

Relationship between nursing working hours and job satisfaction

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1. Research problem:

1.1 background:

Because people spend so much of their awake hours at work, their level of contentment in that role has far-reaching implications for their well-being and sense of fulfilment. (Frey and Stutzer, 2010). While many factors at the individual, job, and organizational levels have been linked to workers' happiness on the job, recent research has focused on the impact of their time at work, particularly whether or not their desired and actual work hours align. Some people may be able to dedicate more of their time outside of work to things like caring for themselves, their loved ones, and their communities. (Golden, 2006). Some people may want or need to put in more hours at the office to boost their earnings or reap the benefits of other forms of compensation, both internal and external. (Wilkins, 2007; McKee-Ryan and Harvey, 2011). However, managers rarely factor in employees' opinions when deciding how to distribute their workforce. Some workers who request more hours end up with fewer, while others who request fewer end up working more.

Patient safety is at risk due to the confluence of several trends in hospital utilization and staffing practises. The provision of safe and efficient nursing care for hospitalized patients is complicated by factors including high patient acuity, rapid admission and discharge cycles, and a shortage of nurses (Hughes, R. (Ed.), 2008). Anecdotal evidence suggests that hospital staff nurses are working longer hours with fewer breaks and often little time for recovery between shifts, despite the lack of systematic national statistics on trends in the number of hours worked per day by nurses. Shift lengths are not limited to the standard day-evening-night format and may be eight, twelve, or sixteen hours long. The standard start and finish times for twelve-hour shifts are 7 p.m. and 7 a.m., but 3 a.m. and 3 p.m. also exist. In addition to their regularly scheduled shifts, nurses in specialized units like surgery, dialysis, and intensive care frequently must be ready to work additional hours (on call). It is becoming increasingly usual for nurses to work 24-hour shifts, especially in intensive care units and on self-scheduled units like emergency rooms. (Vallo, N., et.al, 2020)

There are no limits on the number of consecutive hours or days that a nurse can work on their own accord. Approximately nineteen states have considered banning mandatory overtime for nurses and other health care workers, but only California, Maine, New Jersey, and Oregon have enacted legislation prohibiting mandatory overtime for nurses. There is currently no law or policy in place that limits nurses' discretionary shift employment. The latest IOM report, *Keeping Patients Safe*, suggests limiting both mandatory and voluntary overtime.

Employees of all ranks benefit from maintaining good mental and bodily health. Everyone in management, from the CEO on down, wants to be physically and mentally healthy so that they can take pleasure in their personal and professional lives. Companies want to keep their clients in today's high-tech, cutthroat business environment so that they can maintain an edge. Gaining and keeping a competitive edge requires a highly skilled and motivated workforce. However, the rate at which new workers are being hired is proportional to the employee attrition rate. One of the main causes of high employee turnover across all industries is discontent with one's job. (Nakata, A., 2017)

Despite other factors, such as a motivating leadership style, an adequate salary, pleasant working conditions, a rich array of welfare facilities, a strong training and development policy, a reward and recreation system, and so on, normal working hours remain major factors that stand above all others. (Rogers, A. E., et.al, 2004)

Employees will be more efficient and focused if they are required to work only the nominal number of hours per week (8 or 6), allowing them more time to devote to their personal and professional lives outside of work. Longer hours at the office, however, not only make workers resent their jobs but also reduce their output, harm their health, and ultimately lead to their resignation. The company's image will suffer as a result of the high change rate. The employment and training costs will rise as well. Because nurses interact with people's lives on a daily basis, the state of their patients' bodies and minds is of paramount importance to them. Long shifts will wear them down mentally and physically, compromising patient care. Thus, long working hours impact not only the health, safety, family life, and social life of employees, but also the health, safety, and reputation of patients and the organization's brand. As a result, it is crucial



for hospital administration to assess the extent to which long working hours have an effect on workers' physical, mental, family, and social lives and to implement appropriate measures to regulate working hours. (ANR, S., 2021)

1.2 Significance:

The significance presented in this study highlights common factors that indirectly link the nursing working hours to job satisfaction, which underpins the research objectives. This paper provides a wide range of relevant literature from published management journal articles, economic journals, and other relevant reports and journals. Studies that have been conducted on this relationship are highlighted in the literature, along with reviews from a variety of countries that serve to inform the discussion and produce a more global and all-encompassing understanding of the connection between these variables.

