CHAPTER VII

SUMMARY & CONCLUSIONS

Needs are strong motivators of human behaviour. These needs are usually classified into biological, psychological, social and spiritual needs. These needs are operative in all human beings. Some needs are stronger and other needs are less demanding. It is possible to describe a human being in terms of the hierarchical structure of his needs.

All human behaviour is directed towards the gratification of these needs. The presence of need indicates some deficit and disequilibrium, which puts the individual into action in order to relieve the tension produced by the deficit and disequilibrium. Need gratification leads to tension reduction and thereby produces a form of psychological homeostasis.

It is presumed that certain professions and professional positions allow for the expression of certain behaviours which may gratify some underlying need or needs. The choice of a profession is perhaps determined by possibilities of gratification of needs of the individual in the profession.

Further, if the individual feels that his needs are gratified in the pursuit of his profession, he will develop a positive attitude to his job and will experience greater job satisfaction. Thus job satisfaction can serve as an index of need gratification.
Again, need gratification is presumed to be related to anxiety and tension. Gratification of needs produces psychological homeostasis. Non-gratification of needs produces psychological tension and anxiety. Presumably, the level of anxiety may be inversely related to need gratification.

In short, job satisfaction and anxiety level may help to predict need gratification possibilities offered by a vocation.

This theoretical framework has been adopted to understand the need profile and its relation with job satisfaction and anxiety level among nursing personnel.

Although nursing is an age-old practice, there is paucity of knowledge as to the type of personality most suited to nursing profession. There are few scientific, objective, controlled studies probing the personality structure of the nurse, the need profile and need hierarchy of nursing personnel, the need gratification opportunities available in nursing profession and the delineation of "nursing personality", if there is one.

The present study was planned to bridge this gap in human knowledge.

In order to understand the need profile and its relation to job satisfaction and anxiety level among nursing personnel, 50 ward sisters and 250 staff nurses were administered (a) Tripathi Personal Preference Schedule,
Demographic variables such as age, education and length of service and their relation with needs, anxiety level and job satisfaction were also studied. Need profiles and need hierarchies of Ward sisters and Staff nurses were prepared and compared. Further, need profiles and need hierarchies of nursing personnel were compared with the need profile and need hierarchy of female college students. The Ward sister role and the Staff nurse role were critically examined in order to understand need gratification opportunities offered in the two roles. Need gratification was also studied in relation to job satisfaction and anxiety level of nursing personnel. Correlations were calculated among all the 14 need variables, demographic variables, job satisfaction and anxiety levels. Clustering of needs was studied and linkage analysis was conducted.

The conclusions of this study follow hereafter.
CONCLUSIONS

The findings of the present study indicate that:

1. The need profile of the Ward Sister is different from the need profile of the staff nurse. Ward sisters were found to have significantly higher scores on the needs for Achievement, Deference, Order, Exhibition, Autonomy, Dominance, Nurturance, Endurance and Aggression and significantly low scores on Affiliation, Succorance and Change, as compared to the Staff nurses. The scores of the two groups on the needs for Intraception and Abasement were not found to be significantly different.

2. The hierarchies of needs of the Ward sister and the Staff nurse are significantly different from each other. In the Ward sister, the rank order of the needs (in descending order) was: Deference, Dominance, Order, Autonomy, Exhibition, Endurance, (Achievement, Aggression), Nurturance, Affiliation, Intraception, Succorance, Change, and Abasement. In the Staff nurse, the rank order of the needs (in descending order) was: Succorance, Deference, (Affiliation, Nurturance, Change), Exhibition, Endurance, Intraception, Achievement, Order, Aggression, Autonomy, Dominance and Abasement. The needs within the parentheses, bear the same rank order.
3. The hierarchy of needs of the female college student is significantly different from the hierarchies of needs of both the Ward sister and the Staff nurse. The Ward sister obtained significantly higher scores on all the needs except for Abasement on which the college student had significantly higher score. The Staff nurse obtained significantly higher scores on all the needs except for Autonomy and Abasement on which the college student had significantly higher scores. However, the scores on the need for Dominance were not significantly different in these two groups.

4. The needs for Achievement and Deference were found to be significantly related with Age in both the groups. Age was inversely related with the need for Exhibition in the Ward-sister group, and with the need for Succorance in the Staff-nurse group.

5. Education influenced the needs for Exhibition and Autonomy in both the groups, but inversely in the case of Staff-nurse. It also influenced inversely Affiliation in the case of Staff-nurse.

6. Length of service interacted with the needs for Deference, Exhibition, Autonomy, Affiliation, and Intraception in the case of Ward-sister, and with Achievement and Order in the case of Staff-nurse.

7. The Ward-sister and the Staff-nurse were found to have almost identical level of anxiety.
8. There was no significant relationship between anxiety and gratification of needs in both the groups.

9. The Ward-sister and the Staff-nurse were found to have significantly different levels of job satisfaction.

10. There was no significant relationship between job satisfaction and gratification of needs in both the groups.

In brief, it can be said that the needs of the Ward sister are more satisfied than that of the Staff nurse; nursing personnel as a whole have greater gratification of various needs as compared to female college students; the need hierarchies of the Ward sister and the Staff nurse are significantly different; age, education and length of service have played some role in influencing the need gratification of the person; anxiety level was almost similar in both the Ward sister and the Staff nurse group, but job satisfaction was greater in the Ward sister group; anxiety and job satisfaction, however, were not influenced by demographic characteristics of the subjects; and need gratification was not related to job satisfaction and anxiety level among nursing personnel.