

Work Value and Job Satisfaction among Saudi Nurses at Major Tertiary Hospital

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Abstract

Objectives: To explore whether work-related value influence nurses job satisfaction among Saudi Nurses at Major Tertiary Hospital. **Methods:** Used a descriptive correlational research design was used. The study was conducted in all in-patient and Outpatient, and critical care units at the tertiary hospital. A convenience Sampling Technique was used. Data were collected through a self-reported questionnaire comprising demographic characteristics, a work value questionnaire, and a job satisfaction survey. Frequency, Percentage, Mean, Standard Deviation, and Pearson Product Moment Correlational Coefficient were used as the statistical tools in treating the data gathered. **Results:** One hundred thirty Saudi nurses participated; most of them were females working in the tertiary hospital. Respondents are working for more than five years in the hospital. Moreover, Saudi nurses are highly educated, more than 40 % are holding with a BSc, and most nurses at tertiary hospital in Riyadh have stayed in their current position. Results revealed that the respondents moderately agreed with the work values as perceived by Saudi Nurses and were slightly satisfied concerning their job satisfaction. A positive association between work values and nurses' job satisfaction is significantly related to work values and job satisfaction. **Conclusions:** The work value was positively associated with nurses' job satisfaction. Leaders should pay more attention to create positive work value to increase job satisfaction for nurses and increase their stay.

Key words: Work Value, Job Satisfaction, Tertiary Hospital.

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INTRODUCTION

Nowadays, nursing plays a significant and vital role in the field of their expertise. Nurses exert an excellent quality of work to merit the value assurance and reliable health care protocol. One of the aspects, which will contribute to the improvement, is a thorough assessment of how nurses value their multi-tasking and routine job.

Commitment, dedication, and rapport within the tedious tasks will substantiate the efficacy and nature of their work. Nurses must engage the good system scale quality of work to achieve sustainable job satisfaction. Nurse Job satisfaction is the primary factor determining the commitment to stay or leave the practice [1].

According to a previous study, job satisfaction is the level of content an employee has with their work

and whether they like the entire job or some facets of it, including the nature of the situation, the management, and supervision [2]. An organization aiming to remain competitive, improve performance, and retain the workforce must invest in factors that lead to employee satisfaction, including the job environment. Maintaining good working standards and creating a conducive environment enables the workforce to utilize their potential. Personal growth will motivate the employees and ensure productivity [3].

Work values in nursing are essential because they guide the professional working standards; assist in decision-making, and model behavioral structure. Also, values lead to the improvement of care to ensure the safety and confidentiality of patients' information and result in overall job satisfaction for the nurses [4]. Saudi Arabia has a culture that recognizes the family unit and care for the patients is highly regarded. The caring value is vital in ensuring the harmony of the family and

therefore considered an essential factor by nurses in the Kingdom. Besides, Saudi nurses must portray high levels of privacy as influenced by strict Islamic laws and cultural beliefs.

Significance of the Study

Job satisfaction is influenced by the collaboration between work values, professional commitment, and the environment. The commotion between personal and work values was also supplemented by the desire to remain committed to the nursing profession. The role of a nurse is increasingly evolving to fill the gap in the healthcare sector. Nevertheless, the nurses face various challenges when delivering their functions, leading to reduced caregivers.

This study focus on the role of nurses in Saudi Arabia, the work values that determine the standards of their profession, the factors that contribute to the job, the effect that work values have on the satisfaction measure of Nurse in a job.

Purpose of the Study

To explore whether work-related value influence nurses job satisfaction among Saudi Nurses at tertiary hospital and to fulfill this aim, the following questions are to be answered:

What is the Perception level of work value among the Saudi Nurse in the tertiary hospital? What is the Perception level of Job Satisfaction among the Saudi Nurses in the chosen setting? Is there an association between work values and job satisfaction among Saudi Nurses in the chosen setting?

