

Job Satisfaction Among Nurses Working in Mental Health Hospital at ERADA mental health complex in Riyadh, KSA

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Abstract

Background: Job related stressors and Job dissatisfaction are becoming an increasingly large disorder. Stress has a cost for individuals in terms of health, wellbeing & job dissatisfaction as well as in terms of absenteeism and turnover which in turn affect the quality of patient care. **Aim:** The purpose of this study to examine the level of job satisfaction among nurses working in mental health hospital. **Methods:** This is a cross-sectional self-administered questionnaire-based study. The participants were staff nurses in ERADA mental health complex in Riyadh. Demographic data and Warr-Cook-Wall Job Satisfaction Scale (WCWJSS) was used. The data were tabulated and analyzed using the Statistical

Package for Social Studies (SPSS) version 20. **Results:** the rate of job satisfaction was close between men and women, and it was noticed that the higher the educational level, there was an increase in the level of job satisfaction for the nurse, as well as some results indicating less job satisfaction in terms of monthly income and the absence of benefits Financial and also a lack of appreciation for the nursing staff who work harder. **Conclusion:** The level of job satisfaction among the participants was average

Keywords: Job, satisfaction, nurses, mental health

Introduction

Nurses play a key role in health care system, and their job satisfaction is imperative. Job satisfaction is the extent to which nurses love or do not love their job or just how they impression about their work and its different aspects(Charalambous, Xenikakis, Skitsou, Biskanaki, &Korstantakopulo, 2018). In recent years, due to extensive and notable effects on nurses and quality of care provided, much attention has been given in order to improve the working environment. In addition, the level of job satisfaction has been of significant interest to researchers because nurses' work and motivation can determine the consequences of practice (Heydari, Sodmand, &Meshkinyard, 2016).

Job dissatisfaction limits the attainment of organizational goals since it affects confidence. (Kamal, Al-Dhshan, Abu-Salameh, Abuadas, & Hassan, 2012) found out that work-related stress and job dissatisfaction among nurses is a concern since the disorder prevents the delivery of excellent services. The challenge leads to high turnover rates and absenteeism among nurses. In Saudi Arabia, the nursing profession has been experiencing a workforce shortage accompanied by high rates of turnover, making nurses a precious resource. The work-life issues threatening retention of nurses is of serious concern for health administrators(Lamadah & Sayed, 2014).

Moreover, job satisfaction assessment is significant for organizations as it is one of the most consistent feedback factors that provide helpful information regarding work's evaluation. The assessment can also be used to prevent underlying problems such as payment rate, work features, work development and relationship with colleagues (Charalambous, et al, 2018).Patient care in mental hospitals is complex and requires vigilance with appropriate team responsibilities. Most studies on job satisfaction in nursing have focused on general nursing specialties, and relatively little attention has been paid to nurses working in mental health units. Hence the current study will be conducted to determine job satisfaction among nurses working in mental health hospitals. A large and growing body of literature has focused on job satisfaction because of its importance at promoting wellness among the disabled members of the community. Fleury et al. (2018) confirmed that the mental health sector is undergoing some reforms, which are likely to affect professionals' practices. These changes focus on motivating nursing practitioners to allow attaining organizational goals. Consequently, researchers focus on identifying factors influencing job satisfaction to enable the sector to incorporate the findings and promote patient comfort. Before identifying these elements, it is essential to understand the setup of mental health centers to understand patients and nurses' expectations.

Researchers have confirmed that mental health centers are a more challenging work environment than conventional hospitals due to the nature of patients treated. As a result, nurses working in mental health hospitals should prepare for hostility from patients. The staff must address inappropriate behavior and hostility from clients due to their unstable mental conditions (Reid, 2013). Mental illness has been defined from various perspectives. For instance, medical professionals from Scotland described victims of mental illness and individuals at conflict with the law and can endanger themselves and people who come into contact with them (Reid). Some of these patients suffer from drug addiction challenges and might report violent behaviors. About 33 out of 47 nurses working in the mental health hospitals confirmed that they had addressed issues associated with drug addiction (Andrioti et al., 2017). From these findings, it is evident that mental health hospitals do not offer an entirely conducive environment for nurses. Therefore, working in such surroundings require commitment and motivation to help achieve expected goals.

