

## **Impact of working environment on job satisfaction of government nurses in Kandy District in Sri Lanka**

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### **Abstract**

Nowadays, hospitals are on the verge of great competition, they are strictly challenged by external and internal environments and nurses are considered to be the largest group of professionals who play a vital role in a hospital. The work environment can be described as the environment in which people are working. This study was focused to investigate the impact of work environment on job satisfaction of government nurses in Kandy District due to inadequate attention of researchers into the issue in Sri Lanka. According to conceptual framework the independent variables in this research were physical environment, human environment and organizational environment and the dependent variable was the job satisfaction. The population of this study was all nurses who are working in government hospitals in Kandy District. In which 65 nurses were selected as a sample based on simple random sampling method. This is an explanatory type research and quantitative in nature. The questionnaire included 26 questions and the collected data were analyzed by SPSS. Demographic factors of the respondents were explained by frequency analysis, t-test and ANOVA test. Reliability test was used to check the internal consistency of the data set. Pearson correlation and regression analysis were used to test the hypotheses. Findings of the study indicated that there is a positive relationship between work environment and employee job satisfaction. The study further indicated statistically significant impacts of organizational environment and physical environment on job satisfaction of nurses at government hospitals in Kandy District. However human environment did not show significant impact on nurses' job satisfaction. Based on the findings, study recommended that government hospitals should pay attention further on physical environment and organizational environment to enhance the level of job satisfaction of nurses in government hospitals.

**Keywords:** *Human environment, job satisfaction, organizational environment, physical environment.*