

ABSTRACT

JOB SATISFACTION LEVELS OF PUBLIC HEALTH NURSES IN THE COUNTIES OF FRESNO, MADERA, AND TULARE IN CALIFORNIA

Few studies have been done on job satisfaction of Public Health Nurses (PHNs). Fresno, Madera, and Tulare counties have never been involved in a job satisfaction survey of their PHNs. The purpose of this study was to determine job satisfaction levels of public health nurses in the Central California counties of Fresno, Madera, and Tulare. These three rural counties have suffered from poor retention rates of PHNs. This study was completed in an effort to give county directors an indication to poor retention rates.

This study used the Job Descriptive Index (JDI) questionnaire to measure and compare satisfaction levels within the three counties and compare to National norms for a governmental agency. Job satisfaction was investigated in the areas of salary, job experience, opportunities for promotion, age, and overall job satisfaction.

Nancy Ann Hansen
December 2003