

THE IMPACT OF ETHICAL CLIMATE ON JOB SATISFACTION AMONG POST RN NURSES IN TERTIARY CARE HOSPITAL MULTAN

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ABSTRACT

Researchers' interest in the idea of an ethical climate in the nursing setting, and more especially, how it relates to job satisfaction, has grown over the last 20 years (Koskenvuori et al., 2019). An important area to investigate is how the ethical climate at Tertiary care Hospital Multan affects the job satisfaction of Post RN nurses. The ethical climate in healthcare settings has a significant impact on Post RN nurses' job satisfaction. This study therefore aims to investigate the impact of ethical climate on job satisfaction among Post RN nurses in Tertiary care Hospital Multan. To assess the impact of ethical climate on job satisfaction among Post RN nurses. The proposed study was conducted in Tertiary care Hospital. All nurses of Post RN in a Tertiary care Hospital Multan were population for data collection. A descriptive cross-sectional study was conducted to check the impact of ethical climate on job satisfaction among Post RN nurses in selected hospital. A sample size of 30 Post RN nurses were targeted from hospital. Data collected through the adoptive questionnaire that contains close ended questions. Data was analyzed and

interpreted statistically on SPSS. The result finding from the data indicates that the majority of respondents (73%) agreed or strongly agreed. A smaller portion (13.3%) remained neutral while only (13.3%) either disagreed or strongly disagreed. There is evidence to support the concept that Post RN nurses' job satisfaction is positively impacted by ethical climate. Hence it was proved through this research that ethical climate does have positive impact on job satisfaction among Post RN nurses. Therefore it is recommended to promote ethical leadership and to communicate clear ethical polices to nursing staff of the organization. So it is important to recognize and reward ethical behaviors.

Keywords: Ethical climate, Job Satisfaction, Post RN nurses, Nursing Management.

1. INTRODUCTION

1.1: Background:

The impact of the ethical climate on nurses' job satisfaction and retention has been the subject of much research over the last ten years. Surprisingly, the majority of these studies have concentrated on the direct correlation between job satisfaction and nurse turnover intentions or the ethical climate and nurse turnover intentions. For instance, a recent systematic review revealed that nurses who worked in units with a positive ethical climate had higher job satisfaction and lower intentions to leave (Al Sabei et al., 2020).

One of the most important variables influencing performance is job satisfaction (Huynh et al., 2024). It is the outcome of several variables influencing workers' commitment and motivation at work. Working circumstances, pay, management style, and relationships with coworkers are some of these aspects. The effect of an ethical climate on job satisfaction has, nevertheless, gained significant attention in recent years. An organization's "ethical environment" is defined as its members' collective awareness of what behaviors are morally acceptable and how to resolve moral conundrums (Noh & Kim, 2024).

It is necessary to create an environment that promotes and supports ethical behavior among employees in order to generate an ethical climate in the workplace. It is evident how an ethical workplace culture affects job satisfaction in vocations like nursing that have high ethical standards. Patients' health is directly impacted by nurses because they are professionals who

frequently have to make moral decisions while performing their everyday duties (Mukhtar Abadiga et al., 2019). In the global healthcare system, nurse retention and satisfaction are critical variables (Sommer et al., 2024).

Researchers' interest in the idea of an ethical climate in the nursing setting, and more especially, how it relates to job satisfaction, has grown over the last 20 years (Koskenvuori et al., 2019). Around the world, research is being done in this field at the following locations: South Korea (Jang & Oh, 2019), Turkey (Özden et al., 2019).

In order to ascertain the degree of ethical distress and job satisfaction among nurses employed in public tertiary care institutions in Karachi, Pakistan, as well as its correlation and relationship with other demographic variables. Using an analytical cross-sectional study design, 300 nurses worked at public sector tertiary care facilities in Karachi for the purpose of this study. The results of the survey showed that the majority of nurses were content and experienced no ethical distress (Ali et al., 2024).

1.2: Problem Statement:

An important area to investigate is how the ethical climate at Tertiary care Hospital Multan affects the job satisfaction of Post RN nurses. Although Tertiary care Hospital Multan is not specifically mentioned. It has been discovered that a lack of ethical culture in hospitals lowers nurses' job satisfaction. On the other hand, nurses' job satisfaction is significantly and favorably impacted by a compassionate work environment. Studies have also indicated that job satisfaction in the nursing profession is impacted by the ethical climate in hospitals, with colleagues' trust acting as a mediating factor.

On the other hand, details regarding the particular setting of Tertiary care Hospital in Multan are lacking. To ascertain the degree and contributing variables to Post RN nurse's job satisfaction in this specific hospital, more investigation is required. It is important to remember that delivering high-quality patient care depends heavily on the job happiness of healthcare professionals, particularly nurses. Comprehending the elements that impact job contentment can aid hospital managers and legislators in formulating approaches to enhance the workplace and, eventually, enhance patient results.