The primary goal of this study is to determine if and how working longer hours affects nurses' levels of satisfaction on the job.

1.3 Purpose:

- Identify the factors that help increase job satisfaction.
- Identify the obstacles to achieving job satisfaction.
- Knowing if there a relationship between the number of working hours and the obstacles to job satisfaction.
- Clarify the nurses' perception of the various negative effects of long working hours.
- Provide appropriate ideas to overcome the negative effects of longer working hours.

1.4 Research questions:

The main question of the study is:

“what is the relationship between nursing working hours and job satisfaction?”

Several questions arise from it:

- What factors help to increase job satisfaction?
- What are the obstacles to achieving job satisfaction?

- Is there a relationship between the number of working hours and the obstacles to job satisfaction?
- what is the perception of nurses towards various negative impacts of long working hours?
- what are appropriate ideas to overcome negative impacts of longer working hours?

1.5 Variables:

Dependent variable: job satisfaction.

Independent variable: nursing working hours.

1.6 Definitions of terms:

- **Nursing:**

Care of the sick and healthy, families and communities, and people of all ages fall under the purview of nursing. It encompasses the promotion of health, the prevention of illness, and the care of ill, disabled and dying individuals. (DeSantis, L., et.al, 2000)

- **Working hours:**

The amount of time an individual spends working (laboring) for compensation. Housework, child care, and pet care that you do on the side for free do not count towards your 40 hours of weekly work. So it's The time when a person usually goes to work, which is usually between 8 or 9 am and 5 pm. (Kang, M. Y., et.al, 2012)

- **Job satisfaction:**

The degree to which a worker is enthusiastic about, engaged in, and pleased by his or her work is a measure of job satisfaction. When an employee has confidence in his or her job security, prospects for advancement, and ability to maintain a healthy work-life balance, that's when job satisfaction occurs. This implies that the employee is having satisfaction at job as the work meets the expectations of the individual. Job satisfaction may not only be about compensation, perks or assets an employee might get but also is about the environment, culture and quality of work which a company can offer to employee. Research methods can be used to quantitatively or qualitatively compare the responses of employees in the same company or industry to the same set of questions. (Rajamohan, S., et.al, 2019)

1.7 Hypothesis:

- Relationship between nursing working hours and job satisfaction.
- Work hour congruence and employee outcomes.

2. Review of literature:

2.1 Previous studies:

- **Rogers, A. E., Hwang, W. T., Scott, L. D., Aiken, L. H., & Dinges, D. F. (2004). The working hours of hospital staff nurses and patient safety.**

The use of extended work shifts and overtime has escalated as hospitals cope with a shortage of registered nurses (RNs). Little is known, however, about the prevalence of these extended work periods and their effects on patient safety. Logbooks completed by 393 hospital staff nurses revealed that participants usually worked longer than scheduled and that approximately 40 percent of the 5,317 work shifts they logged exceeded twelve hours. The risks of making an error were significantly increased when work shifts were longer than twelve hours, when nurses worked overtime, or when they worked more than forty hours per week.

- **Nakata, A. (2017). Long working hours, job satisfaction, and depressive symptoms: a community-based cross-sectional study among Japanese employees in small-and medium-scale businesses.**

Although long working hours have been suspected to be a risk factor for depressive symptoms (DS), it is not well understood the conditions under which long working hours are associated with it. This study investigated the moderating effect of job satisfaction on the relationship between working hours and DS. A total of 2,375 full-time non-shift day workers (73% men), aged 18–79 (mean 45) years, in 296 small- and medium-scale businesses were surveyed using a self-administered questionnaire evaluating working hours, job satisfaction, DS and covariates. The Center for Epidemiologic Studies Depression scale (CES-D) was used to assess DS. Risk of DS ($CES-D \geq 16$) by working hours, job satisfaction, and both combined was estimated by multivariable logistic regression analysis. Compared to participants working 6–8 hrs/day, those working 12+ hrs/day had significantly higher odds of DS

(adjusted odds ratio [aOR] 1.49), while participants with low satisfaction, as opposed to high satisfaction, had increased odds of DS (aOR 1.81). Furthermore, compared to those working 6–8 hrs/day with high satisfaction (reference group), participants working 6-8 hrs/day, > 8 to 10 hrs/day, and > 10 hrs/day combined with low satisfaction had dose-response increase of DS (aOR 1.48, 2.21 and 2.31, respectively, $p < 0.05$), whereas those working > 8 to 10 hrs/day and > 10 hrs/day combined with high satisfaction had not (aOR 0.93 and 1.39, respectively, $p > 0.10$). The results suggest that long working hours are associated with increased risk of DS only under reduced job satisfaction condition, which highlights the importance of improving job satisfaction, particularly among those working excessive hours.

