatively low in sum study. This data support the notion that personal related factor is important and affect the job satisfaction level significantly like job related factor, and both factor have a significant effect on burnout and turnover which affect Productivity (Warmelink et al. 2015 ;Atmaca et al. 2020).

The resultof previous study support the relationship between psychological factor like emotion, anger and job satisfaction as important factor (Atmaca et al. 2020) for example treated anger have positive relationship with job satisfaction but untreated anger have negative relationship with job satisfaction (La et al. 2019). Job satisfaction affected by the organization leadership style because using social media within teams as a moderator influencing employee stress appraisal through the distinction between task-oriented and relationship-oriented social media use, two patterns of social media use modulate the relationships between role stress and job satisfaction, and the indirect relationships between role stress and employee creativity through job satisfaction, role ambiguity and role conflict affect job satisfaction and creativity negatively (Wang et al. 2020). Not only personal competences which have positive relationship with job satisfaction are investigated also leadership style and employee role are investigated (Liu et al. 2019). The result support the positive effect of empowerment on job satisfaction and support that the structural empowerment is partially mediated by role stressor and role conflict, and support that the mediation effect of role ambiguity was much stronger than the mediating effect of role conflict, because the role conflict can be a result of role ambiguity (Orgambidez et al. 2020& Wang et al. 2020).Surprisingly even the physical

work environment is investigated, a result support the relationship between acoustic environment and job satisfaction, but unfortunately many cofounding factor can affect the generalizability like light heat and personal deference's of the sample (Park et al. 2020).

Limitations

The variation in measurement instruments that used to determine level of job satisfaction and sample sizes made comparison difficult, convenience samples were used in many studies reviewed and small sample sizes at some studies also reduce the generalizability of their result. Also, as many journal articles are not available as full text articles. The participants who chose themselves might have it higher commitment to job satisfaction, it may improve their physical and psychological abilities a situation that affects their satisfaction. Even the six studies that were conducted by nurses did not focusing of the effect of low job satisfaction on career bath and quality of nursing care in detail, and don't investigate the effect of motivation (intrinsic and extrinsic) relationship and effect on job satisfaction cultural deference's between the employee are generalizability of the result.

Implications and recommendations

Job satisfaction needs to be developed to meet their changing needs. Participants are taking an increasing role in self–satisfaction, traditionally been recognized as the contributing factor enrolment and participation while providing follow-up support to self-satisfaction. Participants can focus on contributing factor modification, which provides excellent results with job satisfaction. Self-satisfactions are useful as a technique to

improve nurses' physiological and psychological status and decrease consequences of contributing factor crises to achieve the maximum benefits of self-satisfaction. Participants in developing countries need to develop and participate in multidisciplinary self-satisfaction. Use SWJLS that's offers a quick and optimal way to measure a person's overall satisfaction regarding his/her work-life, the SWJLS would identify those workers with lower levels of job satisfaction in order to develop practical interventions that seek to improve their attitudes at work. The contexts which facilitate access to opportunities, information, support, and resources increase perceptions of job satisfaction, a key element for the performance of nursing professionals. On the other hand, high levels of structural empowerment reduce the levels of role stress by eliminating uncertainty about contradictory tasks and demands, preventing job dissatisfaction, and improving the quality of working life of nursing staff. Using longitudinally study rather than cross-section designed that have a better idea of the nature of the relationships between these variables. Future studies can extend current results by investigating theoretical mechanisms, mediators and supervisors of these associations. Nurses need to perform studies that stress on job satisfaction to determine whether international recommendations are effective for their self.

Conclusion

This literature review has helped identify factors that can affect the job satisfaction among employees and nurses in different countries. Findings indicated a relationship between personal factors, job factors and psychological factor on job satisfaction. Job satisfaction found to be increased in factors as time perspective, emotion, congruence

between worker and occupational personality, workload balance, thriving at work by a mentoring-moderated process linking task identity and autonomy, recruitment and retention, personal competences, social adaptation, structural empowerment, marital quality, gender, information technology IT and primary care midwives. Employees who have a higher levels of job satisfaction are less likely to be absent and leave from work, are more productive, resourceful and diligent, more likely to display organizational commitment and they are more likely to be satisfied with their lives.