1.3: Significance of study:

The ethical climate in healthcare settings has a significant impact on Post RN nurses' job satisfaction. Post RN nurses are concerned about the ethical standards maintained in their workplaces and clinical skills because they will eventually be providing care. Positive ethical environments promote trust, teamwork, and a feeling of community all of which are critical for both general well-being and job satisfaction.

On the other hand, a bad ethical environment can cause stress and feelings of disappointment, which can lower the standard of care that patients receive. Comprehending the impact of ethical climate on job satisfaction is essential for nursing programs and healthcare organizations that want to foster a staff-friendly environment. This article explores the factors that impact the ethical climate in nursing practice and education and how it affects Post RN nurse's job satisfaction.

Our study therefore aims to investigate the impact of ethical climate on job satisfaction among Post RN nurses in Tertiary care Hospital Multan.

1.4: Objective:

The objectives of this study as follow:

1.4.1: To assess the impact of ethical climate on job satisfaction among Post RN nurses.

1.5: Hypothesis:

HA: Ethical climates does have positive impact on job satisfaction among Post RN nurses.

H0: Ethical climate does not have impact on job satisfaction among Post RN nurses.

1.6: Limitations of the study:

The majority of surveys and questionnaires used to gauge employee job satisfaction are self-reported, which skews the results. The results of a study involving a small or homogeneous sample of Post RN nurses may not be generalizable. The cross-sectional nature of many research on this subject makes it difficult to evaluate changes with time. People's perceptions of the ethical climate can differ greatly, even within the same organization. This variability makes it more difficult to make broad conclusions near about how it affects job satisfaction. Due to the fact that experience and perception shift as people advance in their careers, a short-term study may not fully capture the long-term impact of an ethical workplace culture.

3. RESEARCH METHODOLOGY

3.1: Operational Definitions:

3.1.1: Ethical Climate:

In a hospital setting, the ethical climate refers to the overall atmosphere or culture that guides how staff make ethical decisions and behave.

3.1.2: Job Satisfaction:

In a hospital setting, job satisfaction refers to how happy and content healthcare workers are with their roles.

3.3: Proposed place of work and facilities available:

The proposed study was conducted in tertiary-level hospital. All nurses of Post RN in a Tertiary care Hospital Multan was population for data collection. Hospital has been selected due to their sizable nursing staff and diverse patient population, providing comprehensive setting for study.

The facilities available for conducting this research include access to Post RN nurses

Questionnaire and necessary administrative support for coordinating with nursing staff.

Additionally collaboration with the hospital nursing departments has facilitate the dissemination and collection of questionnaire and ensure ethical compliance throughout the study.

3.4: Methodology of work and Plan adopted:

3.4.1: Study design:

A descriptive cross- sectional study has been conducted to check the impact of ethical climate on job satisfaction among Post RN nurses in selected hospital.

3.4.2: Study population:

The study population consist of Post RN nurses employed in the selected hospital.

3.4.3: Inclusion criteria:

Inclusion criteria was Post. RN nurses having clinical experience.

3.4.4: Exclusion criteria:

Exclusion criteria was Generic nurses having no clinical experience.

3.4.5: Sample size:

The total population size was 100. A sample size of 30 Post RN nurses were targeted from hospital. This sample size has been calculated using convenient sampling. For sample size estimation, considering a 95% confidence level and 5% margin of error.

Formula that we use as follow

$$\text{Sample size} = N / 1 + N * e^2$$

N= Population size

e= Margin for error

3.5: Sampling technique:

A convenient sampling technique was used to include participants who were easy to reach and available.

3.6: Sampling procedure:

Data collected through the adoptive questionnaire. Questionnaire consist on Likert scale.

3.7: Parameter/variable to be studied:

The focus of study was on the following variables.

3.7.1: Dependent variable:

Job Satisfaction.

3.7.2: Independent variable:

Ethical Climate.

3.8: Data collection method:

3.8.1: Quantitative data:

Questionnaire was used to gain deeper insights into the personal and organizational factors related to ethical climate contributing to job-satisfaction among Post RN nurses.

3.8.2: Quantitative Data analysis:

Data was collected, analyzed and interpreted statistically on SPSS software. The data was represented in tabulated form in the result and data finding chapter.