- **Study of “Vallo, N., & Mashau, P. (2020). The impact of working hours on employee productivity: case study of Sabertek Ltd, South Africa”**

Improving and sustaining employee productivity has become a growing concern and challenge for organizations. Organizations overcome these challenges by focusing on employee productivity and harnessing a rich employee relationship by cultivating a conducive and happy working environment that can ensure a healthy work-life balance. The purpose of this study was to examine how the number of hours worked by employees can impact their productivity.

Sabertek houses 74 employees, 61 are blue-collar workers, of which 59 participated in this study. The study used the census as a sampling technique with a return rate of 97%.

Statistical analysis revealed that there were several significant relationships; the main relationship was between productivity and working hours (both standard and long working hours). The results revealed a positive and significant relationship between hours worked (both standard and long working hours) by an employee and their productivity. This indicates that the number of hours worked by an employee does impact their productivity. The findings varied per factor, with wages having the greatest impact on employees' productivity during both standard and long working hours, *ceteris paribus*. It is recommended that companies focus on employee engagement, rewarding employees, and re-evaluating employee work week schedules.

- **ANR, S. (2021). THE EFFECT OF IRREGULAR WORKING HOURS AND MEANINGFUL WORK ON JOB SATISFACTION AMONG THE EUROPEAN WORKFORCE.**

This study investigated the effect of a meaningful job and irregular working hours on job satisfaction. Moreover, the moderating effect of irregular working hours on the relationship between meaningful work and job satisfaction was investigated. In order to substantiate those relationships, the Job Characteristics Model, Monk's triad of shift work coping factors, and the Job Demands-Resources Model were used. The study consisted of three hypotheses which were examined by a research sample of the European workforce (N= 41.103). A linear regression analysis has been performed using Hayes PROCESS macro model 1 in SPSS. The relationships of a meaningful job and irregular working hours on job satisfaction both turned out to be significant and thus, those two hypotheses are supported. Furthermore, the moderating effect of irregular working hours on the relationship between a meaningful job and job satisfaction was found to be significant as well. However, against expectations, the effect turned out to be positive, thus rejecting this hypothesis. Finally, the limitations and implications of the study are discussed.

2.2 Theoretical framework:

- **The Factors that Influence Saudi Arabia Nurses' Job Satisfaction:**

Job satisfaction is not a straightforward phenomenon; rather, it is multifaceted and intricate. Ozkara San (2015) reached the conclusion that motivational and hygiene factors impact job satisfaction.

- **Accountability**

An employee's level of autonomy in a particular organization is a strong predictor of his or her level of independence and initiative, two qualities that contribute significantly to job satisfaction (Giles et al., 2017). Managers should delegate tasks, ensure nurses understand their roles, and hold them accountable for their work. Nurses are more motivated and satisfied with their jobs when their supervisors give them more autonomy and responsibility, as stated by Akinwale & George (2020). Feeling trusted with the ability to make one's own choices is central to the concept of responsibility. Dissatisfaction and contentment on the work are strongly influenced by gaps in responsibility and authority.



- **Workplace Violence**

Any form of physical violence, threatening behavior, or verbal abuse committed in the workplace is collectively referred to as "workplace violence." Harm to a nurse's bodily or mental health, as well as acts of bullying, sexual, or racial harassment, fall under this category. Reports of fatigue, sleep disturbances, dread, anxiety, and a general lack of respect for the nursing field have been made by nurses who have experienced physical and verbal abuse on the job. Lack of regard for nurses is another form of violence seen in the workplace. By affecting nurses' sense of purpose in their work, respect in nursing has a knock-on effect on patient treatment and retention rates. When nurses are consistently treated disrespectfully, it can cause tension in the workplace and lower employee morale. Nurses' dissatisfaction with nursing is rooted in the widespread problem of workplace violence. When nurses feel helpless to change an abusive circumstance, they may come to accept violence as an inevitable part of their profession, which can have a negative impact on morale. Nurses lose motivation and morale when they are exposed to aggression on the job, undermining any efforts their employer makes to improve morale. When people aren't happy with their work because of the constant threat of violence, they start thinking about quitting.

