Job Satisfaction for Doctorally-prepared Nurse Practitioners
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Abstract

Numerous studies for job satisfaction among nurses have been completed over the last sixty years. Quality of work, supportive environment, productivity, organizational practices, professional opportunities, schedules, supervision, relationships with co-workers, pay and benefits are facets of job satisfaction. Job dissatisfaction is associated with higher turnover, quality of service, increased absenteeism, productivity and commitment to the organization. Emerging requirements for doctoral preparation in advanced practice nursing compel asking which current factors affect job satisfaction and how can these influence, enhance and develop professional practice and advantageous work environments. The purpose of this study is to determine the current level of job satisfaction for doctorally-prepared NPs.

Methods

A descriptive, online survey using the Misener NP Job satisfaction Scale (MNPJSS) instrument and background demographics was conducted. Radford University Institutional Review Board approved this study. A random same of doctorally-prepared NPs were surveyed. Descriptive statistics and frequency analysis were used. Missing items were left blank. The Cronbach’s alpha for the scale was .96, consistent with the original analysis from Misener & Cox (2001) demonstrating good internal consistency and reliability.

Results

Participants in this study were predominantly female (89%), Caucasian (89%) and fifty percent were in the 51-60 year old age range. The majority of the participants worked full-time (89%) and most were employed in hospital/medical private practice (41%) settings. The Doctor of Nursing Practice (DNP) degree was held by eighty-four percent of the respondents with fifty-four percent doctorally-prepared less than two years. NP experience ranged the greatest between 5-20 years with thirty-two percent of the participants having 10-15 years of NP experience. Intrapractice Partnership/Collegiality (Factor 1) received the highest score.

Conclusions

Doctorally-prepared NPs identified job satisfaction for time with patients, patient mix, ability to deliver quality care, level of autonomy, time allocation for seeing patients, sense of accomplishment and challenge in work. The sample size may not accurately reflect national doctorally-prepared population with limited cultural and gender diversity. This study supports future work needed to clarify for employers and doctorally-prepared NPs, factors to achieve job satisfaction.

Implications for NPs

Doctorally-prepared NPs have a high level of fulfillment with the content of their job supporting competence and accomplishment. These NPs would like to participate in nursing research, writing/publication, perform committee work in a fulfilling environment. Employers focused on productivity, retention, quality of care delivered, patient satisfaction, and limited absenteeism should review these practice barriers during organizational redesign and/or strategic planning.