4.DATA FINDINGS AND ANALYSIS

Table 4.1 The work environment feels fair and honest.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	6.7	6.7	6.7

Disagree	3	10.0	10.0	16.7
Neutral	8	26.7	26.7	43.3
Agree	16	53.3	53.3	96.7
Strongly Agree	1	3.3	3.3	100.0
Total	30	100.0	100.0	

4.1.1 Data findings

The table 4.1 summarizes the responses of 30 participants regarding their perception of whether the work environment feels fair and honest. The results indicate that 6.7% (2 respondents) strongly disagreed and 10 % (3 respondents) disagreed, bringing the total negative responses to 16.7%. Additionally, 26.7% (8 respondents) selected a neutral stance, suggesting a level of indifference or uncertainty about the fairness and honesty of the work environment. Most participants expressed positive opinions, with 53.3 % (16 respondents) agreeing and 3.3 % (1 respondent) strongly agreeing, resulting in 56.6% favorable responses. Overall, the findings reflect that most participants view the work environment positively, but a significant portion remain neutral or dissatisfied, highlighting areas for potential improvement in workplace fairness and honesty.

4.1.2 Data analysis and discussion:

The data highlights that while the majority of participants (56.6%) view the work environment as fair and honest, a notable portion of responses either reflect neutrality (26.7%) or dissatisfaction (16.7%). The favorable responses suggest that most employees have a positive perception of fairness and honesty in their workplace. However, the high percentage of neutral responses indicates a lack of strong conviction or certainty, which may point to areas of ambiguity or insufficient communication about fairness in organizational practices. Furthermore, the 16.7% of negative responses underline the need to address specific concerns to reduce dissatisfaction. These findings suggest that while the organization has a solid foundation of positive perceptions, targeted efforts to enhance transparency, communication, and fairness in policies could significantly improve employee confidence and overall workplace culture.

Table 4.2 People in the workplace follow clear ethical guidelines.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	6.7	6.7	6.7
Disagree	3	10.0	10.0	16.7
Neutral	4	13.3	13.3	30.0
Agree	16	53.3	53.3	83.3
Strongly Agree	5	16.7	16.7	100.0
Total	30	100.0	100.0	

4.2.1 Data findings

The table presents data on employees’ perceptions regarding the clarity of ethical guidelines in the workplace. Out of 30 respondents, 53.3% agreed that people in the workplace follow clear ethical guidelines, while 16.7% strongly agreed, making a total of 70% positive responses. Meanwhile, 13.3% remained neutral, 10% disagreed, and 6.7% strongly disagreed. The cumulative percentages show that 83.3% of respondents were at least neutral or agreed, while only 16.7% expressed disagreement. These findings suggest that most respondents perceive the workplace as adhering to clear ethical guidelines.

4.2.2 Data analysis and discussion:

The data indicates that most respondents perceive clear ethical guidelines in the workplace. Specifically, 53.3% of respondents agreed, and 16.7% strongly agreed, making up 70% who responded positively. Meanwhile, 13.3% of respondents remained neutral, indicating no strong inclination toward agreement or disagreement. On the contrary, a smaller proportion of participants, 10% disagreed, and 6.7% strongly disagreed, totaling 16.7% of negative responses. These findings highlight a consensus among employees about the presence of clear ethical guidelines in their workplace, though a minority remained either neutral or in disagreement.

Further discussion may explore the factors contributing to this perception, such as communication, training, and enforcement of ethical policies.

Table 4.3 The ethical climate makes the job more satisfying.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	3.3	3.3	3.3
Disagree	1	3.3	3.3	6.7
Neutral	3	10.0	10.0	16.7
Agree	11	36.7	36.7	53.3
Strongly Agree	14	46.7	46.7	100.0
Total	30	100.0	100.0	

4.3.1 Data findings:

The data presented in the table captures respondents' views on whether an ethical climate makes their job more satisfying. Out of 30 participants, the majority expressed positive sentiments, with 46.7% (14 respondents) strongly agreeing and 36.7% (11 respondents) agreeing. Combined, this indicates that 83.4% of respondents perceive a strong connection between ethical climate and job satisfaction. A smaller proportion of the sample remained neutral, accounting for 10% (3 respondents), while only 6.7% expressed disagreement—equally divided between "Disagree" (3.3%) and "Strongly Disagree" (3.3%). This suggests that a very minimal segment of the population views the ethical climate as having no significant impact or a negative effect on job satisfaction. Overall, the cumulative percentages highlight that most respondents lean towards a positive assessment of the ethical climate's role in job satisfaction, reinforcing its importance in workplace settings.