- **Supervision**

A company's ability to keep its employees around could be affected by the management approach it employs. With a participatory management approach, employees are included in the decision-making process. Employee happiness rises when they have a voice in important decisions, which is why it's important to give workers a voice in the workplace. Managers play a significant role in whether or not workers are happy in their employment; in many cases, workers leave rather than stay because of their bosses (Saeed et al., 2013). The extent to which a supervisor shows appreciation and appreciation for workers is correlated with and favorably affects workers' job satisfaction. When managers exhibit positive attitudes toward their workers, it reflects positively on the company as a whole, which in turn boosts morale and productivity (Unutmaz, 2014).

Nurses are less likely to be satisfied with their jobs when their supervisors are unable to effectively communicate with them (Unutmaz, 2014). Nurses who have access to helpful management feel more at ease in their workplace, which boosts their productivity and contentment with their work. Nurses who



work for abusive and arrogant bosses often feel demoralized, frustrated, and unhappy on the job (Saeed et al., 2013).

- **Working Conditions**

Nurses are more likely to be engaged in their job when they have access to a supportive organization, manageable workloads, and a range of scheduling options that allows them to balance personal and professional obligations. Employees often prefer working in an environment that is comfortable, clean, safe, modern, well-equipped, and free of noise pollution, as well as having good working conditions such as appropriate temperature and illumination. Unfavorable working conditions prevent employees from exercising their skills and reaching their maximum potential. According to Dhurup et al. (2014), workplace violence is a direct result of an increasingly competitive work atmosphere. Workers who are dissatisfied with their jobs and the company they work for often suffer from depression and hopelessness.

- **Salaries and Incentives**

One definition of pay is "the remuneration and fringe benefits received for work performed that satisfy a variety of other monetary needs" (Mitchell & Esnard, 2014). Employee compensation is a key factor in people's economic and societal well-being. Employees can be attracted, retained, and dissatisfaction in the workplace can be reduced through strategic administration of pay and compensation (Ozpehlivan & Acar, 2015). Employees' desire to remain loyal to the company is bolstered by competitive pay, which in turn improves the company's chances of attracting and retaining talented workers. Wages should be commensurate with job assignments, and working conditions and pay limits should be taken into account; pay management demonstrates the connection between its determination, structures, and work values.

The attitudes and actions of workers can be affected favorably or negatively by the pay level established by their employers. Salary was found to be a significant factor in work satisfaction. It is well-established that salaries play a significant role in determining employee satisfaction and attrition rates. Employees may experience frustration and dissatisfaction as a result of limited benefits and other compensation, which prevents them from focusing on aspects of the work (Jaworski et al., 2018).



Salary was found to be a significant determinant of nurses' satisfaction in their jobs in Hail, Saudi Arabia. The highest levels of work satisfaction were found among the highest-paid nurses. This indicates that financial reward is an important factor in keeping nurses engaged in their work. In most cases, a person's salary is a direct reflection of their level of experience or the job they hold. For this reason, most highly compensated nurses are not in their twenties. They're happier now that they're getting paid enough to meet all of their requirements and wants. Their workload may be less demanding because they are affiliated with a higher rank, for example because they supervise other interns or new nurses.

- **Nationality**

The ethnicity of individual nurses also plays a role in the degree to which they enjoy their work in Saudi Arabia. The nursing staff relies heavily on its expat members. international nurses report higher levels of work satisfaction than their domestic counterparts. This is due to the fact that most expat nurses flee their home country because of the economic crisis in Saudi Arabia, where they can take advantage of higher wages, better working conditions, cutting-edge medical technology, and a lighter burden.