METHODS

Used a descriptive correlational cross-sectional design was used. The study was conducted at the tertiary hospital in Riyadh, Kingdom of Saudi Arabia because it is one of the largest Governmental hospitals in the Kingdom of Saudi Arabia, accredited by Joint Commission International (JCI). It is expected to provide a viable, accessible population of nursing professionals to conduct the study. Also, availability of research center targeting research problems about nursing staff Care Provision.

Sample and Sample Plan

For the study, the sample was Convenience from the accessible population in the setting, Saudi nurses working in different in-patient wards and Outpatient, including the Critical Care area. This method of sampling was chosen for this study to obtain the maximum benefit of assessing a large number of participants within a limited period.

Based on the information given by the hospital to be included in this study, the total accessible

population who meet the inclusion Criteria is estimated at approximately 600. The ideal sample size is 235.

Inclusion Criteria

The inclusion criteria for the participants included; (1) Saudi staff nurses holding a current nursing license. (2) Participate in the bedside and Outpatient area and hold a managerial post (3) to read and write English.

Study Tool

A self-reported questionnaire was adopted and used for collecting data for this study. The questionnaire comprised three main parts:

First part: Selected demographic and Occupational Characteristics

A set of selected demographic characteristics was decided. This set contained six items, namely, gender, age, job position, educational level, years of experience in nursing, and years in current post.

Second part: Work value Questionnaire

The questionnaire was adopted to assess the perception of work values among nurses. The respondents were asked to score on the scale of 1 to 5, the level of agreement with the statement as it relates to working using 1 for Disagree very much to 6 Agree very much [5].

Third part: Job satisfaction Survey

This questionnaire was used to assess nurses' job satisfaction levels. It is composed of Thirty-six (36) statements. The respondents were asked to score on a scale of 1 to 6, the level of agreement with the statement related to work, using 1 for Disagree (High) to 6 agree (High) [6].

Pilot study

A pilot study was conducted before data collection on 10 % of the sample size to test research protocols, data collection instruments, and sample recruitment strategies. Moreover, the pilot study was conducted to identify potential problem areas and deficiencies in the research instrument and protocol before implementation during the full investigation. It can also help members of the research team to become familiar with the procedures in the protocol.

Ethical Consideration

The study proposal was submitted to the Institutional Review Board (IRB) and Ethical Committee of the research center at the tertiary hospital to assure the feasibility of the study and guarantee that it meets all ethical considerations. The participant who met the inclusive criteria was invited to participate in the study. In this process, an information sheet explaining the Introduction, Purpose, strategy, risks, benefits, and alternative procedures, if any, is disclosed.

The anonymity and confidentiality of the study were provided to all participants.

DATA COLLECTION

Official approval to conduct that study was taken from the administration of the tertiary hospital. Then, Official permission from the authors was also taken to adopt the survey in collecting the data for the current study. The study tool statements were revised, and necessary modifications were done to suit its utilization in Saudi Arabia. Then, the pilot study was conducted to assure the reliability and consistency of the questionnaire. Lastly, subjects who meet the inclusion criteria were invited to fill the questionnaire sheets during their on-duty shifts.

STATISTICAL ANALYSIS

Reviewed each survey for completeness and included the eligible study in the data analysis. The data were analyzed through the use of a most recent version of the Statistical Package of the Social Science Program (SPSS). In analyzing the data, using the following statistical tools. Descriptive statistics including frequency, percentage, Mean and Standard Deviation were used to determine the level of perception of the Saudi staff on work values and job satisfaction, and the Pearson Product Moment Correlational Coefficient was used in establishing the relationship between the Work Value and Job satisfaction of the nurses at the tertiary hospital.

Time Frame

A maximum period of six months was proposed to complete the proposed study. This time frame is suitable for the research, with ample time for review and corrections.

Dissemination

Once this study was collected, it was disseminated via various channels to research departments—nursing administration, illustrations, hospitals, and universities for publication. Furthermore, the researcher can use different forms of media to present this study's results.

