What factors influence the job satisfaction of outpatient nurses caring for cancer patients?

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Introduction

- As the number of outpatients receiving cancer treatment, including chemotherapy, increases due to shorter hospital stays and patient demand, the importance of the outpatient nurse's role in caring for cancer patients is highlighted.

- We aimed to identify the relationship between nursing competency, professional self-concept, and job satisfaction of outpatient oncology nurses who visit cancer patients, and to identify the influencing factors on job satisfaction to provide evidence for management strategies to improve job satisfaction of outpatient nurses.

Methods

Study design
- Cross-sectional study

Participants
- 104 outpatient oncology nurses caring for cancer patients at a tertiary general hospital in Seoul, South Korea

Instrument
- Nursing competency: Nursing Competency Scale developed by Lee et al (2020), 48 items, 5-point Likert scale, Cronbach's α= .97
- Professional self-concept: Profession Self-Concept of Nurses Instrument developed by Arthur (1990), 27 items, 4-point Likert scale, Cronbach's α=.96
- Job satisfaction: Job Satisfaction Scale for Clinical Nurses developed by Lee (2018), 32 items, 5-point Likert scale, Cronbach's α=.96

Results

1. Characteristics of the Participants

Characteristics	Categories	n(%) or M ± SD
Age(yr)		35.6±6.73
	25~30	27 (26.0)
	31~40	52 (50.0)
	≥ 41	25 (24.0)
Marital status	Single	40 (38.5)
	Married	64 (61.5)
Religion	Yes	38 (36.5)
	No	66 (63.5)
Education	≤ Bachelor	85 (81.7)
	Master	19 (18.3)
Department	Medical	47 (45.2)
	Surgical	18 (17.3)
	Radiationoncology	15 (14.4)
	Others	24 (23.1)
Total career		12.52±6.78
	< 5	16 (15.4)
	5~<10	26 (25.0)
	10~15	30 (28.8)
	≥ 15	32 (30.8)
Clinical career in outpatient cancer patient care		5.63±5.34
	< 5	67 (64.4)
	5~<10	17 (16.3)
	≥ 10	20 (19.2)
Education of new staff for outpatient	Yes	73 (72.2)
	No	31 (29.8)
Preceptor education for outpatient	Yes	39 (37.5)
	No	65 (62.5)

2. Level of Variables

Variables	M±SD	Min	Max
Nursing competency	3.89±0.46	2.63	4.96
Professional self-concept	2.84±0.36	2.33	3.85
Job satisfaction	3.88±0.57	2.19	5.00

3. Correlations among Variables

- Job satisfaction was significantly positively correlated with nursing competency (r=.70, p<.001) and professional self-concept (r=.63, p<.001).

4. Influencing Factors on Job Satisfaction

Variables	B	SE	β	t	p	Tolerance	VIF
(Constant)	.49	.34		1.42	.16		
Nursing competency	.63	.09	.51	5.92	<.001	.61	1.65
Professional self-concept	.68	.11	.31	3.58	.001	.61	1.65

R^2=.548, Adj R^2 = .539, F = 61.29, p <.001
Durbin-Watson=1.621

Conclusions

- In this study, professional self-concept, and nursing competency were identified as influential factors in the job satisfaction of outpatient oncology nurses caring for cancer patients. Based on the findings of this study, it is necessary to develop a program to increase professional self-concept and enhance nursing competency to improve the job satisfaction of outpatient oncology nurses.

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