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## Impact of Job Environment on Job Satisfaction & Commitment among Nigerian Nurses

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### Abstract

The incessant strike, picketing among health workers in developing nations is becoming a worrisome phenomenon in developing economy. This paper's main objective is to examine the impact of job environment (work-family interface, climate, work roles, and job security) on job satisfaction and commitment among Nigerian nurses. A model was developed and tested using two hundred and twenty eight valid questionnaires, which were completed by nurses in the public hospitals in Lagos, Nigeria. Structural Equation Modeling was adopted to test the hypotheses and relationships that might exist among variables. The results show that strong relationship exists between job security and job satisfaction; and workers are not satisfy with the present condition of the job environment. The summary of the findings indicates a good fit, which implies that there is strong correlation between the tested dependent and independent constructs. However, decision makers should endeavour to make job environment conducive in order to earn workers' commitment, which tends to increase organizational performance.

**Keywords:** Commitment, Job environment, Job satisfaction.

### Introduction

Job dissatisfaction among workers has been a bone of contention and most researched variable among management and human resource researchers (Dhammika, Ahmad, & Sam, 2001). The world is a global village, job seekers expect to be engaged in an organization that provide adequate work environment, free of environmental hazards, well ventilated, and secured thereby leading to job satisfaction. Essentially, researchers in the fields of organizational behaviour and management opined that the conceptual framework of the phenomena (satisfaction) is complex, indescribable and mythical (Malik, 2011). It has been argued that organizations cannot be at their best until workers are committed to the organizational goals and objectives (Dixit and Bhati, 2012). However, the degree to which workers are satisfied with their jobs vary and subject to factors such as job environment, work hours and schedules, reward system, (Osibanjo, Abiodun, and Fadugba, 2012). In other words, workers' commitment can be described as a function of job satisfaction, which implies that workers could be committed in delivering their services when they are satisfied with their jobs and this may be influenced by job environment. Job environment include workers' immediate vicinity where they carry out their assignments (Chapins, 1995); achieve management perceived and expected results (Shikdar, 2002, Mike, 2010). Job environment entails some basic features that tend to make workers satisfy on their job amongst which include; easy accessibility, ventilation, ergonomic furniture, cooling system, (Humphries, 2005; Veitch, Charles, Newsham, Marquardt & Geerts, 2004); and these have positive impact on workers' health (Dilani, 2004; Milton, Glencross & Walters, 2000). With the understanding that job formed an integral part of workers' life, it is therefore essential for workers to seek its satisfaction in order to be able to render their services without reservation, which tends to increase productivity at both employee and organizational levels. Job satisfaction as an independent variable can be influenced by other variables such as wages, benefits, job security, work type, family and so on.