Researchers focus on discussing job satisfaction among nurses to facilitate the attainment of organizational goals of promoting wellbeing patients. As the most crucial part of hospital staff, nurses need the motivation to work towards achieving the objectives (Leung, Spurgeon, & Cheung, 2007). An assessment of job satisfaction is significant to employers because it through these findings that the management suggests operation to promote positive patient outcomes. According to Charalambolous, Xenikakis, and Skitsou (2018), job satisfaction was found positively correlated to job performance. Therefore, enterprises expecting impressive outputs should evaluate the level of satisfaction of their employees. Since the healthcare sector, particularly mental health centers, seek to improve treatment outcomes, they must focus on improving job satisfaction level among nurses. The focus on nurses results from their importance to the practices as they carry out a wide range of activities ranging from the diagnosis of ailments to taking care of patients (Kamal et al., 2012). Additionally, nurses care for mentally ill patients both at home and in hospital surroundings (Leung et al., 2007). As a result, they perform hectic tasks and require the maximum level of satisfaction to improve their performance.

In addition to the personal factors, organizational activities and strategies can affect job satisfaction among nurses. Hospitals must create a conducive environment for treating patients by constructing excellent facilities and ensuring the safety of nurses, visitors, and patients (Mari et al., 2018). Mental health centers harbors patients with varying extent of mental health, and their unpredictable behavior can lead to accidents and injuries to nurses and other patients

(Heydari, Meshkinyazd, & Soodmand, 2017) . Consequently, dangers associated with the care for mentally ill patients lowers job satisfaction level among the professionals. Other organizational factors affecting job satisfaction level among nurses include the nature of work, salary, and workforce relationships. Many researchers have focused on how organizations can promote job satisfaction among nurses. For example, Heydari et al. (2016) studied the impact of training on job satisfaction. Similarly, Jonsson (2012) investigated how psychosocial environment created by the organization affected job satisfaction. Alternatively, Heydari et al. (2017) investigated how the spiritual intelligence of nurses affected their job satisfaction. Overall, with different findings reported in the prior studies, the authors determined the associations between different organizational and individual factors as independent variables and job satisfaction of nurses working in mental health hospitals.

Demographic Factors Associated with Job Satisfaction :- Job satisfaction among workers results from factors associated with the organization of employees themselves. Personal factors entail internal influencers and organization have little role to play to improve job satisfaction level related to individual issues. Essentially, personal factors result from demographic influencers, such as education level, age, generation, and individual characteristics (Maqbali, 2015). The age of nurses determines their work experience, which, in turn, affects their level of job satisfaction. Newbies have no sufficient job experience, while older nurses have faced various challenging conditions and understand how to face difficulties (Leung et al., 2007). Thus, older nursing practitioners have sufficient experience; they can have a higher level of job satisfaction than younger workers.

Knowledge Gap: - There is a gap in knowledge regarding violent behavior among mentally ill patients. Androit et al. (2017) confirm that most of the mental illness cases reported by psychiatric nurses are resulted from drug addiction, and these victims can manifest violent traits. Sense of fear can reduce job satisfaction among nursing practitioners since such patients are dangerous and can harm both nurses and other patients. Lack of good quality studies on factors associated with job satisfaction in Saudi Arabia is still a challenge. Therefore, the current study will address this gap in knowledge through examining potential factors influencing nurses' job satisfaction.

Aim of this study: - The purpose of this study is to examine the level of job satisfaction among nurses working in mental health hospital and to identify differences in the overall level of job satisfaction according to selected sociodemographic characteristics.

Research questions: - To fulfill the aim of the study, the following research questions will be formulated: (1) What is the level of job satisfaction among mental health nurses? (2) Are there differences in job satisfaction due to sociodemographic variables?

METHOD:-

Quantitative, descriptive-cross sectional study was used. The study was conducted at Al-Amal (Eradah) hospital located in Riyadh City, the capital of Saudi Arabia. a convenience sampling was used ,127 nurses bas included in this study, with experience at least three years and who are currently working in clinical practices. A structured questionnaire was used composed of demographics and job satisfaction . These sociodemographic variables have been determined in the literature to be related to nurses’ job satisfaction (**Manojlovich, 2010; Laschinger, Finegan, &Shamian, 2001; Laschinger, Almost, &Tuer-Hodes, 2003**).And for satisfaction , **Warr-Cook-Wall Job Satisfaction Scale(WCWJSS)**: contains 15 items and measures overall job satisfaction

Ethical Considerations

Ethical considerations were achieved by obtaining approval from the INAYA institution review board. Nurses’ information and responses was treated anonymously and confidentiality was assured. In addition, participation in the study have been voluntary; therefore, responding to the study questionnaire was accepted as consent to the participant and the right to withdraw from the study will be respected.