4.3.2 Data analysis and discussion:

The data reveals a strong correlation between the perception of an ethical climate and job satisfaction among the respondents. The majority, 83.4% (comprising 46.7% who strongly agree and 36.7% who agree), affirm that an ethical work environment significantly enhances job satisfaction. This finding underscores the importance of fostering ethical practices and policies in organizations, as they are viewed positively by employees and likely to contribute to a healthier and more productive workplace. A smaller portion of respondents, 10%, chose a neutral stance, indicating some ambivalence or perhaps uncertainty about the impact of ethics on their satisfaction levels. On the other hand, only a negligible 6.7% expressed disagreement (3.3% strongly disagree and 3.3% disagree), suggesting that very few perceived ethical climate as irrelevant or detrimental to job satisfaction. The high cumulative percentage of agreement (83.4%) strongly highlights the perceived value of ethics in the workplace. It implies that organizations prioritizing ethical climates are more likely to cultivate, satisfied and engaged employees. This could also lead to improved organizational outcomes such as better employee retention, productivity, and overall morale. Further analysis could explore the specific elements of ethical climate that resonate most with employees and the factors contributing to the neutral or negative responses, which, while minor, still warrant attention.

Table 4.4 The ethical values in the workplace make it easier to stay motivated.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	3.3	3.3	3.3
Neutral	6	20.0	20.0	23.3
Agree	15	50.0	50.0	73.3
Strongly Agree	8	26.7	26.7	100.0

Total	30	100.0	100.0	
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4.4.1 Data findings:

The table shows how employees perceive the role of ethical values in maintaining workplace motivation. Among the 30 respondents, 50% agreed, and 26.7% strongly agreed, indicating that 76.7% positively associate ethical values with increased motivation. Meanwhile, 20% remained neutral, suggesting they neither confirm nor deny the impact of ethical values on their motivation. Only 3.3% strongly disagreed, representing a minimal negative response. These findings suggest that a strong majority of employees believe ethical values contribute to their motivation, while a smaller portion remained indifferent or skeptical. This emphasizes the importance of fostering ethical practices to enhance workplace morale and motivation.

4.4.2 Data analysis and discussion:

The data demonstrates employees' perceptions regarding the role of ethical values in workplace motivation. Of the 30 respondents, 50% agreed, and 26.7% strongly agreed that ethical values make it easier to stay motivated, representing a substantial 76.7% positive response rate. Meanwhile, 20% of participants were neutral, suggesting they neither affirm nor refute the statement. Only 3.3% strongly disagreed, indicating minimal dissent. These results suggest that a majority of employees believe ethical values contribute positively to their motivation, while a minority remains indifferent. Organizations can leverage this insight to prioritize ethical practices as a strategy to enhance employee's engagement and satisfaction.

Table 4.5 The ethical climate supports a positive balance between work and personal life.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	3.3	3.3	3.3
Disagree	4	13.3	13.3	16.7

Neutral	2	6.7	6.7	23.3
Agree	14	46.7	46.7	70.0
Strongly Agree	9	30.0	30.0	100.0
Total	30	100.0	100.0	

4.5.1 Data findings:

The data illustrates employees' perspectives on whether the ethical climate supports a positive balance between work and personal life. Out of 30 respondents, 46.7% agreed, and 30% strongly agreed, indicating a 76.7% overall positive perception. However, 13.3% disagreed, and 3.3% strongly disagreed, while 6.7% remained neutral. These results suggest that the majority of employees recognize the role of workplace ethics in fostering work-life balance, but a small segment either disagrees or is indifferent. This highlights an opportunity for organizations to further strengthen ethical practices to address the concerns of those with negative or neutral views.

4.5.2 Data analysis and discussion:

The data presented in Table 4.5 reflects respondents' views on whether the ethical climate in their workplace supports a positive balance between work and personal life. Among the 30 participants, 46.7% agreed, and 30% strongly agreed, indicating that the majority (76.7%) perceive the ethical climate as favorable in this regard. A smaller proportion held opposing views, with 13.3% disagreeing and 3.3% strongly disagreeing, accounting for 16.6% overall. Additionally, 6.7% remained neutral. The results suggest that most respondents experience a supportive ethical climate for balancing professional and personal responsibilities, though a notable minority perceive room for improvement.

Table 4.6 Ethical guidelines are clearly communicated to everyone.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	10.0	10.0	10.0

Disagree	6	20.0	20.0	30.0
Neutral	7	23.3	23.3	53.3
Agree	9	30.0	30.0	83.3
Strongly Agree	5	16.7	16.7	100.0
Total	30	100.0	100.0	

4.6.1 Data findings:

The data illustrates respondents' perceptions of whether ethical guidelines are clearly communicated in the workplace. Out of 30 participants, 30% agreed, and 16.7% strongly agreed, indicating that nearly half (46.7%) believe communication is clear. However, a notable proportion expressed dissatisfaction, with 20% disagreeing and 10% strongly disagreeing, making up a combined 30%. Additionally, 23.3% remained neutral, reflecting some uncertainty or indifference. These findings suggest mixed opinions, where nearly half of the respondents affirm clarity in communication, but a considerable portion perceive gaps in effectively conveying ethical guidelines.

