

Introduction: This study investigated the factors affecting job satisfaction among nurses and midwives in Naguru Hospital in Kampala Uganda. The independent variable was “factors” and the dependent variable was “job satisfaction”. Under the independent variable “factors” the following dimensions were investigated; salary, rules and regulations, and tools/equipment. These dimensions were linked to the dependent variable to gauge the extent to which they affect job satisfaction.

This chapter presents the background to the study which was sub divided into historical, theoretical, conceptual and contextual backgrounds. It also presents the statement of the problem, the purpose, the objectives, the research questions, the hypotheses, the significance, the justification, the scope, the conceptual framework as well as the definition of terms and concepts.

Methodology: A case study research design was used to undertake this study. The research approaches that were used under this design will be mixed methods (qualitative and quantitative methods). Mixed methods were chosen because they allowed for thorough investigation of the dependent variable (job satisfaction) in relation to the independent variable (Factors) (Russell, 2011). Thus, the study gathered opinions/perceptions/viewpoints, etc, as well as figures, statistics, and numbers, respectively, to have a balanced representation of findings. The units of analysis for the study were nurses, midwives and nurse managers of Naguru Hospital in Kampala.

The study population was nurses and midwives at Naguru Hospital in Kampala. We used the whole population as our population was small (79) and all our participants were nurses and midwives.

Results: A total of 70 questionnaires were distributed and 66 were fully filled and returned, while a total of 9 key informants were intended for interviews but only 6 were interviewed. The response rate for the questionnaires was therefore 94.2%, while that of interviews was 66.6%.

Recommendations: The conclusions drawn in the previous sections of this study provided a basis upon which recommendations are being made according to the study objectives basing on the significant factors that were established.

Leaders in hospital should clearly define benefits expected by their nurses and midwives to avoid misconceptions Leaders in hospitals should set up social security schemes to help improve welfare of nurses and midwives.

Leaders in hospitals should put in place policies and resources to promote nurses and midwives capacity building.

Hospitals should clearly display their organizational values, norms, and practices so that all the nurses and midwives is able to know and familiarize with them.