RESULTS

The current study included 130 Saudi nurses; Table 1 shows the frequency distribution and percentage of the demographic characteristics of the respondents. These include gender, age, education, job position, department/specialty, years of experience in Nursing, and Years of experience in the current position. In terms of gender, the study revealed that 57.7% of the respondents are females, and 42.3% were males. This shows that majority of the nurses working in the tertiary hospital were females. The data also showed that most respondents were between ages 26-30 with 39.2%, and the least were at ages 36 years and older with 9.2 %.

Furthermore, the majority of the respondents are young employees. Also, the study explored almost one-half of the respondents (n= 64) or 49.2 % of the employees earned with a diploma, (n= 57) or 43.8 % completed their Bachelor Degree BSc and only (n= 9) or 6.9 % pursuing their Master's Degree. This entails that their employees are contented in their degree earned. Compared to the previous studies in the same working environments in Saudi Arabia, it shows almost the same results about age and experience. Thus, the finding means that the nurses working at selected sitting hold a Diploma degree in nursing.

The Job positions are also stated in the data (see Table 1). This shows that the respondents belong to Staff Nurse3 (SN3) with (n=46) or 35.4%, then followed by staff nurse 2 (SN2) with (n=32) or 24.6%, Staff Nurse1 (SN1) with (n=29) or 22.3 %, Charge Nurse with (n=11) or 8.5%, Head Nurse with (n=10) or 7.7%, and only (n=2) or 1.5% are Clinical Director. This means that most of the working nurses in tertiary hospitals are SN3. However, the result showed that the Saudi nurses in the tertiary hospital are more educated when compared to Nurse in previous studies; only 20% and 38%, respectively; hold a BSc or post-graduate certificate [7].

Another characteristic included on the table is the department or specialty. The data present that most of the employees of the tertiary hospital are in the Outpatient Department with (n=46) or 35.4%, in the General Ward with (n= 36) or 27.7%, in Critical Care Unit only (n= 22) or 16.9 %, in Theater there are (n= 19) or 14.6 % while in others only (n= 7) or 5.4%. This means that the Outpatient Department has the highest number of nurses involved to cater to the patient's needs.

Table 1 also presents the distribution of respondents according to their length of experience. The result indicates that almost one-half of the respondents 56 (43.1%) had been working between 1 - 5 years, around 43 or 33.1 % had been working in TERTIARY HOSPITAL for about 6 - 10 years, and only 31 or 23% were working for more than 10 years already. The data reveals that the majority of the nurses employed between 1 - 5 years of experience in the nursing profession.

The number of years working in the current position is also presented (see Table 1). The data shows that almost one-half of the respondents 63 or 48.5% had been working from 1 to 3 years nursing experience in the current position; 35 or 26.9% more than 6 years; 32 or 24.6% had less than 4 to 6 years. The data reveals that the majority of the employees and almost all nurses in the tertiary hospital in Riyadh have stayed in their current job or position.

Table-1: Demographic Profile of the Nurses (n = 130)

Variable		Frequency	Percent
Gender	Male	55	42.30%
	Female	75	57.70%
Age	25 years or younger	22	16.90%
	26- 30 years	51	39.20%
	31- 35 years	45	34.60%
	36 years or older	12	9.20%
Education	Diploma	64	49.20%
	BSc	57	43.80%
	Masteral	9	6.90%
Job Position	Clinical Director	2	1.50%
	Head Nurse	10	7.70%
	Charge Nurse	11	8.50%
	SN 1	29	22.30%
	SN 2	32	24.60%
	SN 3	46	35.40%
Department / Specialty	Others	7	5.40%
	Theater	19	14.60%
	Critical Care Unit	22	16.90%
	General Ward	36	27.70%
	Outpatient	46	35.40%
Years of Experience in nursing	1 -5 years	56	43.10%
	6- 10 years	43	33.10%
	More than 10 years	31	23.80%
Years of Experience in current position	1-3 years	63	48.50%
	4-6 years	32	24.60%
	More than 6 years	35	26.90%

Level of Perception on Work Value

Table 2 shows that the overall perceived level of work value among the Saudi Nurses was Moderately Agree with the mean of 4.49. This means that the nursing work value is moderately good that provides a better-quality value towards their supervisors, manager, colleagues, co-workers in the hospital.