4.6.2 Data analysis and discussion:

The data demonstrates respondents' opinions on whether ethical guidelines are clearly communicated within their organization. Out of 30 participants, 46.7% had a positive perception, with 30% agreeing and 16.7% strongly agreeing. Conversely, 30% had a negative perception, with 20% disagreeing and 10% strongly disagreeing. Meanwhile, 23.3% remained neutral, indicating uncertainty or indifference. These results highlight a divided perspective on the clarity of ethical communication, where nearly half acknowledge effective communication, but a significant portion points to possible gaps or inadequacies in the dissemination of ethical guidelines.

Table 4.7 Leaders provide guidance on ethical issues when needed.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	10.0	10.0	10.0
Disagree	5	16.7	16.7	26.7
Neutral	5	16.7	16.7	43.3
Agree	10	33.3	33.3	76.7
Strongly Agree	7	23.3	23.3	100.0
Total	30	100.0	100.0	

4.7.1 Data findings:

The data evaluates the perception of whether leaders provide guidance on ethical issues when needed. Among the 30 respondents, 33.3% agreed, and 23.3% strongly agreed, indicating that a majority (56.6%) view their leaders as supportive in addressing ethical concerns. However, 16.7% were neutral, suggesting some ambivalence or lack of strong opinions. Meanwhile, 10% strongly disagreed, and 16.7% disagreed, totaling 26.7% of respondents who felt leaders do not adequately provide ethical guidance. These results highlight a generally positive perception of leadership in ethical matters, but the presence of neutral and dissatisfied responses points to opportunities for improvement. Leaders could focus on being more proactive and transparent in their ethical guidance to reduce uncertainty and address the concerns of those who perceive a lack of support.

4.7.2 Data analysis and discussion:

The data explores perceptions of whether leaders provide guidance on ethical issues when needed. Among the 30 respondents, 33.3% agreed and 23.3% strongly agreed, meaning that over half (56.6%) had a positive view of leadership in addressing ethical concerns. However, 16.7% remained neutral, suggesting some participants may not have experienced or noticed such guidance. Meanwhile, 10% strongly disagreed and 16.7% disagreed, indicating that 26.7% of respondents did not find leaders effective in providing ethical guidance. The results highlight a

general trend of satisfaction with leadership on ethical issues but also reveal areas requiring attention. The presence of neutral and negative responses suggests variability in leadership effectiveness, which may depend on communication, visibility, or consistency in addressing ethical challenges. Organizations could benefit from ensuring all leaders are well-equipped and proactive in offering ethical guidance, aiming to reduce dissatisfaction and engage neutral respondents.

Table 4.8 Enough training and resources are given on ethics.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	5	16.7	16.7	16.7
Neutral	7	23.3	23.3	40.0
Agree	15	50.0	50.0	90.0
Strongly Agree	3	10.0	10.0	100.0
Total	30	100.0	100.0	

4.8.1 Data findings:

The data illustrates participants' perceptions regarding the adequacy of training and resources provided on ethics. Among the 30 respondents, a majority (60%) either agreed (50%) or strongly agreed (10%) that enough training and resources were given. However, 23.3% of respondents remained neutral, indicating some uncertainty or lack of strong opinion. Notably, 16.7% strongly disagreed, highlighting a minority that felt dissatisfied with the ethical training and resources provided. These findings suggest that while most participants are satisfied with the available training and resources on ethics, there remains a notable proportion who are either uncertain or dissatisfied. This indicates an opportunity for organizations to enhance the quality or visibility of ethical training and resources to address these concerns and ensure greater inclusivity in satisfaction levels.

4.8.2 Data analysis and discussion:

The data examines respondents' views on whether adequate training and resources are provided on ethics. Out of 30 respondents, 50% agreed and 10% strongly agreed, resulting in a majority (60%) expressing satisfaction with the resources and training. However, 23.3% were neutral, indicating that nearly a quarter of respondents were uncertain or indifferent about the adequacy of the resources provided. Notably, 16.7% strongly disagreed, reflecting a minority who felt the training and resources were insufficient. This distribution highlights both strengths and potential areas for improvement. While the majority recognize the adequacy of training and resources, the presence of neutral and dissatisfied responses suggests room to improve the quality, accessibility, or communication of ethical training initiatives. Addressing the concerns of those who disagreed or remained neutral could help achieve greater consensus and satisfaction among all stakeholders.

Table 4.9 The ethical standards of the clinical sites feel reliable.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	6.7	6.7	6.7
Disagree	2	6.7	6.7	13.3
Neutral	10	33.3	33.3	46.7
Agree	12	40.0	40.0	86.7
Strongly Agree	4	13.3	13.3	100.0
Total	30	100.0	100.0	

4.9.1 Data findings:

The data reflects perceptions of the ethical standards at clinical sites. Among the 30 respondents, 53.3% agreed or strongly agreed that the ethical standards felt reliable (40% agree, 13.3% strongly agree). A significant portion, 33.3%, remained neutral, indicating some ambivalence. Only a small percentage, 13.4% (6.7% strongly disagree, 6.7% disagree), expressed

dissatisfaction. Overall, the majority view the ethical standards positively, while the neutral responses suggest room for further improvement or clarity.

