



In Collaboration With:



**THE PROCEEDING OF
THE 9th INTERNATIONAL NURSING CONFERENCE**



The 9th INC 2018

Published by
Faculty of Nursing
Universitas Airlangga

Faculty of Nursing Universitas Airlangga Surabaya Indonesia



The 9th INC 2018

**"Nurses at The Forefront
Transforming care, Science, and Research"
Surabaya, April 7th - 8th 2018**

**THE PROCEEDING OF
THE 9TH INTERNATIONAL NURSING CONFERENCE 2018
“NURSES AT THE FOREFRONT IN TRANSFORMING CARE, SCIENCE, AND
RESEARCH”**



**FACULTY OF NURSING
UNIVERSITAS AIRLANGGA
2018**



Hak Cipta © 2018,
Fakultas Keperawatan Universitas
Airlangga Surabaya
Kampus C Mulyorejo Surabaya
60115
Telp. : (031)5913754, 5913257
Faks. : (031)5913752
Website : <http://ners.inair.ac.id>
Email : dekan@fkip.unair.ac.id

Hak cipta dilindungi undang-undang. Dilarang memperbanyak sebagian atau seluruh isi buku ini dalam bentuk apa pun, baik secara elektronik maupun mekanis, termasuk tidak terbatas pada memfotokopi, merekam, atau dengan menggunakan system penyimpanan lainnya, tanpa izin tertulis dari Penerbit.

UNDANG-UNDANG NOMOR 19 TAHUN 2002 TENTANG HAK CIPTA
--

- | |
|---|
| <ol style="list-style-type: none">1. Barangsiapa dengan sengaja dan tanpa hak mengumumkan atau memperbanyak suatu Ciptaan atau memberi izin untuk itu, dipidana dengan pidana penjara paling lama 7 (tujuh) tahun dan/atau denda paling banyak Rp. 5.000.000.000,00 (lima miliar rupiah)2. Barangsiapa dengan sengaja menyiarkan, memamerkan, mengedarkan, atau menjual kepada umum suatu Ciptaan atau barang hasil pelanggaran Hak Cipta atau Hak Terkait sebagaimana dimaksud diatas, dipidana dengan pidana penjara paling lama 5 (lima) tahun dan/atau denda paling banyak Rp 500.000.000,00 (lima ratus juta rupiah). |
|---|

Penerbit: Fakultas Keperawatan Universitas Airlangga

The Proceeding of 9th International Nursing Conference:
Nurses at The Forefront in Transforming Care, Science, and research

433 hlm, 21 x 29,7 cm

ISSN: 1413536244

CONTENT

Different Of Asthma Control Level In Suburban And Urban Areas.....	17
The Influence Of Age And Coping Mechanism On The Resilience Of Cancer Patients Undergo Chemotherapy	28
Effectiveness Of Mirror Therapy Against Upper Limb Muscle Strength In Ischemic Stroke Patients With Hemiparesis: Systematic Review	37
Nurse Performance Analysis Based On Gibson Performance Theory On Voluntary Nurse In Sampang Regency Community Health Center	41
Model Of Reward System Development Based On Performance Of Nurse Working Satisfaction	47
Nursing Discharge Planning For Patient With Diabetes Mellitus.....	50
Effect Of Diaphragm Breathing Exercise And Electric Fan To Dyspnea, And Pulmonary Function In Clients Copd; A Systematic Review	54
Factors That Affect The Cognitive Function In Elderly	59
At Jetak Public Health Center Of Tuban Regency	59
Patient Between Satisfaction Related With Patient Loyalty	65
Effect Of Health Education Methods Against Sorogan Intention In The Theory Of Planned Behavior In Santri Nurul Jadid	69
Description Of Adherence Of Diabetes Mellitus Type 2 Patient At Universitas Airlangga Hospital ...	71
Foot Massage To Treat Pain In Patients Post Laparatomy Surgery	75
A Systematic Review Of The Predictors Of Perceived Autonomy By Patient With Chronic Kidney Disease	80
Emotional Freedom Technique (Eft) For Physiological Symptoms, Pain, Anxiety Disorders And Depression: A Systematic Review	83
Effect Of Pursed Lips Breathing For Peak Expiratory Flow Rate, Oxygen Saturation, Dynamic Hyperinflation : Systematic Review	88
Description Of Coping On Tuberculosis Patient In Community Health Center (Puskesmas) In Jember	92
Effect Of Pursed Lips Breathing And Distract Auditory Stimuli Against Dyspnea.....	97
Evaluation Of Discharge Planning Implementation In Pamekasan Hospital	100
Systematic Review Knowledge, Attitude And Smoking Practice On Adolescent	104
Effects Of Electrical Stimulation On Swallowing Function In Stroke Patients With Dysphagia: A Systematic Review	109
The Effectiveness Of Deep Breathing Relaxation Technique And Guided Imagery To Decrease Pain Intensity On Postoperative Fracture Patients In Bougenvile Ward Of Dr Soegiri Hospital Lamongan	115
Telenursing Using Mobile Phone Features For Medication Adherence Tuberculosis Patients: A Systematic Review	122
The Effect Of Resistance Exercise On Blood Glucose And Hba1c Of Patient With Type 2 Diabetes Mellitus: Systematic Review	127
Management Of Adjunctive Therapy On Diabetic Foot Ulcers: A Systematic Review	133
Efectivity Clinical Supervision In Integrated Patient Development Records Of Compliance And Nursing Performance: Systematic Review	143