Results

Table (1): Sociodemographic characteristics of the sample(N=130)

Characteristics	N	%	Characteristics	N	%
Age			Marital status		
21-30	46	35.4	Single	35	26.9
31-40	53	40.8	Married	83	63.8
41-50	18	13.8	Divorce	9	6.9
51-60	3	2.3	Widow	3	2.3
Mean ±SD	31.48±10.13				
Gender			Monthly income		
Male	26	20	5000-10000	56	43.1
Female	104	80	10000-15000	52	40
Nationality			15000-20000	14	10.8
Saudi	96	73.8	20000-25000	2	1.5
Non Saudi	34	26.2	More than 25000	6	4.6
Educational level			Work experience		
Diploma	50	38.5	1-5 years	21	16.2
Associate degree	1	.8	5-10 years	51	39.2
Baccalaureate	64	49.2	10-15 years	28	21.5
Master	14	10.8	15-20 years	17	13.1
Ph D	1	.8	More than 20 years	8	6.2
			Mean ±SD	9.36±5.89	

Table (1): describes the socio-demographic characteristics of the sample studied. The total sample size was 130 who completely filled up the questionnaire and were taken up for final analysis. The number of males was 26 (20%), while the number of female participants was 104 (80%). With regard to the age groups of the participants, they were as follows (35.04%), (40.8%) for the age groups, respectively, between 21-30 years, 31-40 years, and the age group between 41-50 years who's the percentage was (13.8%). As for those between 51 and 60 years old, the percentage of them from the total sample was (2.3%) only.

The percentage of participants in filling the questionnaire was distributed with regard to the educational level, where the percentage of participants who hold the diploma qualification (28.5%) was taken, and Associate degree was (0.8%) while the percentage of participants who hold the most bachelor's qualification was (49.2%), while the percentage of holders of master's degrees (10.8%) and (0.8%) for participants with a PhD qualification.

For Saudi of the participants the percentage was (73.8%) , and ((26.2%) for Non Saudi participants.

Table (2): Job satisfaction of mental health nurses on the Warr-Cook-Wall (WCW) job satisfaction scale (N=130)

	Strongly satisfied	Satisfied	Either satisfied or dissatisfied	Dissatisfied	Strongly dissatisfied	Mean	SD	Rank
The physical condition in which you work	6(4.6)	49(37.7)	40(30.8)	18(13.8)	17(13.1)	3.07	1.1	7
Freedom to choose your own working methods	6(4.6)	44(33.8)	38(29.2)	24(18.5)	18(13.8)	2.97	1.1	11
Your fellow workers	3(2.3)	49(37.7)	44(33.8)	23(17.7)	11(8.5)	3.08	.99	6
The recognition you get for good work	10(7.7)	49(37.7)	26(20)	31(23)	14(10.8)	3.08	1.1	6
Your immediate manager	14(10.8)	50(38.5)	25(19.2)	25(19.2)	16(12.3)	3.16	1.2	2
The amount of responsibility you are given	11(8.5)	48(36.9)	36(27.7)	23(17.7)	12(9.2)	3.18	1.1	1
The rate of pay for nurses	8(6.2)	44(33.8)	31(23.8)	31(23.8)	16(12.3)	2.98	1.1	10
The opportunity to use your abilities	6(4.6)	40(30.8)	45(34.6)	30(23.1)	9(6.9)	3.03	1	8
Relations between management and staff	6(4.6)	44(33.8)	38(29.2)	27(20.8)	15(11.5)	2.99	1.09	9
Future chance of promotion	9(6.9)	45(34.6)	41(31.5)	21(16.2)	14(10.8)	3.11	1.10	4
The way the hospital is managed	4(3.1)	38(29.2)	36(27.7)	36(27.7)	16(12.3)	2.83	1.08	14
The attention paid to your suggestion	2(1.5)	38(29.2)	45(34.6)	36(27.7)	9(6.9)	2.91	.95	13
The hours of work	7(5.4)	57(43.8)	24(18.5)	32(24.6)	10(7.7)	3.15	1.09	3

The amount of variety in your job	8(6.2)	49(37.7)	36(27.7)	21(16.2)	16(12.3)	3.09	1.1	5
Your job security	5(3.8)	47(36.2)	29(22.3)	30(23.1)	19(14.6)	2.92	1.1	12
Overall satisfaction (Mean ±SD)	3.035±0.84							

Table (2): describes the Job satisfaction of mental health nurses on the Warr-Cook-Wall (WCW) job satisfaction scale, we observed the amount of responsibility they are given take high percentage by (3.18) in mean and the lowest percentage by (2.83) in mean. For overall satisfaction in table (2) the mean was (3.035).