The data also presents that the work value among nurses was "highly agree." The highest perception level on nursing work value at TERTIARY HOSPITAL means that the nursing staff and nurse supervisor respect their colleague's work. They make an effort to understand their point of view even if they do not share it with them (M= 5.67; SD= 0.96). They are available when colleagues require their help (M= 5.64; SD= 0.96). They are loyal to their colleagues (M= 5.42; SD=1.12). They know that safety norms and regulations concerning preventing accidents are respected (M=5.40; SD=1.10). They also have their ambition, and they are career-oriented (M=5.31; SD=1.08). They are successful at work (M=5.30; SD=0.92). They learned different aspects of their work and acquired new competencies (M=5.24; SD=1.09). They are dedicated to paying attention and listening to their colleagues if they do not esteem much (M=5.21; SD=1.05). They are attentive to their colleagues' needs and emotional states (M=5.18; SD=1.0 found a similar result among nurses

and nursing students in Iran, which indicates a high level of work values [8].

The findings show that the respondents moderately agreed on work value to propose new ideas and express one's creativity within the workplace (M=5.02; SD=1.17). To know how to manage repetitive changes at work (M=4.95; SD=1.15), select a job that consents one to enjoy themselves and their lives (M=4.88; SD=1.38). Be interested in their work, be curious, and attempt to understand every situation (M= 4.83; SD=1.27) more deeply. To do things traditionally and use the customs learned (M=4.80; SD=1.20). To be open to forgiving a colleague who behaved incorrectly towards them (M= 4.74; SD=1.37). To seek out challenging objectives at work (M=4.58; SD=1.29). To have stimulating work activities even if unexpected organizational changes are involved (M= 4.39; SD=1.48) and lastly, to get ahead in the working world and succeeded more than others (M=4.38; SD=1.45).

Table 2 presents those respondents slightly disagree on work values. To have a job that is fun and makes them feel good (M=4.21; SD=1.60). They like doing things they do at work that do not contradict their head or older colleagues (M=4.20; SD=1.54). To respect outcomes rather than expressing their ideas (M=4.09; SD=1.46).

To organize other works (M=4.05; SD=1.67). To have a guaranteed and stable work position (M=3.94; SD=1.82). To work for an organization where employees' rights are protected (M=3.81; SD=1.79). To be the person in charge and tell others what to do (M=3.62; SD=1.88) and find pleasant and entertaining occasions within the workplace (M=3.56; SD=1.57).

The data also implies that the respondents slightly disagreed about to assume a leadership position and have decision – making authority, to avoid expressing one's ideas if his or her boss or colleagues might criticize them, and to work while remaining loyal to traditions and without adhering to continuous changes (Mean=3.38, 3.33 and 3.32 respectively). The findings mean that the Saudi nurses are not satisfied with other factors stated above.

The lowest level on the work value was to adapt oneself to organizational requests, even if they go against her/his principles (M= 2.62; SD=0.65).

Table-2: Level of Perception on Work Values

Construct	Mean	SD
Work Values	4.49	0.93

Note: Scale: 5.16-6.0 Agree (high); 4 .33-5.15 Agree (Moderate); 3.50-4.32 Agree (Slight); 2.67-3.49 Disagree (Slight); 1.84-2.66 Disagree (Moderate), 1.00-1.83 Disagree (High)

Measured the job satisfaction among Saudi Nurses in thirty-six (36) statements with an overall mean of 3.74. This result indicates that the respondent was slightly satisfied concerning their present work (Table 3).

Results revealed that the nurses were delighted in terms of supervision (M=5.41; SD=1.10). This finding means that the Saudi nurses are a high level of job satisfaction among Saudi nurses in tertiary hospitals. Similar results were found among Turkish nursing managers, Kantek and Kaya. Their supervisor or head well supervises them. The supervisor's competencies in doing their job highly affect the job performance among the Saudi nurses.