The Effectiveness Of Telemonitoring In Treatment Adherence Cardiovascular Disease: A Systematic Review	148
Yoga As An Alternative And Complementary Approach For Controlling Type 2 Diabetes Mellitus : A Systematic Review	158
Factors Related To Decubitus In Patient With Bed Rest And Physical Immobilization : A Systematic Review	166
Job Satisfaction In Nurses Perspective, Its Antecedent And Its Outcome A Systematic Review	171
Information Technology Helps Self-Management Among Chronic Kidney Disease (Ckd) Patients..	174
The Effectiveness Of Diabetes Self-Management Education: A Systematic Review	178
Effect Of Isoflavones On Hot Flushes Women Menopause: A Systematic Review	186
The Use Of Negative Pressure Wound Therapy For Treatment Surgical Wound Arthroplasty A Systematic Review	194
Comparative Effectiveness Of Internet Cognitive Behavioral Therapy For Insomnia (Icvt-I) With And Without Therapist Support: Systematic Review	201
The Effect Of Music Therapy For Elderly With Dementia: A Systematic Review Music Therapy For Elderly With Dementia.....	206
Analysis Of Patient Dependence Level Based On Triage Classification	214
Evaluation Intervention In Improving Breastfeeding Self Efficacy: A Systematic Review	217
The Effect Of Prenatal Yoga On Mental Health In Pregnant Women: A Systematic Review	221
Regulation Of Blood Sugar Through Psychological Control To Type-2 Dm: A Systematic Review ...	227
Pressure Ulcer Prevention With Application Of Silicone Foam Dressing In Intensive Care Unit: A Systematic Review	232
Relaxation Techniques For Patients With Chronic Obstructive Pulmonary Disease (COPD): A Systematic Review	237
The Multivariants Of Physical Activity For Cognitive Impairment Among Elderly: A Systematic Review	243
The Effectiveness Of Cognitive Behavioral Therapy (CBT) For Chronic Schizophrenia Patients: A Systematic Review	250
The Efficacy Of Stabilization Exercises For Chronic Low Back Pain: A Systematic Review	256
Correlation Of Coping Mechanisms Towards Fulfillment Capabilities Daily Activities Of Elderly ..	260
Neglect Elderly In Family: A Systematic Review	264
Patient Satisfaction Using Health Insurance To Nurse Communication.....	268
Efficacy Of The Ginger On Chemotherapy-Induced Nausea And Vomiting (CINV): A Systematic Review	272
The Effect Of Psychoeducation On Family Functions In Treating Schizophrenia Patients In Home: Systematic Review	284
Job Satisfaction On Nursing Staff At Hospital: A Systematic Review	289
Shenmen, Neiguan And Yongquan Acupoints To Improving Sleep Quality Of Hemodialysis Patients: Systematic Review	292
Application Of Cognitive Therapy And Thought Stopping Therapy In Clients With Depression: Systematic Review	298
Effectiveness Of Therapeutic Non-Operative Management Of Wound Healing In Diabetic Foot Ulcer: A Systematic Review	305