References

Akirmak, U. and P. Ayla (2019). "How is time perspective related to burnout and job satisfaction? A conservation of resources perspective." Personality and Individual Differences: 109667.

   Al Maqbali, M. A. (2015). "Factors that influence nurses' job satisfaction: a literature review." Nursing management**22**(2).

   Ariani, D. W. (2015). "Employee satisfaction and service quality: Is there relations." International journal of business research and management**6**(3): 33-44.

   Atmaca, Ç., et al. (2020). "An emotion focused approach in predicting teacher burnout and job satisfaction." Teaching and Teacher Education**90**: 103025.

   Caycho-Rodríguez, T., et al. (2020). "Psychometric properties of the Satisfaction with Job Life Scale in Portuguese workers: A systematic study based on the IRT and CFA modeling." Heliyon**6**(6): e03881.

   Dianat, I., et al. (2016). "Association between objective and subjective assessments of environmental ergonomic factors in manufacturing plants." International Journal of Industrial Ergonomics**54**: 26-31.

   Ghetta, A., et al. (2020). "Birds of a feather flock together: How congruence between worker and occupational personality relates to job satisfaction over time." Journal of Vocational Behavior: 103412.

Gori, A. and E. Topino (2020). "Predisposition to Change Is Linked to Job Satisfaction: Assessing the Mediation Roles of Workplace Relation Civility and Insight." International Journal of Environmental Research and Public Health**17**(6): 2141.

Hee, O. C., et al. (2018). "Factors Influencing Employee Job Satisfaction: A Conceptual Analysis." International Journal of Academic Research in Business and Social Sciences**8**(6).

Inegbedion, H., et al. (2020). "Perception of workload balance and employee job satisfaction in work organisations." Heliyon**6**(1): e03160.

Jiang, Z., et al. (2020). "Thriving at work: A mentoring-moderated process linking task identity and autonomy to job satisfaction." Journal of Vocational Behavior**118**: 103373.

Kapur, R. (2018). "Factors influencing the students academic performance in secondary schools in India." University Of Delhi.

La, I. S. and E. K. Yun (2019). "Effects of Trait Anger and Anger Expression on Job Satisfaction and Burnout in Preceptor Nurses and Newly Graduated Nurses: A Dyadic Analysis." Asian nursing research**13**(4): 242-248.

Lee, P., et al. (2017). "College nursing faculty job satisfaction and retention: A national perspective." Journal of Professional Nursing**33**(4): 261-266.

Liu, H.-Y., et al. (2019). "The relationship of personal competencies, social adaptation, and job adaptation on job satisfaction." Nurse education today**83**: 104199.

Melo, M. B. d., et al. (2016). "Job satisfaction of nursing staff: integrative review." Revista latino-americana de enfermagem**19**(4): 1047-1055.

Morsheda, H. U., et al. (2016). "Assessment of job satisfaction among the senior staff nurses working at Sadar Hospital, Naogaon, Bangladesh." Asian Journal of Medical and Biological Research**2**(4): 611-615.

Orgambídez, A. and H. Almeida (2020). "Exploring the link between structural empowerment and job satisfaction through the mediating effect of role stress: A cross-sectional questionnaire study." International Journal of Nursing Studies: 103672.

Ouyang, Y.-Q., et al. (2019). "A Web-based Survey of Marital Quality and Job Satisfaction among Chinese Nurses." Asian nursing research**13**(3): 216-220.

Park, S. H., et al. (2020). "Associations between job satisfaction, job characteristics, and acoustic environment in open-plan offices." Applied Acoustics**168**: 107425.

Pedersen, L. B., et al. (2020). "Does accreditation affect the job satisfaction of general practitioners? A combined panel data survey and cluster randomised field experiment." Health Policy.

Perugini, C. and M. Vladisavljević (2019). "Gender inequality and the gender-job satisfaction paradox in Europe." Labour Economics**60**: 129-147.

Rahman, K.-U., et al. (2017). "Factors affecting employee job satisfaction: A comparative study of conventional and Islamic insurance." Cogent Business & Management**4**(1): 1273082.