The findings show that the respondents moderately agreed on job satisfaction regarding people they work with (M=4.97; SD=1.15). The supervisor is quite competent in their job (M=4.77; SD= 1.49). The nurses like doing the things they do at work (M=4.56; SD=1.47). The communication seems reasonable within the organization (M=4.55; SD=1.47). The job is enjoyable (M=4.5; SD=1.53). They have too much to do at work (M=4.35; SD=1.92). There are benefits they do not have which they should have (M=4.38; SD=1.37). This means that the respondents are moderately satisfied with their job. This is similar to results in previous studies, Alshmemri *et al.* [7], in

which nurses showed a moderate level of job satisfaction.

The data also shows that the respondents were slightly satisfied with too much to do at work (M=4.32; SD=1.57). Many rules and procedures make doing a good job difficult (M=4.18; SD=1.55). Raises are too few and far between (M=4.05; SD=1.64). There is too little chance for promotion on their job (M=4.03; SD=1.70). They don't felt their efforts are rewarded the way they do (M=3.82; SD=1.64).

They are not satisfied with the benefits they receive (M=3.68; SD=1.73). When they do a good job, they receive the recognition they should receive (M=3.62; SD=1.65). There are few rewards for those who work in the hospital (M=3.62; SD=1.75), and lastly, there are too much bickering and fighting at work (M=3.53; SD=1.77).

Table 3 presents that respondents are slightly disagreed on people get ahead as fast as they do in other places (M=3.45; SD=1.74). They often felt that they don't know what was going on with the organization (M=3.41; SD=1.72). Those who do well on the job stand affair chance of being promoted (M=3.37; SD=1.84).

The benefits they received are as good as most other organizations offer (M=3.34; SD=1.50). They felt they were being paid a fair amount for their work (M=3.32; SD=1.71). They do no thought that the work they do was appreciated (M=3.30; SD=1.72). They felt satisfied with the chances for salary increases (M=3.25; SD=1.63). The benefits package they have was equitable (M=3.22; SD=1.63). They are happy with the opportunities for promotion (M=3.17; SD=1.96).

They felt unappreciated by the organization when they think about what they pay them (M=3.10; SD=1.82). Their efforts to do their good job are seldom blocked by red tape (M=3.09; SD=1.80). Their work assignments are not fully explained (M=3.08; SD=1.81). Their supervisor shows too little interest in their feelings of being subordinates (M=2.98; SD=1.76), and lastly, they found that they have to work harder at their job because of the incompetence of people they work with (M=2.86; SD=1.75).

The data implies that respondents moderately disagreed with the supervisor because they felt that the job was meaningless and the organization's goals are not apparent to the nurses (Mean=2.55, 2.62, and 2.66 respectively). The findings mean that the Saudi nurses are not satisfied with other factors stated above.

Job satisfaction is an essential element in keeping the workforce of any organization. Lack of professional pleasure hinders the pace of work and can adversely affect the individual, such as the 'burnout'

effect [9]. The number of nurses who are voluntarily leaving the profession is increasing because of various factors [10].

Table-3: Level of Perception on Job Satisfaction

Construct	Mean	SD
Job Satisfaction	3.74	0.748

Note: Scale: 5.16-6.0 Agree (high); 4.33-5.15 Agree (Moderate); 3.50-4.32 Agree (Slight); 2.67-3.49 Disagree (Slight); 1.84-2.66 Disagree (Moderate), 1.00-1.83 Disagree (High)

The Pearson Product Moment correlation coefficient was used in determining which demographic variables related to work value and job satisfaction. As shown in Table 4, the p-values of 0.054 indicating the relationship between work value and job satisfaction greater than 0.05 level of confidence. The finding means that the demographic profile as to female was significantly related to work value and job satisfaction. This entails that female nurses are more committed, dedicated to work than the males. Female nurses are more bestowed intensive care toward their patients rather than male nurses.

Most researches indicate that as the level of education increases job satisfaction may decrease. Requirements of jobs should be fitted with educational level of employees otherwise, if educational level of the staff is so high for the requirements of the job, this causes dissatisfaction.