4.9.2 Data analysis and discussion:

The data table evaluates respondents' perceptions of the ethical standards at clinical sites, highlighting their reliability. Among the 30 respondents, 40% agreed, and 13.3% strongly agreed, indicating that a majority (53.3%) found the ethical standards reliable. However, a significant 33.3% of participants remained neutral, suggesting uncertainty or a lack of strong opinion on the matter. On the other hand, 6.7% strongly disagreed and an additional 6.7% disagreed, making up a total of 13.4% who viewed the ethical standards negatively. This distribution reflects an overall positive perception of ethical standards at clinical sites, with more than half expressing confidence in their reliability. Nevertheless, the high proportion of neutral responses points to potential areas for further investigation or improvement, as it suggests that some participants may lack sufficient clarity or conviction about the ethical standards in question. This neutrality may be addressed by improving communication, transparency, or engagement regarding ethical practices at these clinical sites.

Table 4.10 Ethical climate and job satisfaction are essential for retaining nursing staff.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	10.0	10.0	10.0
Disagree	1	3.3	3.3	13.3
Neutral	4	13.3	13.3	26.7
Agree	13	43.3	43.3	70.0
Strongly Agree	9	30.0	30.0	100.0
Total	30	100.0	100.0	

Table 4.11 Ethical conflicts in clinical training are handled fairly.



4.10.1 Data findings:

The data examines perceptions regarding the importance of ethical climate and job satisfaction in retaining nursing staff. Among the 30 respondents, 43.3% agreed, and 30% strongly agreed, resulting in a significant majority (73.3%) acknowledging the importance of these factors. Meanwhile, 13.3% remained neutral, indicating that a small group may neither fully support nor oppose the statement. A minority expressed disagreement, with 10% strongly disagreeing and 3.3% disagreeing, accounting for 13.3% of the total responses. These findings underscore the consensus that an ethical work environment and job satisfaction are critical to staff retention in nursing. However, the existence of neutral and dissenting opinions suggests that additional efforts may be required to address underlying concerns or experiences that lead to differing perspectives. Strengthening ethical practices and improving job satisfaction through leadership, communication, and resource allocation could further support staff retention.

4.10.2 Data analysis and discussion:

The data highlights the significance of ethical climate and job satisfaction in retaining nursing staff. Out of 30 respondents, 43.3% agreed, and 30% strongly agreed, showing that the majority (73.3%) view these factors as essential for staff retention. A smaller group, 13.3%, expressed neutrality, indicating uncertainty or indifference toward the statement. A minority, comprising 10% who strongly disagreed and 3.3% who disagreed, collectively totaling 13.3%, opposed the assertion. This data suggests a strong consensus on the importance of ethical climate and job satisfaction in nursing retention, although the presence of neutral and dissenting opinions highlights room for improvement. Addressing the concerns of the minority and further reinforcing ethical standards and satisfaction in the workplace could enhance staff morale and retention rates. Organizational strategies focusing on leadership support, ethical practices, and employee well-being could bridge these gaps effectively.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	5	16.7	16.7	16.7
Disagree	2	6.7	6.7	23.3
Neutral	5	16.7	16.7	40.0
Agree	13	43.3	43.3	83.3
Strongly Agree	5	16.7	16.7	100.0
Total	30	100.0	100.0	

4.11.1 Data findings:

The data indicates mixed perceptions about the fairness of handling ethical conflicts in clinical training. Among the 30 respondents, 43.3% agreed, and 16.7% strongly agreed, suggesting that 60% view the process as fair. However, 16.7% of respondents expressed neutrality, indicating uncertainty or lack of a strong opinion on the matter. On the other hand, 16.7% strongly disagreed, and 6.7% disagreed, totaling 23.4% who believe ethical conflicts are not handled fairly. These findings reveal that while a majority find the process satisfactory, a significant proportion of respondents either doubt or disagree with the fairness of conflict resolution. This highlights an area for improvement, where clearer guidelines, transparent practices, and consistent application of ethical standards in clinical training could address these concerns and build trust among all stakeholders involved.