Table (3): Differences in job satisfaction due to age(N=130)

	21-30		31-40		41-50		51-60		P-value
	Me an	S D	Me an	SD	Me an	SD	Mean	SD	
The physical condition in which you work	3.24	1.06	3.15	1	3.22	1.06	3.33	1.5	.971
Freedom to choose your own working methods	3.17	1.06	2.89	1.05	3.5	1.09	3.33	0.6	.169
Your fellow workers	3.3	.9	2.98	.9	3.39	1	3	1	.269
The recognition you get for good work	3.24	1.17	3.17	1	3.28	1	2.33	1.5	.587
Your immediate manager	3.15	1.3	3.34	1.14	3.33	.5	3.3	1	.877
The amount of responsibility you are given	3.5	.9	3.04	1	3.5	1.15	3.3	.5	.105
The rate of pay for nurses	3.17	1.18	3.02	1.1	2.89	1.07	2	1.7	.332
The opportunity to use your abilities	3.26	.9	2.87	.9	3.39	.9	3.33	.5	.096
Relations between management and staff	3.3	.9	2.77	1	3.44	.9	4	.0	.010**
Future chance of promotion	3.35	1.12	3.11	1	3	1	2.67	1.15	.484
The way the hospital is managed	2.87	1.12	2.74	1	3.11	1	2.33	.5	.520
The attention paid to your suggestion	3.2	.9	2.81	.9	2.83	.9	3	.0	.204
The hours of work	3.35	1	2.96	1.14	3.6	.8	3.67	.5	.079
The amount of variety in your job	3.39	1	2.91	1	3.44	1.19	3.33	.5	.102
Your job security	3.22	1.19	2.79	1	3.06	1.1	2.33	.5	.214
Overall satisfaction (Mean ±SD)	3.25	.82	2.97	.77	3.27	.85	3	.67	.304

*=Significant **= Highly significant SD=Standard deviation

Table (3): describes the Differences in job satisfaction due to age, we observed the Relations between management and staff take high percentage by (4) in mean for age between (51-60) and also lowest percentage by (2) in mean in the same age for the rate of pay for nurses. For overall satisfaction due to age in table (3) the mean was (3.27) in age between (41-50) high percentage, and the mean in age between (31-40) was (2.97) the lowest percentage.

Table (4): Differences in job satisfaction due to gender(N=130)

	Male		Female		P-value
	Mean	SD	Mean	SD	
The physical condition in which you work	3.19	1.09	3.04	1.11	.529
Freedom to choose your own working methods	3	1.16	2.96	1.12	.877
Your fellow workers	3.23	.9	3.04	1	.379
The recognition you get for good work	3.04	1.24	3.09	1.115	.852
Your immediate manager	3.04	1.5	3.19	1.14	.567
The amount of responsibility you are given	3	1.29	3.22	1.06	.366
The rate of pay for nurses	2.73	1.25	3.04	1.12	.224
The opportunity to use your abilities	2.92	1.16	3.06	.9	.543
Relations between management and staff	3.12	1.33	2.96	1	.524
Future chance of promotion	2.96	1.11	3.14	1.1	.452
The way the hospital is managed	3.04	1	2.78	1	.274
The attention paid to your suggestion	3.08	1	2.87	.9	.313
The hours of work	2.85	1.19	3.22	1.06	.118
The amount of variety in your job	3.08	1.29	3.10	1.09	.939
Your job security	3.04	1.3	2.88	1.12	.546
Overall satisfaction (Mean ±SD)	3.02	1	3.04	.79	.920

*=Significant **= Highly significant SD=Standard deviation

Table (4): describes the Differences in job satisfaction due to gender, we observed in male for fellow workers take high percentage by (3.23) in mean and lowest percentage by (2.73) in mean for the rate of pay for nurses. And we observed in female for the amount of responsibility they are given and the hours of work take the same high percentage by (3.22) in mean and lowest percentage by (2.78) in mean for the way the hospital is managed. For overall satisfaction due to gender in table (4) the mean was (3.02) in male, and the mean in female was (3.04).

