Chapter III
Conclusion

Job satisfaction is one significant issue in nursing which if it tends to become job dissatisfaction will diminish the quality of care and nursing shortage as well. A higher level of job satisfaction will increase motivation of the nurses in their daily work. On the other hand, job dissatisfaction will decrease motivation to perform a high quality of care.

Based on the literature review, it has found that many factors contribute to the nurses’ job satisfaction. It also found that extrinsic factors such as company policy and administration, autonomy, relationship with supervisors, work condition, salary, relationship with peers, and personal life have more research evidence that showed the contribution to the job satisfaction than the intrinsic factors.

Human resource management unit in a hospital and also nurse managers take an important role in order to increase the staff nurses’ job satisfaction. Hospital policy should support positively to the nurses’ job. Constructive relationships among interdisciplinary team should be maintained and be developed, and improvement in nursing workplace condition will give a significant effect on nurses’ job satisfaction.