

*Research Paper*

# **The Relationship between Work Values and Nursing Career Satisfaction**

**Manal Ahmmad Jirdi<sup>1,\*</sup> and Eyad Darwish<sup>2</sup>**

<sup>1</sup> Researcher, Nursing Faculty, Al-Andalus University for Medical Sciences, Syria

<sup>2</sup> Student, Nursing Faculty, Al-Andalus University for Medical Sciences, Syria

\* Corresponding author, e-mail: (majirdi@yahoo.com)

(Received: 8-1-16; Accepted: 19-2-16)

---

**Abstract:** *Values refer to what is important to the individual or group concerned, they represent a variety of concepts around which individuals orient their lives. Values shape the individual's preference systems, guide him to the formulation of goals, and affect his choices among alternatives, which confront him. The study aimed to investigate the relationship between work values and nursing career satisfaction. The study was conducted in all inpatient surgical and medical units at the General governmental University Hospital. It includes thirteen surgical and twelve medical units. The subject of the study comprised 200 technical nurses selected randomly and represented 50% of the total number of nurses (400) who were available at the time of data collection in the previously mentioned setting. The study revealed that there is a relationship between work values and nursing career satisfaction. Factors as creativity, autonomy, self-expression, helping others, high income, power, interpersonal relation, security and safety, prestige flexibility work schedule, have an impact on nursing career satisfaction in the three time perspectives.*

**Keywords:** Values, Nursing Career Satisfaction, Creativity, Autonomy, Self-Expression.

---

## **1. Introduction**

Values represent a variety of concepts around which individuals orient their lives. There is a general agreement that most people hold fast to some values which give direction to their life [1]. Values are desirable modes of behavior that are instrumental to the attainment of desirable end states [2].