Study on the relationship between job fatigue and job satisfaction of cancer nurses

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Background: Job fatigue is a very complex physiological and psychological phenomenon with a sense of discomfort in the production process. People with job fatigue have low work ability, procrastination, lack of initiative, indifference to patients and high work error rate. The incidence of job fatigue in nurses was 57.5% ~ 91.27%, which was higher than in healthy persons. Due to the particularity of tumor disease, oncology nurses' work is relatively heavy, their psychological pressure is high, job fatigue should be paid attention to particularly,but it is ignored. Job satisfaction is the evaluation of the work characteristics of the members in the organization. Nurses' job satisfaction and turnover rate were negatively correlated, the higher the nurses' satisfaction is, the lower the turnover rate is. In order to improve the high rate of turnover.

Objective: To investigate the status of oncology nurses' job fatigue and job satisfaction and analyze the influencing factors, providing basic data and scientific basis to effectively reducing nurses job fatigue , improving job satisfaction .

Methods: The cross-sectional study randomly selected 435 nurses from a tertiary cancer hospital, with self-designed questionnaire, Fatigue Symptom Checklist and the nurse job satisfaction rating scale questionnaire. General questionnaire including gender, job title, nurse grading, monthly income, educational level, the average delay of work time, etc. Fatigue Symptom Checklist contains a sense of drowsiness, restlessness, non pleasure, burnout and visual fatigue. The nurse job satisfaction rating scale, composed of management, work load, relationship with colleagues, work itself, wages and benefits, personal growth and development, recognition, family/work balance, there are eight dimensions of a total of 38 items. The response rate of 100%. Using SPSS13.0 software for statistical analysis.T test, variance analysis and Spearman correlation analysis were used to analyze data , with $P<0.05$ as statistical significant.

Results: Oncology nurses' job fatigue ranking from high to low respectively was drowsiness (2.34 ±0.93), burnout (2.26±0.87), visual fatigue (2.18±0.87), non pleasure(2.09±0.84), restlessness (1.96±0.81). Oncology nurses' job satisfaction scores are in medium level (2.70±0.42), eighth dimension ranking from high to low were wages and benefits (3.38±0.74), work itself (3.19±0.60), working load (2.99±0.45), personal growth and development (2.80±0.63), management (2.41±0.59), and recognition (2.28±0.55), and his colleagues relations (1.98±0.52) and work family balance (1.27±0.42); to lengthen working hours affected the job satisfaction of nurses. The oncology nurses for overall job satisfaction is lower compared with the normal model in eight dimensions, in addition to the work load ($P < 0.01$). Among them, addition to the three dimensions of the work itself, salary and welfare, personal growth and development the group scored were higher than the normal, scores of other dimensions were lower than normal. Job fatigue and job satisfaction were negatively correlated(r=-0.362, P=0.000<0.05).

Conclusion: As a special group,oncology nurses have a double stress on physiology and psychology, the job fatigue is relatively heavy, which should be paid more attention to. The hospital managers should take effective measures to decrease the degree of job fatigue, improve job satisfaction, promote nurses'work positively, finally prevent the loss of nurses.