Effect Of Progressive Muscle Relaxation Techniques To Blood Glucose Levels On Patients With Type 2 Diabetes Melitus ; Systematic Review	311
Description Of Factors Affecting Anxiety On End Stage Renal Disease Patients Which The Hemodialysis At Lavalette Hospital In Malang	319
The Use Aromatherapy For Symptom Management In Hemodialysis: A Systematic Review	323
The Correlation Between Nursing Therapeutic Communication With Patient Satisfaction.....	335
Cervical Cancer Screening Barriers Among Women In Developing Countries: A Systematic Review	339
Preceptorship Program To The Achievement Of New Nursing Competency: Systematic Review	346
Parenting The Teen : A Review Of Parents' Role In Preventing Problematic Behavior Of Adolescent	351
The Development Of The Uks Holistic Program In Preventing Aggressive Behavior And Low Self Esteem In Elementary School	356
Preparatory Intervention To Reduce Anxiety In Patient Who Will Undergo Endoscopy: A Systematic Review	362
Differences In The Level Of Knowledge After Health Education On The Handling Of Dysmenorrhoea In Teenager Women In Smp Muhammadiyah 4 Surabaya	366
The Effectiveness Of Slow Deep Breathing To Decrease Blood Pressure In Hypertension: A Systematic Review	370
Effectiveness Social Skills Training With Peers Programs For Individuals Autism Spectrum Disorder: A Systematic Review	374
Caregiver Experiences Of Schizophrenia Patients With Self Care Deficit: A Systematic Review	381
English For Nursing Strategies To Encourage Students Achievement In Speaking Skill.....	387
Self-Management Education Program For Reduce Blood Glucose Type 2 Diabetes Mellitus: A Systematic Review	390
Effect Of Oral Hygiene In Improving The Health Of Elderly People : A Systematic Review	399
A Systematic Review Of Outcomes Of Self Management Education On Self Efficacy And Behavior In Cronic Disease	403
The Effect Of Psychoeducation On Family Functions In Treating Schizophrenia Patients In Home: Systematic Review	407
Faster Learning Organization (Flo) Model In Developing Health Professional Skill In The Hospital	412
The Comparison Of Elderly Life Quality Index Of Urban And Coastal Societies In Surabaya.....	423
Zea Mays L To The Decreasing Blood Glucose Levels In Animal Trial (Rat) With Diabetes Mellitus: Systematic Review	428
Psychoeducation Family Patients Mental Disorders (A Systematic Review)	432
Influence Of Nursing Information Management System Applications Based On Information Technology Toward Nursery Knowledge About Child Nursing Management In Lavalette Hospital Room Malang.....	443
Prevalence of Burnout Syndrome in Nursing: A Systematic Review	450
The Mook-Up Metode for Disaster Education on the of People Improvement and Attitude in Landslide Preparedness	455
Effectivity Of Pursed-Lips Breathing To Decrease Respiration Rate (RR) in Patient with COPD: A Systematic Review	461

Model Supervision Fair, Feedback, Follow Up Against Nurses Compliance in the Application of Prevention of Infection Control as Efforts to Reduce Flebitis Occurrence	466
Nurse Performance in Infection Prevention and Control in Hospital Pamekasan	472
Is It True that CPR Fraction mostly Caused by Physical Fatigue?	475
The Effect of Massage Therapy and Reflexology against Level of Anxiety on Preoperative Patient	477
Effectiveness Of Standard Oral Hygiene Standard Using Brush and Chlorhexidine 0.12% To Decrease Associated Pneumonia In Intensive Care Unit : A Systematic Review	485
Relationship of Working Stress with the Performance of ICU Nurse in Hospital Tk. II dr. Soepraoen Malang	489
Sensory Stimulation (Audio, Visual, and Affective) to Enhance The Level of Consciousness Among Brain Injury Patients	497
Chlorhexidine-Alcohol is Better Than Chlorhexidine and Povidone Iodine for Reducing Surgical Site Infection	502
The Effectiveness of Slow Deep Breathing to Decrease Blood Pressure in Hypertension: a Systematic Review	505
Effectiveness of Hyperbaric Oxygenation Therapy in the Management of Chronic Diabetic Foot Ulcers : a Systematic Review	509
How is the Effect of Peer Support on Type 2 Diabetes Mellitus Patients?	511
Aromatherapy for The Management and Control Effect of Chemotherapy	521
Self-Care Adherence Experience in Patient with Diabetes Mellitus Type 2: A Systematic Review	530
The effectiveness of yoga on blood glucose and anxiety reduction in T2DM clients: A Systematic Review	547
Methods of Preventing Sexually Transmitted Disease (STD): a Systematic Review	556
Effect of School-Based Interventions in the Prevention of Child and Adolescent Obesity to Behavioral Health, Physical Activity, and Body Mass	569
Evaluation The Effect of Child Health Care Center on Physical Activity of Children	575
The Effect of Mixing Oralit and Honey to Defecate Frequency in Children with Gastroenteritis in Balung	579
Fall Risk Prevention in Elderly with Physical Exercise : A Systematic Review	582
Spiritual Relaxation Improve Anxiety and Sleep Quality in Elderly	585
The Hypertension Correlation with Ankle Brachial Index, and Anxiety Level in Elderly With Hypertension	590
Aromatherapy as The Intervention of Anxiety: Systematic Review	595
Chronic Sorrow in the Elderly with the Loss of a Spouse	603
An Overview of Loneliness, Anxiety and Depression Level of Elderly Suspected Relocation Stress Syndrome	609
The effect of physical activity to decreased of dementia (mild, moderate and severe) in elderly: A Systematic Review	613
Systematic Review Depression and Relationships to the Quality of Life of Menopause Women	618
The Psychological Burden of Caregiver with a Family Members of Schizophrenia: A Systematic Review	627
The Effectiveness of CBT in Reducing Depression: a Systematic Review	630
Effect of Play Therapy With Puzzle On The Level Concentrations of Mental Retardation Children In SLB C Rukai Rahayu Samarinda	634