- **Victimization**

In the workplace, abuse occurs when one or more workers engage in hostile behavior toward one another through either verbal or physical means. Verbal abuse, criticism, rumors, and humiliation are all forms of professional victimization. Negative behaviors such as insulting peers, verbal abuse to demoralize coworkers, and emotional dumping can leave victims feeling hopeless, helpless, burdened, and demoralized, as found in a study by Armstrong et al. (2013), which in turn can lead to a decrease in job satisfaction. Long-term victimization of nurses leads to low work satisfaction, which in turn leads to low job commitment as a result of frustration, tension, and depression on the job.

- **Years of Experience**

When nurses are categorized according to their years of expertise, those with more years of practice report higher levels of satisfaction. There are many reasons why a nurse's tenure on the job can affect her level of contentment. This is due to the fact that an experienced nurse is better able to deal with the pressures of the job and the risks that come with it as they acquire expertise. Young and inexperienced nurses often

find themselves mentally drained because they are exposed to so many novel situations and have not yet adapted to the work-life balance. Young nurses are dissatisfied with their jobs, salaries, and workload because of their inflated aspirations.

- **Coworker Relationships**

Coworker relationships were determined to be the most important factor in job satisfaction. Mutual confidence, dedication, a fondness for one another, and a common set of interests and values are the pillars upon which the foundation of relationships in the workplace is built. Relationships among workers are prized by employers and staff alike for the many ways in which they facilitate productivity and well-being on the job, including the sharing of information and resources, the alleviation of tension, and the strengthening of bonds between colleagues. When there is a strong feeling of camaraderie and cooperation among workers, people in the workplace are less likely to feel threatened by one another (Ozpehlivan & Acar, 2015).

Good coworker relationships and satisfaction with work may be fostered and predicted by positive interactions with other employees. Employees' happiness and satisfaction both increase when they are able to provide and receive good social interactions within the workplace. In a company where people rarely interact with one another, job discontent is more likely to occur.

The nursing profession places a premium on job satisfaction because of the importance of teamwork in giving constant, high-quality care to patients. Nurses who are content in their jobs are more likely to have a positive outlook, which in turn fosters a sense of camaraderie among the nursing staff, promotes communication among the nurses themselves and between them and their patients, and boosts the self-assurance of each nurse. Therefore, contentment in one's work environment can lead to enhanced teamwork, which in turn can boost patient satisfaction with treatment through the use of collaborative and partnered approaches.

- **Age**

Another important factor in whether or not nurses are happy in their jobs is their age. No matter their salary or nationality, people over the age of 50 report the highest levels of work satisfaction. One possible



explanation is that older people have higher levels of maturity and are therefore more readily satisfied than younger people. Generally speaking, the demands and expectations of the elderly are much more manageable than those of the younger generation. When compared to older, more seasoned nurses, young nurses aged 25 to 34 are more likely to suffer from severe burnout (Wu et al., 2016). The novice nurse will find these tasks particularly taxing on body and mind. Data like this is essential for healthcare systems to design programs that equip workers with the knowledge and skills they need to deal with the stresses of their jobs and avoid exhaustion

- **The Significance of Job Satisfaction among Nurses:**

Without nurses, it would be impossible for a healthcare organization to achieve its purpose and vision. When it comes to the efficacy and efficiency of patient outcomes, nurses play a pivotal part. Managers in the nursing field must, therefore, be well-versed in the factors that contribute to employee happiness and motivation.

Global attention has long been focused on the issue of healthcare workers' dissatisfaction with their jobs. This is a persistently pressing issue because it has a direct bearing on the efficiency and effectiveness of healthcare providers and other medical staff. Nurses frequently discuss their levels of job satisfaction and stress, with the former being significantly inversely related to the latter two concepts and thus having an impact on turnover rates in the nursing field.

Satisfaction on the workplace refers to how much workers enjoy their current positions. It can also be used to describe an individual's outlook on the work they do. An individual's degree of job satisfaction can be affected by how much they value the perks and compensations of their job. Employees will be more contented with their jobs if they are rewarded in a manner that is highly significant to them. The employee displays a positive emotional state as a result of the benefits of his or her job and has a higher level of job satisfaction. Therefore, nurse job satisfaction is one of the most essential staff-related issues in hospitals' recruitment and retention of nursing personnel.

