



Is Nurses' Job Satisfaction Related to Occupational Health and Safety Management?

**Saeed Khaleghi¹, Ali Sadeghi Moghaddam², Yaser Moradi³, Hossein Jafarizadeh³,
Mostafa Ghalavand⁴, *Mohsen Poursadeghiyan^{5,6}, *Seyed Habibollah Kavari⁷**

1. Department of Nursing, School of Nursing & Midwifery, Alborz University of Medical Sciences, Karaj, Iran
2. Department of Nursing, School of Nursing & Midwifery, Dezful University of Medical Sciences, Dezful, Iran
3. Patient Safety Research Center, Urmia University of Medical Sciences, Urmia, Iran
4. Department of Career Counseling, Faculty of Psychology and Education, Allame Tabatabai University, Tebran, Iran
5. Social Determinants of Health Research Center, Ardabil University of Medical Sciences, Ardabil, Iran
6. Department of Occupational Health Engineering, School of Health, Ardabil University of Medical Sciences, Ardabil, Iran
7. Department of Rehabilitation Management, University of Social Welfare and Rehabilitation Sciences, Tebran, Iran

*Corresponding Authors: Emails: Poursadeghiyan@gmail.com; h.kavari@uswr.ac.ir

(Received 09 Dec 2019; accepted 15 Dec 2019)

Dear Editor-in-Chief

Job satisfaction is one of the most challenging organizational concepts and basis for most management policies for increasing organizational productivity and efficiency (1). In this regard, occupational health management can effect on Job satisfaction (2-4). The situation of occupational health & safety is not predictable (5, 6).

The aim of this study was to investigate the relationship between the status of occupational health management and job satisfaction among rehabilitation nurses in Tehran provinces. This cross-sectional study was conducted on 140 nurses in 2017 as part of another study, with ethical code of IR.USWR.1396.359 (7).

Data were collected using the questionnaire composed of three parts of demographic information, occupational safety and health management assessment, and job satisfaction measurement (JDI). At first, face and content validity were evaluated by 10 experts. Content validity was confirmed using Lawshe's content validity coefficient index.

The reliability of tool was examined using Cronbach's alpha coefficient (7). There was a significant relationship between the status of occupational health management in nurses of rehabilitation centers and their job satisfaction in Tehran. Additionally, standard regression coefficient between occupational health management and job satisfaction was obtained to be 0.473 ($P<0.05$). Thus, with 95% confidence, occupational health management in rehabilitation centers under the supervision of welfare organization has a significant impact on job satisfaction of their staffs. Most existing studies investigated job satisfaction among medical staffs, and health staffs have been neglected because of the significance of their tasks in field of prevention, care, and treatment. Overall, paying attention to the development of a safe environment and promoting health status in the workplace leads to a suitable climate in workplace, to increase employee motivation and ultimately, to provide job satisfaction. Occupational safety and health leads to im-



provement of performance and increasing job satisfaction among staffs (3).

There was a significant relationship between occupational safety and health status in hospital and job satisfaction among nurses (2). Findings by Azadeh et al., about occupational health management and human resource productivity, confirmed a positive relationship between occupational safety and health management and job satisfaction. The quality of the workplace has psychologically and physically a direct impact on improving work health, increasing staff motivation, and improving job satisfaction and patient care improvement (8). Therefore, planning and conducting some program to promote occupational health and safety is necessary (9, 10). According to the evaluation of research findings, job satisfaction, and occupational health management in the rehabilitation center in Tehran is in relatively optimal condition. In addition, research findings confirmed a positive significant relationship between occupational health management and job satisfaction among staffs working in rehabilitation centers, and implementation of occupational safety and health programs in rehabilitation centers can significantly influence job satisfaction of staffs.

Therefore, it is necessary to provide more job satisfaction to the personnel of these centers by planning and conducting necessary steps to improve and promote the level of occupational health and safety.

Acknowledgements

All authors special thanks for nurses of rehabilitation centers.

Conflict of interest

The authors declare that there is no conflict of interests.

References

1. Poursadeghiyan M, Abbasi M, Mehri A, et al (2016). Relationship between job stress and anxiety, depression and job satisfaction in nurses in Iran. *Social Science*,11(9):2349-55.
2. Ja'fari MJ, Shafieian N, Mahfozpour S, Mehrabi Y (2012). The relationship between job satisfaction and occupational safety and occupational health status of nurses in a hospital. *JHSW*, 2(3):41-48.
3. Malliarou M, Moustaka E, Kouvela T, et al (2010). Greek Registered Nurses' Job Satisfaction in Relation to Work-Related Stress. A Study on Army and Civilian Rns. *Global Journal of Health Science*, 2(1):44-59.
4. Khammar A, Poursadeghiyan M, Marioryad H, et al (2019). Patient Safety Climate and Its Affecting Factors Among Rehabilitation Health Care Staff of Hospitals and Rehabilitation Centers in Iran-Tehran. *Iranian Rehabilitation Journal*, 17(1) :39-48.
5. Vatani J, Arami M, Khanikosarkhizi Z, et al (2021). Safety climate and related factors in rehabilitation nurses of hospitals in Iran. *Work*, 68(1):189-196.
6. Soltaninejad M, Khammar A, Aminizadeh M, et al (2020). Shift working disorders among nurses of Tehran hospital and its related factors in 2016. *Work*, 66(1):213-219.
7. Poursadeqiyani M, Hosseini Foladi S, Khammar A, et al (2019). A Survey on the Relationship between the Status of Occupational Health Management and Job Satisfaction among Staff of Rehabilitation Centers in Tehran: A Cross-sectional Study. *J Rehab*, 20(3):242-255.
8. Azadeh A, ZarrinM (2016). An intelligent framework for productivity assessment and analysis of human resource from resilience engineering, motivational factors, HSE and ergonomics perspectives. *Safety Sci*, 89: 55–71.
9. Poursadeqiyani M, Arefi MF, Khaleghi S, et al (2020). Investigation of the relationship between the safety climate and occupational fatigue among the nurses of educational hospitals in Zabol. *J Edu Health Promot*, 9:238-47.
10. Abbasi M, Yazdani Rad S, Habibi P, et al (2019). Relationship among noise exposure, sensitivity, and noise annoyance with job satisfaction and job stress in a textile industry. *Noise & Vibration Worldwide*, 50 (6): 195-201.