Raziq, A. and R. Maulabakhsh (2015). "Impact of working environment on job satisfaction." Procedia Economics and Finance**23**: 717-725.

Viotti, S., et al. (2020). "The relationship between psychosocial characteristics of the work environment and job satisfaction in an Italian public ECE service: A cross-lagged study." Early Childhood Research Quarterly**53**: 464-475.

Wang, W., et al. (2020). "Spillover of workplace IT satisfaction onto job satisfaction: The roles of job fit and professional fit." International Journal of Information Management**50**: 341-352.

Wang, Y., et al. (2020). "Role Stressors, Job Satisfaction, and Employee Creativity: The Cross-level Moderating Role of Social Media Use within Teams." Information & Management: 103317.

Warmelink, J. C., et al. (2015). "An explorative study of factors contributing to the job satisfaction of primary care midwives." Midwifery**31**(4): 482-488.

Table (1)

Author(s) (Year)	n	Gender		Target population	Design	Objective	Result	Factor on Job satisfaction
		Male	Female					
Akirmak et al (2019)	135	23%	77%	bank employees.	A conservation of resources perspective	Measures of time perspective, core self-evaluations, burnout and job satisfaction	the importance of time perspective in job attitudes and provide insights into enhancing humanstrengths from a positive psychology perspective, connection between the COR and time perspectivethrough theories based on motivation and goal attainment processes.	Time perspective burnout
Atmaca C et al.(2020)	455	49.3%	50.7%	Teachers	Descriptive correlation study	Find out the correlation between in-service teacher emotional, burnout and job satisfaction	Positive emotion correlation with job satisfaction and negative emotion correlation with burnout	Emotion, burnout
Ghetta et al (2020)	7049	53.3%	46.7%	German Socio-Economic Panel	longitudinal panel survey with repeated interviews of the same participants every year	Analyzing the congruence between the Big Fivepersonality traits of a worker and of all job incumbents in the same occupationHowever, thiscongruence relates to job	Change in P–E fit was not related to a simultaneous change in job satisfaction and did not predict Change that follows job satisfaction the worker's and an occupation's	Worker, person environment fit and occupational personality

						satisfaction over time	personality are primary independently relevant for the level of job satisfaction And those effects differ accordingly to personality trait	
Inegbedion et al. (2020)	764	57%	43%	Employees	Structure equation modeling	investigated perception of workload balance and employee job satisfaction in work organizations	show that comparison of workload with those of colleagues and employees' role alliance with their competencies significantly influence their perception of workload balance and job satisfaction	Perception of workload balance
Jiang et al. (2020)	140	44.3%	55.7%	Undergraduate student	Explored study	explored thriving at work by considering task identity and autonomy as its antecedents and job satisfaction	effect of task identity on thriving as well as its indirect effect on job satisfaction via thriving became weaker when the quality of mentoring increased	Identity and autonomy
La et al. (2019)	121	1.7%	98.3%	Nurses	Cross-sectional design	To investigate trait anger and anger expression on job satisfaction and burnout	The trait anger and anger were associated with job satisfaction and burnout	Trait anger, anger expression, burnout
Lee et al (2017)	1350	44.5%	55.5%	nursing faculty	retrospective study.	for increased numbers of nurses, recruitment and retention of qualified nurse educators has become a priority	findings support a variety of modifiable variables that are viewed as important by nursing faculty. The strongest relationship was found to be institutional leadership	Recruitment and retention
Liu et al (2019)	280	1.8%	98.2%	nursing alumni	Secondary data analysis	to explore the relationship between personal competencies, social adaptation, and job	job adaptation, personal competencies, and having had a leadership	Personal competencies, social adaptation ,job adaptation