4.11.2 Data analysis and discussion:

The analysis of the data regarding the handling of ethical conflicts in clinical training reveals varied perspectives among respondents. A majority, comprising 43.3% who agreed and 16.7% who strongly agreed, believed that ethical conflicts are handled fairly, reflecting a combined approval rate of 60%. However, a notable 16.7% expressed neutrality, suggesting uncertainty or

ambivalence about the fairness of the process. On the opposing end, 16.7% strongly disagreed, and 6.7% disagreed, amounting to a combined 23.4% who believed the handling of ethical conflicts is not fair. These findings highlight a division in perception, where the majority finds the process fair, but a significant minority either doubts or disagrees with its fairness. This calls for organizations to ensure the implementation of clear, consistent, and transparent mechanisms to address ethical conflicts. Improving communication and fostering a more inclusive approach could help reduce doubts and enhance trust in the fairness of the system.

Table 4.12 Mentors and supervisors create a positive experience.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	10.0	10.0	10.0
Neutral	7	23.3	23.3	33.3
Agree	14	46.7	46.7	80.0
Strongly Agree	6	20.0	20.0	100.0
Total	30	100.0	100.0	

4.12.1 Data findings:

The data shows that mentors and supervisors significantly contribute in creating a positive experience for respondents. A combined majority of 66.7% affirmed this, with 46.7% agreeing and 20.0% strongly agreeing. However, 23.3% of participants remained neutral, indicating a level of uncertainty or mixed experiences. Meanwhile, 10.0% strongly disagreed, suggesting dissatisfaction with the mentorship or supervisory experience. These findings underline the critical role of mentors and supervisors in fostering a supportive and positive environment.

Organizations may need to address the concerns of those who had negative experiences while ensuring consistency in mentorship quality. Providing tailored training programs for mentors and supervisors could enhance their ability to create universally positive experiences.

4.12.2 Data analysis and discussion:

The data reflects the influence of mentors and supervisors on creating a positive experience within the organization. A significant majority of participants expressed agreement, with 46.7% agreeing and 20.0% strongly agreeing, collectively accounting for 66.7%. This highlights the positive impact of mentorship and supervision on the work environment. However, 23.3% of respondents remained neutral, which could indicate a lack of clear experiences or mixed perceptions regarding mentorship quality. Additionally, 10.0% strongly disagreed, signaling areas of dissatisfaction or gaps in mentorship effectiveness. These findings suggest that while the overall perception of mentors and supervisors is favorable, there is room for improvement in ensuring consistent, high-quality mentorship experiences. Organizations might consider implementing structured mentorship programs and training supervisors to enhance their ability to create universally positive and supportive experiences for all employees.

Table 4.13 Ethical climate helps in reducing job related stress, leading to higher job satisfaction.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	6	20.0	20.0	20.0
Disagree	1	3.3	3.3	23.3
Neutral	3	10.0	10.0	33.3
Agree	12	40.0	40.0	73.3

Strongly Agree	8	26.7	26.7	100.0
Total	30	100.0	100.0	

4.13.1 Data findings:

The data in the table highlights perceptions of the role of an ethical climate in reducing job-related stress and enhancing job satisfaction. Out of 30 respondents, 40% agreed, and 26.7% strongly agreed that an ethical climate contributes positively to this aspect, forming a majority consensus (66.7%). A smaller proportion, 10%, remained neutral, while 3.3% disagreed. Notably, 20% strongly disagreed with this notion. These results suggest that while most participants recognize the benefits of an ethical workplace climate, a significant minority remains skeptical or unconvinced.

4.13.2 Data analysis and discussion:

The data highlights perceptions regarding the role of an ethical climate in reducing job-related stress and enhancing job satisfaction. Among the 30 respondents, the majority (66.7%) agreed or strongly agreed that an ethical workplace climate contributes positively to reducing stress and increasing satisfaction. Specifically, 40% agreed, and 26.7% strongly agreed with the statement. However, 20% of respondents strongly disagreed, and 3.3% disagreed, indicating some skepticism or differing views. Additionally, 10% of participants were neutral, neither affirming nor denying the role of an ethical climate. These findings suggest that while most individuals recognize the value of an ethical environment in fostering job satisfaction and reducing stress, a minority holds contrasting views, potentially due to differing experiences or perceptions of workplace ethics.

Table 4.14 A collaborative ethical climate increases job satisfaction.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	3.3	3.3	3.3
Neutral	2	6.7	6.7	10.0
Agree	17	56.7	56.7	66.7
Strongly Agree	10	33.3	33.3	100.0
Total	30	100.0	100.0	

4.14.1 Data findings:

The data reflects respondents' views on whether a collaborative ethical climate increases job satisfaction. Among the 30 participants, a majority (56.7%) agreed, while 33.3% strongly agreed, resulting in a combined positive response of 90%. A small fraction remained neutral (6.7%), indicating no firm stance, and only 3.3% strongly disagreed with the statement. These findings suggest a strong consensus that fostering collaboration within an ethical work environment positively impacts job satisfaction, with minimal disagreement. This indicates the perceived importance of ethical collaboration as a critical factor in enhancing workplace morale and satisfaction.