Employees who appreciate their jobs perform better in numerous ways. When employees are satisfied with their employment, they tend to exert greater effort. It assists employees in providing superior service



to customers and patients. It enhances the relationship between employees and customers and reduces the likelihood of staff turnover. In addition, the term "satisfaction" has been used to refer to the favorable emotions that healthcare workers experience as a result of their employment with a company. As a measure of employees' attitudes towards their work, job satisfaction can be defined as the extent to which workers either enjoy or despise their current position. Workers who are happy and engaged in their work are more likely to report high levels of job satisfaction, while those who are unhappy and unengaged in their work report lower levels of job satisfaction and are more likely to suffer from stress, burnout, and mental health problems.

Job satisfaction among registered nurses has gained international attention in the wake of advances in nursing administration because of the profound impact it has on nurses' professionalism and the standard of care their patients receive. Increased labor costs and massive shortages of nurses make nurse job satisfaction an essential issue for healthcare institutions to address. In order to take the appropriate measures and think about human healthcare resource planning procedures, nurse managers and management need to have an understanding of the variables influencing nurses' job satisfaction (Oktizulvia et al., 2017).

Both internal and external variables contribute to a worker's level of contentment in their patient care roles. Employment, marriage, health, and religious or spiritual affiliation are examples of exogenous influences. Personal characteristics and characteristics of one's demographic group, such as age, gender, race, education, and mental status, are all examples of internal factors (Ozkara San, 2015).

The global nursing shortage has serious consequences for patient treatment, healthcare system effectiveness, and the allocation of limited healthcare resources. Examining nurses' degrees of job satisfaction can shed light on the impact of the current nursing shortage. Nearly half of nurses who did not have long-term commitment to their present position intended to leave their organization if their job satisfaction decreased during the first two years of employment (Kuo et al., 2014). The negative outlook nurses tend to have towards their work is a "push" factor in the high turnover rate they experience.

To have a fulfilling career, nurses need to be able to meet their needs within the healthcare system while



also contributing to the larger goals of their employer. Workplace dynamics affect not only how people feel about their jobs but also how they feel about their personal lives and the people in them (Ramawickrama et al., 2017). Therefore, it is argued that a nurse's degree of job satisfaction is vital, as it influences such outcomes as the nurse's performance, early retirement, job transfers, organisational commitment, patient safety, and, most importantly, patient satisfaction. Absenteeism, burnout, and the desire to leave the nursing field are all strongly correlated with nurses' lack of job satisfaction. One of the most crucial aspects of raising output is learning what factors add to nurses' feelings of contentment on the job, in their personal lives, and in their professional roles (Mousazadeh et al., 2019).

High levels of nurse burnout are linked to low levels of work satisfaction, which in turn raises the likelihood of absenteeism, turnover, and a shortage of nurses, all of which have negative effects on the healthcare organization's bottom line.

According to research by Diestel et al. (2014), work contentment is a significant predictor of absenteeism. Absenteeism is linked to both schedule disruptions, the need for extra employees, and higher overhead expenses for businesses. The expense of finding and training new workers makes job turnover even more of a burden. Job satisfaction is a major 'pull' element preventing nurses from leaving their positions.

Al-Alawi et al. (2016) drew the conclusion that job satisfaction affects employees' motivation, performance, absenteeism, and turnover based on their study's results. Multiple studies have shown that contented nurses are more likely to handle their patients well. Employees are more dedicated to their employment and less likely to call in sick when they enjoy their work (Haile et al., 2017).

When workers aren't satisfied with their jobs, productivity drops, and they're more prone to problems like fatigue and absenteeism (Shalonda, 2019). Disgruntled nurses often exhibit behaviors indicative of disinterest in their job, such as tardiness, a lack of productivity, and even resignation (Kabeel & Eisa, 2017). Low levels of work satisfaction among nurses have been linked to decreased productivity, which in turn has negative effects on patient care.



▪ **Working Hours and Job Satisfaction:**

There is a common misconception that employees' dissatisfaction with their jobs increases in proportion to the number of hours they spend at work, however a causal link between overtime and discontent has not been proved. (Bujacz et al., 2020). Long hours on the job have been linked to dissatisfaction in the workplace, according to some research. Native English speakers, with the exception of those born in China, reported lower levels of job satisfaction when working longer hours in a cross-cultural situation, as discovered.