Table (5): Differences in job satisfaction due to educational level(N=130)

	Diploma		Associate		Baccalaur eate		Master		Ph D		P-value
	Me an	S D	Me an	SD	Me an	SD	Mean	SD	Me an	S D	
The physical condition in which you work	2.68	1.13	3	0.0	3.3	1	3.36	.84	4	0.0	.030*
Freedom to choose your own working methods	2.52	1.12	5	0.0	3.23	1	3.14	.77	4	0.0	.002*
Your fellow workers	2.7	1	5	0.0	3.31	.9	3.21	.69	3	0.0	.004*
The recognition you get for good work	2.76	1.2	5	0.0	3.31	1	2.93	1	4	0.0	.040*
Your immediate manager	2.90	1.29	4	0.0	3.34	1.1	3.14	1.4	4	0.0	.324
The amount of responsibility you are given	2.88	1.2	3	0.0	3.33	1	3.50	.94	4	0.0	.162
The rate of pay for nurses	2.82	1.15	3	0.0	3.05	1.17	3.14	1	4	0.0	.697
The opportunity to use your abilities	2.78	1	3	0.0	3.23	.97	3	.96	3	0.0	.217
Relations between management and staff	2.56	1.12	3	0.0	3.22	1	3.43	1	4	0.0	.007*
Future chance of promotion	2.94	1.34	3	0.0	3.2	.9	3.21	.9	4	0.0	.662
The way the hospital is managed	2.56	1.16	3	0.0	3.02	1	2.86	.86	4	0.0	.182
The attention paid to your suggestion	2.68	.9	3	0.0	2.98	.9	3.36	.63	3	0.0	.169
The hours of work	2.76	1.13	5	0.0	3.42	.9	3.07	1	4	0.0	.006*
The amount of variety in your job	2.7	1.26	5	0.0	3.25	.94	3.57	1	4	0.0	.008*
Your job security	2.64	1.2	5	0.0	2.97	1.12	3.43	.78	4	0.0	.040*
Overall satisfaction (Mean ±SD)	2.7	.85	3.87	0.0	3.21	.41	3.8	0.0	3.8	0.0	.015*

*=Significant **= Highly significant SD=Standard deviation

Table (5): describes the Differences in job satisfaction due to educational level, we observed in associate educational level for Freedom to choose your own working methods, fellow workers, the recognition you get for good work, the hours of work, the amount of variety in your job and the job security take high percentage and same by (5) in mean and lowest percentage by (2.52) in mean for Freedom to choose your own working methods in diploma educational level. For overall satisfaction due to educational level in table (6) the mean was (3.87) in associate by highest percentage, and the mean in diploma was (2.7) lowest percentage. and we observe the same mean result in master and PhD educational level by (3.8).

Table (6): Differences in job satisfaction due to marital status(N=130)

	Single		Married		Divorced		Widow		P-value
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	
The physical condition in which you work	2.69	1.32	3.36	.9	2.11	1	2.33	.57	<.0001**
Freedom to choose your own working methods	2.54	1.24	3.18	1	2.89	1.36	2.33	1.15	.028
Your fellow workers	2.91	1	3.19	.96	2.89	1.05	2.33	.57	.255
The recognition you get for good work	2.71	1.2	3.33	1	2.78	1.7	1.33	.57	.002*
Your immediate manager	2.66	1.35	3.41	1.08	3	1.5	2.67	.57	.016*
The amount of responsibility you are given	2.86	1.24	3.33	1.05	3.22	1.09	2.67	.57	.169
The rate of pay for nurses	2.74	1.26	3.14	1.03	2.89	1.45	1.33	.577	.023*
The opportunity to use your abilities	2.80	1.15	3.13	.90	3.11	1.26	2.67	.577	.371
Relations between management and staff	2.71	1.27	3.12	1.04	2.78	.667	3.33	1.15	.261
Future chance of promotion	2.94	1.18	3.27	1.04	2.78	.9	1.67	.577	.036
The way the hospital is managed	2.69	1.15	2.98	1	2.33	.866	2	0.0	.120
The attention paid to your suggestion	2.74	1.09	3.02	.91	2.56	.726	2.67	.577	.296
The hours of work	2.66	1.08	3.39	1.0	2.78	1.3	3.33	1.15	.006*
The amount of variety in your job	2.86	1.3	3.23	1.06	2.89	1.05	2.67	.577	.331
Your job security	2.69	1.36	3.05	1.04	2.89	1.26	2	0.0	.225
Overall satisfaction (Mean ±SD)	2.75	1	3.2	.74	2.79	.73	2.36	.48	.014*

*=Significant **= Highly significant SD=Standard deviation

Table (7): describes the Differences in job satisfaction due to marital status, we observed in married participants for the immediate manager take high percentage by (3.41) in mean and lowest percentage by (1.33) in mean for the recognition they get for good work and the rate of pay for nurses in widow participants. For overall satisfaction due to marital status in table (7) the mean was (3.2) in married participants by high value, and (2.36) in widow participants in mean by lowest value.