4.14.2 Data analysis and discussion:

The table shows data on whether a collaborative ethical climate increases job satisfaction. Out of 30 respondents, the majority agreed or strongly agreed with the statement, with 56.7% agreeing and 33.3% strongly agreeing. This indicates that 90% of participants positively associate a collaborative ethical climate with job satisfaction. A small minority was neutral (6.7%), and only 3.3% strongly disagreed. The results strongly suggest that fostering an ethical and collaborative work environment plays a significant role in enhancing employees' job satisfaction.

Table 4.15 Students feel supported when facing tough ethical decisions.

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	7	23.3	23.3	23.3
Disagree	2	6.7	6.7	30.0
Neutral	5	16.7	16.7	46.7
Agree	11	36.7	36.7	83.3
Strongly Agree	5	16.7	16.7	100.0
Total	30	100.0	100.0	

4.15.1 Data findings:

The table analyzes students' perceptions of support when facing tough ethical decisions. Among the 30 respondents, 36.7% agreed and 16.7% strongly agreed that they feel supported, making a cumulative 53.4% of students expressing positive sentiments. However, 23.3% strongly disagreed, and 6.7% disagreed, indicating that 30% of students do not feel supported.

Additionally, 16.7% remained neutral. These results highlight a divided in perceived support, with a slight majority feeling positively, but a significant portion expressing dissatisfaction or neutrality. This suggests a need for improved support systems to help students navigate ethical challenges more effectively.

4.15.2 Data analysis and discussion:

The data indicates a diverse range of opinions on the perceived support students receive when facing ethical challenges. While a cumulative 53.4% of respondents (agree and strongly agree) reported feeling supported, a notable 30% (strongly disagree and disagree) felt unsupported. This suggests that while more than half of the students perceive an adequate level of support, a

significant minority do not. The 16.7% neutrality reflects either indifference or uncertainty among some students regarding their experiences of support in ethical decision-making contexts. Institutions might explore ways to reduce this uncertainty and ensure clearer communication or actionable support systems. This distribution highlights the need for improvement in fostering a supportive ethical climate, ensuring that all students feel adequately equipped and backed when encountering ethical dilemmas.

5.SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1: Summary:

The ethical climate in healthcare settings has a significant impact on Post RN nurses' job satisfaction. Nursing students are concerned about the ethical standards maintained in their workplaces in addition to their education and clinical skills because they will eventually be providing care. Positive ethical environments promote trust, teamwork, and a feeling of community all of which are critical for both general well-being and job satisfaction.

The impact of the ethical climate on nurses' job satisfaction and retention has been the subject of much research over the last ten years. Surprisingly, the majority of these studies have concentrated on the direct correlation between job satisfaction and nurse turnover intentions or the ethical climate and nurse turnover intentions. For instance, a recent systematic review revealed that nurses who worked in units with a positive ethical climate had higher job satisfaction and lower intentions to leave (Al Sabei et al., 2020).

Compared to hospital and unit types and nurse characteristics, the work environment has a greater impact on job satisfaction among nurses. In order to create healthy work environments a wise, economical tactic for keeping nurses happy it is essential to increase nurse involvement in hospital affairs and to provide sufficient staffing and resources (Albashayreh et al., 2019).

The results highlight how crucial it is to establish an ethical workplace in order to raise Post RN nurses' job satisfaction. Nurses are more likely to feel appreciated and supported at work when ethical standards are followed, which increases their level of job satisfaction. Because contented nurses are more driven, involved, and likely to deliver high-quality care, this ultimately helps the nurses as well as the healthcare institutions they work for.

5.2: Conclusion:



There is evidence to support the concept that Post RN nurses' job satisfaction is positively impacted by ethical climate. Job satisfaction is greatly influenced by a positive ethical climate that is marked by honesty, equity, and respect for one another. Post RN nurses are more motivated, engaged, and satisfied with their jobs when they believe that their workplace is morally upright and encouraging. These results highlight how crucial it is to create an ethical environment in tertiary healthcare hospitals in order to improve nursing professional development and wellbeing, which will ultimately improve patient care and organizational results. Hence the HA ethical climate does have positive impact on job satisfaction among Post RN nurses is proved.

5.3: Recommendations:

The following recommendations are suggested to other researchers.

- 1:** Healthcare institutions should encourage leadership, transparent ethical standards, and open communication in order to create an ethical environment.
- 2:** Providing support services, acknowledging ethical behavior, and doing ethics training on a regular basis all contribute to nurses feeling confident and appreciated.
- 3:** Work-life balance, a supportive workplace, and including nurses in decision-making all contribute to increased job satisfaction.
- 4:** Foster inclusivity and diversity.

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