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Professional satisfaction and association with mild psychiatric symptoms among Greek-Cypriot mental health nurses

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Title:	Greek-Cypriot mental health nurses' professional satisfaction and association with mild psychiatric symptoms
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Author:	Maria N. K. Karanikola and Charis P. Kaite
Abstract:	<p>The present descriptive correlational study aims to explore among Greek-Cypriot mental health nurses (MHNs) the level of professional satisfaction, potential differences with regard to vocational characteristics, and associations with anxiety and depressive symptoms. A random sample of 225 Greek-Cypriot MHNs employed in hospital and community settings completed Hamilton's Anxiety Scale, Beck's Depression Inventory, and Stamps's Index of Work Satisfaction. Moderate levels of overall professional satisfaction of 4.38 (± 0.58) were detected. Work experience was positively correlated with satisfaction from payment ($\tau = 0.230$, $P < 0.0001$). Men seemed to be more satisfied with organizational policies ($P = 0.0043$) and performed tasks ($P = 0.027$) than women. Nurses working in psychiatric clinics of general hospitals experienced higher levels of professional satisfaction in general, and more satisfaction from organizational policies, autonomy, and task requirements than nurses working in community settings, substance misuse programs, and community mental health centres ($P = 0.001$). Nurses working in acute/admission settings were the less satisfied, compared to nurses working in rehabilitation wards ($P = 0.017$). Professional satisfaction was associated with anxiety ($\tau = 0.280$, $P < 0.0001$) and depressive ($\tau = 0.246$, $P < 0.0001$) symptoms. Greek-Cypriot MHNs seem to get moderate satisfaction from their work, whilst professional satisfaction is associated with their psychological well-being. Targeted managerial interventions and longitudinal research are warranted.</p>