The job demands-resources (JD-R) model (Bakker & Demerouti, 2007) classifies workplace environments into two broad types: high-demand and low-resource. Workplace factors such as physical exertion and mental (cognitive and emotional) strain are grouped together under the heading of "job demands." The rigors of the job come with a price tag, both literally and figuratively. Job resources are the other type of job-related factors that contribute to the attainment of work objectives, the alleviation of job-related stresses, and the promotion of individual growth and development on the job. (Bakker & Demerouti, 2007). High demands and inadequate resources have been linked to burnout, according to a meta-analysis. (Alarcon, 2011). Job demands include things like long hours and tight deadlines that require a lot of effort from workers. As a result, workers may endure high levels of stress and burnout with inadequate opportunities for recuperation. (Bakker & Demerouti, 2007). There is a common misconception that employees' dissatisfaction with their jobs increases in proportion to the number of hours they spend at work, however a causal link between overtime and discontent has not been proved. (Bujacz et al., 2020). Long hours on the job have been linked to dissatisfaction in the workplace, according to some research. Native English speakers, with the exception of those born in China, reported lower levels of job satisfaction when working longer hours in a cross-cultural situation, as discovered by Spector et al. (2004).

The potential for a position to be rewarding is highly dependent on its structure. (Van den Broeck & Parker, 2017). A vibrant work environment is essential. Having too little to do can be detrimental, leading to feelings of depression and boredom. (MacDonald, 2003). However, working is important because it



enables people to provide for their basic necessities like food and shelter. Some people, according to the research of McKee-Ryan and Harvey (2011), value and even require the financial and social benefits that come with working more hours for the same or similar salary. Some manual laborers in the United Kingdom view extended workdays as a positive since they provide an opportunity to boost their income. Long hours are beneficial for managers and professionals since they lead to higher salaries and more job stability. (Kodz et al., 2003). Work demands are bearable for employees if the hours are reasonable and the burden is manageable. Longer hours at work could be worth it if it means more money in the end. However, spending longer hours results in more work being done. Overload is experienced by workers when the demands of their jobs are greater than they can handle. Job burnout is a real thing, and it can be caused by things like having too much work to do. (Demerouti et al., 2001; Huang et al., 2016; Maslach et al., 2001). Possibly resulting in less contentment in one's job (Alarcon, 2011; Maslach et al, 2001). Everyone has a finite amount of time at their disposal. When working more hours, one has less time for rest and recreation, and vice versa. Activities that people enjoy doing while they're not working, like going to the gym or hanging out with friends, are considered leisure activities. (Paggi et al., 2016). Adults in the workforce can relieve stress and refocus their attention when they partake in leisure activities of any kind. (Kuykendall et al., 2020). To maximize utility, workers must make concessions between time off and money in the bank, according to the utility theory (Viner, 1925). Employee happiness is highest at the optimal number of hours worked. If you work less than these ideal hours or more than these ideal hours, your chances of being happy in your job decrease owing to financial hardship, a lack of free time, or an excessive amount of work.

3. Methodology:

3.1 Research Design:

The term "research design" is used to describe the broad approach that can be used to logically and consistently incorporate the many parts of the study. This action was taken to guarantee that the research issue was resolved thoroughly (Mishra & Alok, 2022). Data collection, measurement, and analysis all follow a predetermined plan known as the research design.

The research design is the overarching method used to integrate the many components of the study in a logical and consistent manner. To ensure that the research problem was adequately handled, this was done. The research design can also be viewed as a plan or road map for data gathering, measurement, and analysis. Commonly, a variety of methods are employed when designing a research study. Antwi & Hamza (2015), for instance, reported that the two fundamental approaches to research are quantitative and qualitative.

Mohajan (2020) notes that "quantitative research employs investigation strategies such as experiments and surveys, and collects data on predetermined statistical data producing tools."

The researcher used a quantitative approach since it was appropriate for the study's aim and objectives.

3.2 Population and Sample Size

A population is representative of a pool of components or subjects that the researcher considers to hold the requisite information or data, and of specific insinuations that may be made (Weeks, 2020). Population is essentially a category of subjects, such as human beings, with a particular specification that is interesting for experts to focus on. In fact, the resource has certain limitations in terms of financial, time and aim that this matter has a direct impact on the capacity of scholars to reach out to all constituents in the target community.

