



TITLE: Does Chief Nurse's Ward Management Behavior Influence Nurses' Job Satisfaction in District Hospitals of Bhutan?

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ABSTRACT (upto 300 words)

OBJECTIVES: To investigate the influence of chief nurse's ward management behavior on job satisfaction of nurses working in major district hospitals in Bhutan.

MATERIALS AND METHODS: A cross-sectional study was conducted involving 246 nurses working across 18 district hospitals in Bhutan. Data on nurses' job satisfaction and chief nurse's ward management behavior were collected using Minnesota Satisfaction Questionnaire (MSQ)-short version and Supervisory Behavior Description Questionnaire (SBDQ) respectively. A generalized linear model (GLM) with a binomial distribution was used to indicate the relationship between chief nurse's ward management behavior and nurses' job satisfaction.

RESULTS: The result showed that 54.09% of nursing employees were satisfied with their job. In terms of chief nurse's ward management behavior, chief nurses of Bhutan are inclined to display behavior which is more of an autocratic nature than democratic. There was a strong positive correlation between chief nurse's ward management behavior and nurses' job satisfaction. The GLM also indicated a strong positive relationship between the nurses' job satisfaction with the chief nurse's ward management behavior.

CONCLUSION: Nurses' job satisfaction was significantly and positively associated with chief nurse's ward management behavior. This finding calls for an interventional program to promote chief nurse's ward management behavior.





BIOGRAPHY (upto 200words)

Krishna Singh Mongar is a chief nurse currently working under Punakha District Hospital, Bhutan. He had a diploma in nursing from Faculty of Nursing and Public Health, Thimphu: Bhutan in 1994 following which he served across various healthcare centers in the country. In 2005 he received a bachelor of nursing from Latrobe University, Australia and continued working in the clinical field. In 2011, he graduated with a master in trauma nursing from one of the reputed universities of Thailand.

With a vast experience of 26 years in clinical fields, Mr. Singh's contribution in reforming the health system in general and nursing in particular is immeasurable. Besides his active enrolment in provision of nursing care for the patients, he is an expert in implementing Bhutan Healthcare Standard for Quality Assurance across a number of healthcare centers in Bhutan. He has also played a pivotal role in providing technical assistance and expertise in managing infectious wastes in Bhutan's healthcare institutions.

In terms of research, Mr. Singh has carried out two studies which were published in internally recognized journals. In addition he has co-authored a study on neonatal jaundice which is under review.

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