						adaptation on job satisfaction for nurses.	role in extracurricular activities are important concepts to improving nurses' job satisfaction	Job satisfaction
Orgambídez et al (2020)	Two groups of participants The first group (sample 1) was composed of 124% registered nurses, The second group (sample 2) consisted of 130% certified nursing assistants	First group 33.9% males The second group 29.2% males	First group 66.1% male The second group 70.8% females	A registered nurse and assistant nurse in Private health care organizations in southern Portugal	Descriptive, A cross-sectional questionnaire	analyze the relationships between structural empowerment, role stress (ambiguity and conflict), and job satisfaction, through the mediating role such as role stress on the relationship between structural empowerment and job satisfaction	showed in both samples, structural empowerment, role ambiguity, and role conflict were significant predictors of job satisfaction. Both ambiguity and role conflict partially mediated the effect of structural empowerment on job satisfaction. And the effect mediated by ambiguity was more than the effect mediated by role conflict in both registered nurses and certified nursing assistants	Role stress and Structural empowerment
Ouyang et al.(2019)	2269	-	100%	Women nurses	Descriptive correlation study.	investigate the correlation between job satisfaction and marital quality	Both marital quality and job satisfaction were relatively low. Additionally, marital quality was positively correlated with job satisfaction.	Marital quality

Park et al.(2020)	324 Five respondents not answer.	67.3%	31.2%	employee	Descriptive correlation study	Investigation the relationship between job satisfaction and job characteristics' and acoustics environment	Several acoustics parameter showed Significant correlation with job satisfaction	Job characteristics' and acoustics environment
Pedersen et al.(2020)	846	50.4%	49.7%	general practice in Denmark	A combined panel data survey and cluster randomised field experiment	Examine if the accreditation affect the job satisfaction of general practitioners	Many GP have negative attitudes toward accreditation, because it is not there are negative associations between job satisfaction and perceiving accreditation as a tool for external controlA relationship between the effect of accreditation on job satisfaction. Even so, there are negative associations between job satisfaction and perceiving accreditation as a tool of external control.	Accreditation
Perugini et al (2019)	32 European countries (28 EU members plus Norway, Switzerland, Iceland and Serbia).	34.0%	35.4%	European countries	Descriptive	Examine the relationship between Gender inequality and the gender-job satisfaction paradox in Europe	show Provides clear and strong evidence on determining exposure to equal gender environments in the early stages of life and exposes gender differences in terms of job satisfaction, Thus, women who grew up in equal working conditions have higher expectations	Gender inequality

							than their male counterparts, Working in typical male jobs achieves this compatibility, and proportion, but higher education levels do not play a similar effect.	
Rodríguez et al.(2020)	404	39%	61%	Portuguese workers	A systematic study	examine the psychometric properties of the Satisfaction with Job Life Scale (SWJLS) in Portuguese workers by combining the procedures of the Classical Test Theory (CTT) and the Item Response Theory (IRT)	indicated the structure of the SWJLS measures the same construct (satisfaction with work-life) in both female and male workers. In addition to IRT analysis indicates that higher levels of work-life satisfaction are needed to choose the higher response options, while a very low level of work-life satisfaction is required to increase the possibility of choosing the fewer response options. So the SWJLS is good, useful, and reliable for identifying people with low levels of job satisfaction and for measuring job satisfaction	Psychometric properties

Viotti et al.(2020)	349	-	100%	Teachers	Cross-lagged study	Investigate the relationship between psychosocial characteristics' of work environment and job satisfaction	Significant associated between job satisfaction and psychosocial characteristics' of work environment	Psychosocial characteristics' of work environment
Wang W et al.(2020)	207	40.58%	59.42% \	IT worker	Descriptive Cross sectional	Investigate spillover theory the role of job fit and professional fit on job satisfaction	Positive correlation between job satisfaction spillover and IT satisfaction	Workplaces Spillover, job fit, professional fit
Wang Y et al.(2020)	334	44.6%	55.4%	Employee	Descriptive correlation study	To light how role stressors influence employee creativity by jointly exploring the mediating mechanism job satisfaction as mediator	Job satisfaction partially mediates the negative relationship between RA (role ambiguity) and RC (role conflict) and employee creativity	Role ambiguity, role conflict
Warmelink et al. (2015)	99	1%	99%	midwives	explorative study	an understanding of how primary care midwives in the Netherlands feel about their work and to identify factors associated with primary care midwives' job satisfaction	The factors positively associated with their job satisfaction	Supportive cooperation teamwork organization independence autonomy, freedom