

## ER75: Measurement of nurses' Job satisfaction in Iran

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**Introduction:** Due to increasing demand of healthcare systems and nursing shortage, finding factors that predict nurses' job satisfaction are very important. This study was conducted to determine job satisfaction of nurses and its contributing factors.

**Method:** We conducted a cross-sectional survey among 530 nurses in one educational hospital in Tehran. A self-administered questionnaire including demographic data (age, sex, years of employment, job status and educational degree) and Minnesota satisfaction questionnaire (MSQ short-form) was distributed among nurses.

**Result:** 424 nurses completed the questionnaires (response rate 80%). 47.9% of respondents were satisfied with their job. They were more satisfied with moral values (87.9%) and social service (76.1%) and least satisfied with compensation (91.8%) and advancement (84.1%). There was no significant correlation between demographic variables (age, sex, years of employment, job status and educational degree) and job satisfaction. Our study also showed that nurses were most satisfied with intrinsic factors and least satisfied with extrinsic factors of their job.

**Conclusion:** Providing opportunities for development and improving payments may lead to higher levels of job satisfaction and better quality of patient's care.

**Keywords:** nurses, job satisfaction, Minnesota satisfaction questionnaire, teaching hospital

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