Effectiveness Psychoeducation Parenting Support for Stress Mother of Children with Autism Spectrum Disorder: A Systematic Review	639
The Effectiveness of Community Mental Health Nursing (Cmhn) to Improve Mental Health in Community : A Systematic Review	644
Systematic Review On The Effectiveness of Music Therapy on Anxiety and Vital Signs of Patients with Mechanical Ventilation	648
Family And Counsellor Experience For Schizophrenic A Research Based On Community Health Mental Policy	652
Effectiveness of Family Psychoeducational to Improve Quality of Life Patients with Bipolar Disorder: A Systematic Review	657
Diabetes Self Management Education (Dsme) Through Calendar Media Increase of Foot Care Adherence of Type 2 Diabetes Mellitus (Dm) Clients	662
Correlations Between Age, Gender and Medical History to Colonization of Candida Albicans in Cerebrovaskular Accident Patients in Jombang	666
Mindfulness-based on Eating Improving Dietetic Measure Outcomes: Systematic Review	670
Role of Family Members in the Treatment of Tuberculosis Patients: A Systematic Review.....	680

MODEL OF *REWARD* SYSTEM DEVELOPMENT BASED ON PERFORMANCE OF NURSE WORKING SATISFACTION

Berlian Yuli Saputri¹, Nursalam², Yanis Kartini³

¹Master student of Nursing faculty, Airlangga University, Surabaya, Indonesia

²Lecturer of Nursing Faculty, Airlangga University, Surabaya, Indonesia

³Lecturer of Nursing Faculty, Nahdlatul Ulama University, Surabaya, Indonesia

berlian.yusaputri@gmail.com, nursalam@fkip.unair.ac.id, yanis_youarenice@unusa.ac.id

Keyword: Reward System, Job Satisfaction, Nurse

Abstract: The growing era of globalization demands quality improvement in all sectors including the healthcare sector. Nurses are professionals who have an important role in determining the quality of health services. Nursing job satisfaction is believed to be the determinant of quality of health service. One source of motivation for nurses which is often ignored by the health service provider manager is a *reward system*. This study aims to determine the effect of reward system on nurse job satisfaction. This research uses systematic review research design. The literature used in this study is published in ProQuest, and EBSCO in 2013-2018 with selected keywords. The Quality of the literatures are analyzed by using the *Critical Appraisal Skills Program* (CASP). Based on the literature, the reward system includes giving incentives, praise and appreciation can increase job satisfaction (p value: 0,011). Opportunities for promotion (p value: 0,041), and self-development opportunities (p value: 0,041) also improve job satisfaction. Working relationship is the most dominant factor in determining nurse job satisfaction than other factors. A good working relationship provides a comfortable climate and a sense of togetherness in working. Reward system proved to have an effect on nurse job satisfaction in health service.

1 INTRODUCTION

In the developing of globalization era require a high quality in every sectors, including in the health care sector. Hospital as an institutions that provide health services to the community as well are required to improve services (Gibson, 2005). Improving the quality of healthcare services cannot be separated from various roles discipline of health personnel in the hospital including nurses roles.