The highest values for the correlation coefficient between work value and job satisfaction was found in job position groups (SN 1, $r = 0.455$, $p = 0.013$) and in the educational level group (BSc, $r = 0.371$, $p = 0.005$). This entails that the educational group level is highly significant related between the work value and job satisfaction.

In general, there were positive relationship between work values and job satisfaction in the majority of demographic, professional and educational groups. However, a different result have been found in department/ specialty group as they found out that the correlation coefficient between work value and job satisfaction was negative $r = -0.214$ with the respect to nurses working in other departments. Also, in job position groups the correlation coefficient was negative $r = -0.163$ in SN2 group, however all negative correlation coefficient was not significant ($p \leq 0.05$).

Table-4: Correlation Coefficient between the Demographic Characteristics, Work value and Job satisfaction

Variables		Correlation	Significance
		Coefficient (r)	p-value
Gender	Male	0.109	0.427
	Female	0.223	0.054*
Age	2-25 years younger	0.145	0.521
	26-30 years	0.02	0.891
	31-35 years	0.258	0.087*
	36 years or older	-0.07	0.829
Education	Diploma	-0.011	0.933
	BSc	0.371	0.005**
	Masteral	0.133	0.732
Job Position	Head Nurse	0.236	0.511
	Charge Nurse	0.283	0.400
	SN 1	0.455	0.013**
	SN 2	-0.163	0.373
	SN 3	0.142	0.345
Department / Specialty	Others	-0.214	0.645
	Theater	0.219	0.368
	Critical Care Unit	0.229	0.305
	General Ward	0.247	0.146
	Outpatient	0.203	0.176
Years of Experience in nursing	1-5 years	0.216	0.11
	6-10 years	0.053	0.737
	More than 10 years	0.269	0.143
Years of Experience in current position	1-3 years	0.181	0.155
	4-6 years	0.086	0.64
	More than 6 years	0.061	0.728

Table 5 shows the correlation coefficient computed to assess the relationship or the association

between work value and job satisfaction. In the data, there was a positive relationship between work value

and job satisfaction ($r= 0.172$, $p= 0.051$) this relationship is significant at 0.05 ($p < 0.05$). The data entails that the level of job satisfaction positively affects the functions exercised by the nurses in the hospital.

The main finding herein was that Saudi nurses at TERTIARY HOSPITAL have a moderate perception level of work value and job satisfaction. Also, the results showed, in general, a positive relationship between work value and job satisfaction.

According to a previous study, it was identified that the significant correlation in health care organizations is between the staff nurse job satisfaction and the patient's one. The research provides that the work value is important to job satisfaction among Saudi nurses. However, work value is not the only determinants of job satisfaction [9].

Finally, the results indicated a positive relationship between work value and job satisfaction with a correlation coefficient of 0.172, and these findings are supported by the results of other studies among nurses [11, 12].

Work intrinsic motivation is a measure that nurses can use to respond to challenges and demands. Healthcare professionals, among other individuals in their field, can react to a challenging situation with a positive attitude towards attaining responsibilities. Thus, work motivation is critical for health worker's performance [13]. There is a positive relationship between work motivation and the nurses' job engagement and satisfaction.

Table-5: Significant Relationship between work Values and the Nurses Job Satisfaction

Variables	r-value	p-value	Remarks
Work Values and Job Satisfaction	0.172	0.051*	Significant

Note: $p \leq 0.05$ (Significant at $\alpha = 0.05$ level) $p \leq 0.01$ (Highly significant at $\alpha = 0.01$ level)

DISCUSSION

The majority of the Saudi Nurses working in the tertiary hospital were females. Thus, they are relatively young, with a mean age of 29.9, and 50% are working more than five years in the hospital. Moreover, Saudi nurses are highly educated, and more than 50 % holding a BSc in the tertiary hospital. According to a previous study, the nursing profession itself faces social stigma in Saudi Arabia. Nursing involves offering holistic care to all people regardless of their gender [14]. Also, it includes working closely with other healthcare professionals and doctors, all of who represent gender diversity. Alghamdi *et al.* [15] state that because of the nature of the profession, family members are inclined to advise other family unit members to consider other courses, limiting contact with the opposite gender. The stigma in most cases affects the female nurses who are perceived to be betrayers of their morals and the family social standing.

