

A STUDY ON WORKPLACE CHALLENGES AND JOB SATISFACTION AMONG REHABILITATION NURSES WITH SPECIAL REFERENCE TO COIMBATORE DISTRICT

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ABSTRACT

Rehabilitation nursing plays a vital role in patient recovery by providing continuous care, emotional support, and medical assistance. However, nurses working in rehabilitation centres often face significant workplace challenges that affect their job satisfaction and performance. This study focuses on analyzing the challenges faced by rehabilitation nurses in Coimbatore district and examines their impact on job satisfaction.

The study adopts a descriptive research design and is based on primary data collected from 150 rehabilitation nurses using a structured questionnaire, supported by secondary data from journals and research articles. Statistical tools such as percentage analysis and chi-square analysis were used for data interpretation.

The findings reveal that factors such as heavy workload, lack of specialized training, emotional stress, and insufficient organizational support negatively influence job satisfaction. The study concludes that improving working conditions, providing training, and strengthening support systems are essential to enhance nurse well-being and ensure quality patient care.

INTRODUCTION

Rehabilitation nursing is a specialized field focused on helping patients recover from chronic illnesses, injuries, and surgeries. Nurses in rehabilitation centres play a crucial role in improving patients' physical, emotional, and psychological well-being.

In recent years, Coimbatore has emerged as a major healthcare hub, leading to an increased demand for rehabilitation services. This has placed additional pressure on nursing professionals, who must manage complex patient needs along with high workload and emotional stress.

Job satisfaction among nurses is an important factor influencing their performance, retention, and quality of care. However, workplace challenges such as long working hours, staff shortages, lack of recognition, and limited career growth opportunities can reduce satisfaction levels.

Understanding these challenges is essential for improving healthcare services and ensuring better outcomes for both nurses and patients.

STATEMENT OF THE PROBLEM

Rehabilitation nurses in Coimbatore face multiple challenges such as excessive workload, emotional exhaustion, inadequate staffing, and lack of organizational support. These issues negatively impact their job satisfaction, leading to stress, burnout, and reduced quality of patient care.

There is a need to analyze these challenges and understand their influence on job satisfaction to develop effective strategies for improving the work environment.

OBJECTIVES OF THE STUDY

- To identify workplace challenges faced by rehabilitation nurses
- To analyze the level of job satisfaction among nurses
- To examine the relationship between workplace challenges and job satisfaction
- To study the impact of workload and emotional stress
- To provide suggestions for improving working conditions

SCOPE OF THE STUDY

- The study focuses on rehabilitation nurses in Coimbatore district
- It examines workplace challenges, job satisfaction, and work environment
- The findings can help hospital management improve policies and practices

LIMITATIONS OF THE STUDY

- Limited to Coimbatore district
- Sample size restricted to 150 respondents
- Responses are based on personal perceptions
- Time constraints may affect data accuracy

REVIEW OF LITERATURE

Previous studies highlight that workplace challenges significantly affect job satisfaction among nurses. Research indicates that heavy workload and staff shortages lead to stress and burnout.

Studies also show that emotional challenges such as compassion fatigue reduce motivation and performance. Training and professional development opportunities are essential for improving nursing efficiency and confidence.

Furthermore, organizational support, communication, and recognition play a key role in enhancing job satisfaction and retention among nursing professionals.

RESEARCH METHODOLOGY

Research Design

Descriptive research design was used to analyze workplace challenges and job satisfaction.

Sampling Design

- Sample Size: 150 respondents
- Sampling Technique: Simple Random Sampling

Data Collection

- Primary Data: Structured questionnaire
- Secondary Data: Journals, articles, websites

Statistical Tools Used

- Percentage Analysis
- Chi-Square Analysis

DATA ANALYSIS AND INTERPRETATION

Percentage Analysis

The majority of respondents belong to the age group of 18–35 years. Most nurses have 1–5 years of experience in rehabilitation care. A significant number of respondents reported that they have not received specialized training. Many nurses perceive their job as physically and emotionally demanding. A large proportion also indicated dissatisfaction due to workload and lack of support.

Table 1 PERCENTAGE ANALYSIS FOR AGE GROUP OF THE RESPONDENTS

AGE GROUP	FREQUENCY	PERCENTAGE
Under 18	28	13.0
18–25	85	39.5
26–35	73	34.0
36 And Above	29	13.5
Total	215	100.0

INTERPRETATION:

The table shows the age distribution of the respondents. The majority of participants belong to the 18–25 age group (39.5%), followed by the 26–35 age group (34.0%). A smaller portion of respondents are under 18 (13.0%) and 36 and above (13.5%). This indicates that the sample is predominantly composed of young adults between 18 and 35 years old.

Table 2. GENDER OF THE RESPONDENTS

GENDER	NO OF RESPONDENTS	PERCENTAGE (%)
Male	80	53.3
Female	70	46.7
Total	150	100

Source: Primary data

INTERPRETATION:

The above data shows that the respondent gender. 53.3 percent of the respondents are male and 46.7 percent of respondents are female.

Most of the respondents are male as 53.3 percent.

CHI-SQUARE ANALYSIS

Chi-square is a statistical test commonly used to compare observed data with data one would expect to obtain according to specific hypothesis. The chi-square test is always testing what scientists call the null hypothesis, between the expected and observed states that there is no significant difference result.

The formula for calculating chi-square $\chi^2 = \sum [(O_i - E_i)^2 / E_i]$

ANALYSIS OF VARIANCE (ANOVA)

ANOVA (Analysis of Variance) is a statistical test used to compare the means of three or more groups to find out if there is a significant difference among them. It helps to determine whether the variation in the data is due to actual differences between groups or just by chance. ANOVA tests the null hypothesis that all group means are equal against the alternative hypothesis that at least one group mean is different.

Between Groups	SSB	$k - 1$	$MSB = SSB / (k - 1)$	$F = MSB / MSW$	p
Within Groups	SSW	$N - k$	$MSW = SSW / (N - k)$		
Total	$SST = SSB + SSW$	$N - 1$			

Table 3 SPECIFIC PHYSICAL CHALLENGES FACED

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Heavy lifting mobility assistance	37	24.7
Prolonged standing	28	18.7
Handling specialized equipment	59	39.3
Others	26	17.3
Total	150	100

Source: Primary data INTERPRETATION:

The above data shows that the respondents.24.7 percent of respondents are heavy lifting mobility assistance in specific physical challenges faced and 18.7 percent of respondents are prolonged standing in specific physical challenges faced and 39.3 percent of respondents are handling specialized equipment in specific physical challenges faced and 17.3 percent of respondents are others in specific physical challenges faced.

FINDINGS

- Majority of nurses are young and early in their careers
- Heavy workload is a major challenge
- Emotional stress affects job performance
- Lack of training reduces efficiency
- Job satisfaction is moderate to low

SUGGESTIONS

- Increase staffing levels to reduce workload
- Provide regular training and development programs
- Improve salary and incentives
- Offer psychological support and counseling
- Enhance communication and recognition systems

CONCLUSION

The study concludes that rehabilitation nurses in Coimbatore face significant workplace challenges that directly affect their job satisfaction. While they play a crucial role in patient recovery, inadequate support and high stress levels reduce their efficiency and well-being. Improving working conditions, providing training, and ensuring organizational support are essential to enhance job satisfaction and deliver better healthcare services.

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