

## **Perception of Occupational Stress and Job Satisfaction**

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**Objective:** To evaluate the factors contributing to work-related stress and job satisfaction among Jordanian nurses.

**Setting:** AlKarak governmental hospital.

**Design:** Cross sectional.

**Method:** Questionnaires distributed to one hundred forty-four nurses, 121 (84%) responded. The questionnaire was composed of 3 scales; the first one included personal characteristics, the second composed of 23 items about occupational stress and the third composed of 15 items about job satisfaction.

**Result:** The majority of nurses experienced moderate to extreme stress related general working conditions, the stresses were related to shortage of essential resources, 109 (90.1%), staff shortage and unsocial hours, 108 (89.3%). Nurses were generally dissatisfied with their job, 25 (20.7%) of nurses were satisfied with their immediate manager, and more than half of them were very dissatisfied with the hospital management. No significant relationship was identified between the occupational stress and job satisfaction.

**Conclusion:** Nurses were dissatisfied with their job. The majority of nurses, in this study, were dissatisfied with the rate of pay. The respondents were satisfied with their fellow workers and immediate manager.

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