Sampling is the process of choosing a subset of a population to serve as a proxy for the whole. Research studies rely heavily on sampling because the community of interest typically contains too many people for a manageable number of participants. A sufficient sample size that statistically represents the community of interest is what makes for a good sample.

The study included 100 nurses from some hospitals in Saudi Arabia.

3.3 Sampling Techniques

Sampling refers to the process of selecting a subset of a target population that is statistically representative. Good samples are statistically representative of their larger populations and are of sufficient size to allow examination of their research questions (Lakens, 2022).



Each member of the community has an equal chance of being selected for the sample if simple random sampling is used. Because this technique of sampling relies solely on randomness to select items, it is sometimes called a "system of chances." Because of its simplicity, simple random sampling can be easily incorporated into more complex sampling strategies.

So, the participants in this study were chosen randomly to form the study's sample.

3.4 Data Collection

Collecting data entails taking note of and quantifying relevant information about study variables so that researchers can try hypotheses, examine relationships, and assess results. All data gathering should be done with the end goal of amassing high-quality evidence that can be processed through a detailed data analysis and used to build a credible and convincing answer to given issues. Validity of a study depends on reliable data collection, which is true regardless of the study's focus or chosen data definition approach (quantitative or qualitative) (Mkandawire, 2019).

3.4.1 Secondary Data:

The term "secondary data" describes material that has already been compiled. Secondary data are information that has already been gathered by another researcher. In other words, these are publicly available data, such as reports, journals, research papers, and other data relevant to the topic at hand that have already been collected, analyzed, and stored (Cheng & Phillips, 2014).

Information collection has been implemented from secondary resources such as published books and articles.

3.4.2 Primary Data:

According to Pandey & Pandey (2021), primary information refers to data obtained directly by the researcher on the topic under investigation. They argue that primary data should be collected when secondary data are insufficient to answer the research issues. Various methods, such as surveys, comments, and interviews, can be used to collect primary data (Al Kilani & Kobziev, 2016). In both quantitative and qualitative techniques, primary data collection methods must be known; nevertheless, the choice of method depends on the objective of the study, the availability of resources, and the skill of the researchers.



Ruel et al., (2015) identifies the questionnaire as a common instrument for observing data even though the researcher is geographically confined. The questionnaire translates the overarching aims of the study into manageable, question-and-answer format. Quickly categorize, execute, tabulate, and evaluate any aspect of a successful questionnaire. In order to be effective, a questionnaire needs to be concise, easy to understand, and logically organized. The more difficult queries should follow the easier ones. Since surveys are written and only the respondent's thoughts and experiences are included, their veracity is guaranteed.

So, the research's primary source of data was the questionnaire to collect quantitative data.

3.5 Data Analysis

Data analysis is defined as "the process of deriving meaning from data through the detection of patterns and the introduction of inferences" (Marshall & Rossman, 2014). It's been called messy, ambiguous, and time-consuming, but it's also been called creative and thrilling. When taken at its most generic, "data science" refers to the practice of analyzing and theorizing various forms of data to draw inferences about the connections between them.

In this study, the data from the questionnaire is analyzed by statistical analysis carried out with the SPSS program.

3.6 Research Validity and Reliability

Regardless of the approach chosen, the principles of reliability and validity must always be considered. The study's validity and reliability must be as high as feasible in order for it to be comprehensive and valuable. The study should also be as generalizable as feasible to apply to as many cases, and organizations as possible.

3.6.1 Validity:

In data collection and research, validity refers to the data being relevant to the studied topic or phenomenon and measuring what it was intended to assess. To strengthen the validity of the findings and conclusions, it is also critical that they be presented to the reader clearly (Cohen et al., 2017).

3.6.2 Reliability

The statement used to evaluate the consistency of the research findings is referred to as reliability. According to Hajjar (2018), measurement dependability is determined by assessing the consistency and stability of the data. To assure the accuracy of the research findings, the questionnaire was constructed using a basic, brief structure to reduce respondents' perplexity.

4. Ethical Consideration

The rights of the participants will be respected and protected, including their right to self-determination, privacy, anonymity, confidentiality, fair treatment, and safety. Authorization and informed consent were obtained from participants prior to data collection.

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