Nurses are professionals who have an important role in the providing health services to patients because nurses have a 24-hour time with patient. (Kusnanto, et.al., 2009). Nursing job satisfaction is believed to be a factor that determines the quality of nursing service that affects patient satisfaction, but not all hospitals are able to create an atmosphere that motivates and improves the productivity of the nurse (Bustami, 2011). Some of problems faced by nurses are less conducive environment, lack of feedback or supervision, lack of *reward system* or rewards

and lack of promotion to be placed in higher position (Rosemary, 1999 in Widiastuti, 2005).

From the results of nursing residency activity conducted by Reni (2012) in the inpatient room of RSI Ibnu Sina Yarsi Bukittinggi November 2011, data obtained 57% of nurses expressed not satisfied with the provision of incentives from hospitals, other than that incentives not yet based on the assessment of nurse performance. Another data that is 74.9% of nurses say less rewards appropriate to their work, as much as 68.5% stated hospitals has not been considered welfare to nurse. The results of collecting data by interview show that there are no focused regulation in the developing of nursing skill personnel such as continuing education, placement after completion of education, career trajectory system and selection of nurses who attend the training.

One source of motivation that managers can use to create motivation and improve productivity, but often neglected or underused is *reward system* (Wibowo, 2012). According to Hasibuan (2007), *reward* is a service reward given by the

agency to the workforce, *reward* is not just a right and a duty but the most important is the thrust and spirit to work. *Reward system* is important for achieving job satisfaction, although the views on individual job satisfaction is different depending on individual circumstances and characteristics (Salazer et al., 2006). By giving *rewards*, employees feel getting attention and appreciation so the *self* of belonging to the company or institution where the employee is working higher. (Hoffman and Woehr, 2006)

Many research results have proven that the reward system has an effect on job satisfaction. This is held as an effort to improve the quality of nursing service to patients. Based on that background, the author try to make a study compare on some research journals to know more deeply about the influence of *reward system* on job satisfaction and relationship between education position, education, work experience, workplace and performance with *reward system*. This study aims to synthesize research journals empirically so that they can identify the effect of *reward system* on job satisfaction.

This study aims to synthesize research journals empirically so that they can identify the effect of reward system on job satisfaction.

2 METHOD

This research uses *systematic review* research design. The literature for this research is to search journal and scientific research articles published by ProQuest, and EBSCO with selected keywords. Articles that match the keywords are then analyzed for quality. The literature search is limited to the 2009-2018 publications that are full text accessible in pdf format.

Method of study of research article quality using *Critical Appraisal Skills Program* (CASP). The data of the analyzed findings were extracted and synthesized to reach the research objectives. Based on the review of the article obtained 15 articles that match the research objectives and desired quality.

3 RESULTS AND DISCUSSION

Of the 15 articles selected, the study was conducted in Portugal, China, Indonesia, South Africa, and Ghana. Most of the articles use

quantitative research method with cross sectional research approach (n = 13), and others use systematic review method (n = 1) and qualitative design (n = 1). Articles reviewed are articles published in the 2009-2018 range. All samples used were nurses and health staff working in health care providers such as public hospitals, private hospitals and health clinics.

All articles in this study stated that reward system has a close relationship with nurse satisfaction level. Although some other factors also affect the nurse's satisfaction such as demographic factor (age, education, etc.) but reward system is an important factor that significantly affect the nurse's job satisfaction in providing nursing service.

Research conducted by Isesreni (2012) show that job satisfaction is strongly influenced by the financial system. A good financial system can include adequate salaries, praise and appreciation of superiors can improve nurse satisfaction (p value: 0,011). Zheng (2017) expressed job satisfaction of staff in getting bigger at work place which have strong economic system which can give bigger reward by salary, and a good administration of job. Job satisfaction also increases in staff who feel their work is valuable due to rewards being awarded for their achievements after reaching one targets.

Israrení also explained that the opportunity for promotion (p value: 0,041) and the opportunity to get training or education to improve the skill and knowledge of the staff (p value: 0,041) also has contribution in determining the nurse's job satisfaction. Dhurup (2014) in his research show that the nurse's satisfaction level is strongly influenced by opportunities to develop careers within the institution.

According to Israrení a conducive working environment and a good working relationship among health staff is the most important in achieving work pleasant that impact on job satisfaction. Nurses whose job satisfaction is low is strongly influenced by unfavorable work environment, excessive workload and execution of tasks that are not his responsibility.