Nevertheless, the nursing staff's departments, years of experience in nursing, and years of experience in current positions do not influence the work values and job satisfaction among the Saudi Nurses. However, this relationship strength gets higher for females, 31-35 years old, and the BSc holder nurses.

The perception level of work values among nurses was moderately agreed, while Saudi nurses' job satisfaction was slightly satisfied. Supervision is highly important in performance among the Saudi nurses. This could help nurses' contentment, commitment, and dedication to their profession.

Another factor that leads to employee commitment and contentment in a job is Loyalty.

According to Javed *et al.* [16], Loyalty indicates the association between workers and the organization they work for, and it influences their decision to remain with the organization. Determine the level of Loyalty include the communication of the organizational goals and values and the overall impact they have on the workforce's morale. Employee identification with the values and goals of their workplace, therefore, determines their level of contentment.

According to Lu *et al.*, [17], job satisfaction plays a vital role in nurses' commitment worldwide. The organization characteristics, including professionals' shortage, scarce resources, and equipment shortage, contribute to lack of commitment from nurses. However, nurses' commitment to the profession, content from their work, proper management, and motivation influences a nurse's decision to remain committed to their job [18].

According to Alshmemri *et al.*, [7] in a hospital in Saudi Arabia, nurses' satisfaction is by gender, years of experience, the number of dependent adults under the Nurse's care, and the professional experience in general. Male nurses rated high gender than their female counterparts, an observation that can be attributed to the social stigma of female nurses. Adult caregivers scored significantly with nurses who had no adults to cater for, indicating satisfaction. The results are influenced by the head role occupied by elders and the pressure mounted by the society concerning the elderly's health.

Similarly, Alharbi, *et al.*, [19] Saudi Arabia's national critical registered nurses expressed satisfaction with the profession but reported significant levels of

burnout from depersonalization and emotional exhaustion. Alotaibi, Paliadelis, & Valenzuela [20] concluded that religion played a role in ensuring satisfaction. Simultaneously, lack of opportunities to study, increased workload, and favoritism in the workplace influenced the dissatisfaction among nurses in the Kingdom.

The effect of work value on nurses' job satisfaction, according to Ravari, *et al.*, [21] research on Iranian nurses indicated that values which advocate for tolerance, enhance unity, harmony from within, centered on altruism and the spiritual realm, and reflect traditional commitment could lead to job satisfaction. Considering that the Iranian Culture is almost similar to that of Saudi Arabia, the same concepts can apply in the Kingdom to enable nurses to adapt to the Culture and religious beliefs.

Consequently, Van Bogaert, *et al.*, [22] stated that the dimensions in the nursing practice environment foreshadowed the commitment measure in a nurse and the perception of the healthcare giver concerning the quality of care. Considering the religious beliefs and the conservative Culture of Saudi Arabia, a Nurse would indicate dissatisfaction and decision to leave based on the complexity of the healthcare facilities and the clients in the Kingdom.

Abdelhafiz, *et al.*, [23] examine the effects of leadership skills on the nursing profession. The use of transformational leadership in nursing resulted in high levels of job satisfaction among nurses. While most health workers in Saudi Arabia originate from foreign countries, the source should integrate transformational leadership techniques to enhance the retention of the nursing workforce.

Study limitations

Two limitations of this study, first, using a survey to which the questions designed may not point toward the answer required and the fact that people tend to give the socially acceptable version of their answer. Second, job satisfaction is neither engagement nor motivation. It does not reflect on the employee's commitment/productivity.

In conclusion, the Work Values were significantly related to Saudi nurses' job satisfaction in the tertiary hospital. When the supervision is good, later, their nurses may gain a high performance in their work values and a higher level of satisfaction. More attention should be paid to create a positive work value to increase job satisfaction for nurses and increase their stay in the tertiary hospital.

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