Table (7): Differences in job satisfaction due to work experience (N=130)

	1-5		5-10		10-15		15-20		More than 20		P-value
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	
The physical condition in which you work	3	1.14	2.76	1.17	3.39	.73	3.71	.77	2.38	1.06	.003*
Freedom to choose your own working methods	2.81	1.16	2.65	1.12	3.14	.89	3.71	.77	2.75	1.28	.008*
Your fellow workers	3	.94	2.96	.93	3.21	.92	3.41	.79	2.5	1.41	.175
The recognition you get for good work	3	1.14	2.9	1.22	3.25	.96	3.65	.86	2.5	1.41	.083
Your immediate manager	2.86	1.23	2.86	1.26	3.68	.98	3.53	.87	3.12	1.45	.022*
The amount of responsibility you are given	3.05	.97	3	1.14	3.21	1.06	3.59	1.06	3.38	1.06	.365
The rate of pay for nurses	3.05	1.28	2.78	1.11	3	1.08	3.41	.93	2.88	1.24	.389
The opportunity to use your abilities	2.81	1.07	2.94	1.08	3.04	.79	3.53	.717	2.88	.99	.197
Relations between management and staff	2.90	1.26	2.75	1.03	3.21	.99	3.12	.93	3	1.31	.407
Future chance of promotion	3	1.23	3.06	1.09	3.18	.95	3.53	.87	2.38	1.3	.152
The way the hospital is managed	2.71	1.1	2.71	1.04	2.82	1.05	3.29	.85	2.62	1.3	.344
The attention paid to your suggestion	3.19	.81	2.78	.98	2.82	.90	3	.79	2.75	1.03	.481
The hours of work	3.29	.95	2.84	1.13	3.29	1	3.65	.86	2.88	1.36	.061
The amount of variety in your job	3.10	1.17	3.04	1.13	3.04	1	3.53	.8	2.5	1.5	.282
Your job security	2.81	1.25	2.8	1.14	2.86	1.07	3.29	.92	2.38	1.18	.387
Overall satisfaction (Mean ±SD)	2.97	.91	2.86	.84	3.14	.58	3.46	.68	2.72	1	.061

*=Significant **= Highly significant SD=Standard deviation

Table (9): describes the Differences in job satisfaction due to work experience, we observed in (15-20) work experience participants for the physical condition in which they work and Freedom to choose their own working methods take high percentage by (3.71) in mean and lowest percentage by (2.38) in mean for the physical condition in which they work and Future chance of promotion in (more than 20 years) work experience participants. For overall satisfaction due to work experience in table (9) the mean was (3.46) in (15-20) work experience participants by high value, and (2.72) in (more than 20 years) work experience participants in mean by lowest value.

Conclusion: It is evident from the results of the study that there are differences in the level of job satisfaction based on the different factors, where job satisfaction was often in the middle. However, there was a satisfaction with certain elements as ages, nationality, level of educational level, monthly income.

Recommendation : - There should be a role for the Saudi Ministry of Health in improving the work environment for the mental health nursing staff and giving them special benefits due to the challenges and obstacles they face in their work and reviewing their monthly income based on the volume of work they do and the type of patients they deal with, and providing job security for all workers in particular For the non-Saudi nursing staff and taking into account the distinguished nursing staff by giving them incentives that encourage more giving and reduce the request to move to other hospitals or request to resign from the job for lack of appreciation, also the working hours must be reviewed against the psychological pressure that the mental health nurse is exposed to due to his stress in In this field, working for an hour with a psychiatric patient is completely different from working with any other patient due to the nature of the mental illness, and the effort required by a nursing staff, as we know that providing a safe and comfortable work environment will positively reflect on the service provided to the patient, which increases It increases the quality of the patient's health care and in turn increases the level of job satisfaction for the nursing staff.

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