Research conducted by Boafo (2018) in Ghana states that nurses are health workers who often get verbal abuse and sexual abuse. This is a significant statistical predictor in determining the level of nurse satisfaction. The nurse's satisfaction level is low because nurses are not given a protection. Award which form in safe working environment against verbal violence and sexual harassment is a non-financial reward that is needed

by the nurse who impact on the nurse job satisfaction.

Lin (2014) in a study conducted in China on residency nurses stated other variables that influence the nurse's satisfaction is the holiday, job scheduling system, and interaction between health workers. Rationing in accordance with work load and holiday with fair job scheduling will increase the nurse's satisfaction to work. In addition, well-established interactions between health staff also helped improve the quality of the nurse's work.

Ozden (2013), in his study describes nurses who have received training ethical and handled fewer patients with higher levels of satisfaction. In addition, nurses who have achievements also have a higher level of satisfaction.

Another interesting finding was described by Ferreira (2017) in his research in Portugal show that young nurses with little work experience despite having a lower remuneration appeared to have a higher job satisfaction. This is because of the national context that the nurse is still young, the work experience is low, and the pleasure of having a contract work, considering the professional difficulties in Portugal.

4 CONCLUSION

Job satisfaction is closely related to the reward system received by the nurse. The rewards system can be form by adequate salary or wages, opportunities for promotion or career path, training and education opportunities to develop skills and knowledge, and rewards for achievement after achieving a specific target. In addition to other rewards in the form of good administrative systems for staff, a good work environment and conducive, protection and security, interaction and good relationships among staff is also an influential factor although demographic factors are also inseparable in determining the level of satisfaction. In addition, fair job scheduling and adequate nurse holiday planning, as well as appropriate workload and job responsibilities also determine the nurse's job satisfaction in providing nursing services at health institutions.

REFERENCES

- Al-Shibah and Nasser Habtoor. 2015. "Reward System and Job Satisfaction: A conceptual review". *Advanced Research Journal of Management and Business Studies*.
- Aroh, Dianne et al. 2015. "An Example of Translating Value-Based Purchasing Into Value-Based Care". Vol. 25. No. 2. *Urologic Nursing Journal*.
- Boafo, Isaac Mensah. 2018. "The Effects of Workplace Respects and Violence on Nurses' Job Satisfaction in Ghana: A Cross Sectional Survey". Vol.16 No.6. *Boafo Human Resources for Health*.
- Dhurup, M. et, al. 2014. "Factors Influencing Job Satisfaction and Its Relationship on Career Development Among Nursing Staff Within a Public Hospital in South Africa". Vol. 5 No. 3. *Mediterranean Journal of Social Science*.
- Ferreira et al. 2017. "Job Satisfaction of Nurses Working in Hospital Units of Northern Portugal". Research paper.
- Israreni. 2012. "Relationship Between Reward System and Nurse Job Satisfaction in Ibnu Sina Yarsi Islamic Hospital Bukittinggi". Research paper.
- Kusnanto et al. 2009. "Individual Characteristic and Reward System Relate to Nurses' Performance ". Vol. 4 No. 1. *Journal Ners*.
- Lin, et al. 2014. "Factors Influencing Job Satisfaction of New Graduates Nurses Participating In Nurse Residency Programs: A Systematic Review". Vol. 45 No. 10. *The Journal of Continuing Education in Nursing*.
- Ouyang, Yan Qiong et al. 2015. "The Impact of Psychological Empowerment and Organizational Commitment on Chinese Nurses' Job Satisfaction". Vol. No. 50 1. *Routledge Journal*.
- Ozden, Dilek et al. 2013. "Intensive Care Nurse Perception of Futility: Job Satisfaction and Burnout Dimensions". Vol. No. 20 4. *Sage Journal*.
- Ravari, Ali et al. 2012. "Work Value and Job satisfaction: a Qualitative Study of Iranian Nurse". Vol. No. 20 4. *Sage Journal*.
- Wang, Xiaoxi et al. 2017. "Associations of Occupational Stressors, Perceived Organizational Support and Psychological Capital with Work Engagement among Chinese Female Nurse". *Biomed Research International*.
- Yarbough, Susan et al. 2016. "Professional Values, Job Satisfaction, career development, and Intent to Stay". Vol. 24 No. 6. *Sage Journal*.
- Zheng, Hang, et. Al. 2017. "Empirical Study on Job Satisfaction of Clinical Research Associates in China". Vol. 51 No. 3. *Sage Journal*.