

## **LOCUS OF CONTROL, SOCIAL AWARENESS, AND JOB SATISFACTION AMONGST NURSES IN HEALTH FACILITIES WITHIN RIVERS STATE**

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### **ABSTRACT**

*This study explored the relationship between Locus of Control, Social Awareness, and Job Satisfaction amongst Nurses in health facilities within Rivers State. The research employed two research questions and two hypotheses within a correlational design. The study encompassed all 1,856 Nurses in Rivers State, with a sample size of 352 respondents determined using the Krijieic and Morgan Statistical formulae. Data collection utilized a self-designed instrument named the Locus of Control, Social Awareness, and Job Satisfaction Questionnaire (LCSAJSQ), employing a four-point Likert Scale which are Strongly Agree, Agree, Disagree, and Strongly Disagree. Out of the 352 questionnaires distributed, 345 were deemed valid and utilized for statistical analysis. The instrument underwent proper validation, achieving a reliability coefficient value of 0.76 through the test-retest method. Data analysis employed mean and standard deviation for the research questions, while the Pearson product-moment correlation tested the hypotheses at a 0.05 significance level. The key findings indicated a much relationship between Social Awareness, Locus of Control, and job satisfaction amongst Nurses. This study recommends providing Nurses with opportunities to explore their talents and abilities to enhance job satisfaction.*

### **INTRODUCTION**

Professionals in the healthcare sector, including nurses and doctors, play a critical role in patient care by effectively managing medical records in various healthcare facilities. To deliver optimal service, job satisfaction amongst these medical personnel is crucial. Indications such like marital status, gender, age, locus of control, and social awareness can influence the concept of job satisfaction amongst employees. "Locus of control, a personality variable, talks about individuals' perceptions of the primary causes of life events and can be categorized as internal or external. Internals believe in personal control over their destinies, attributing life experiences to their skills, abilities, and efforts, (Rotter, 1966).

Limited research has explored the impact of locus of control on job satisfaction, with Spector (1982) revealing that persons with internal locus of control are very much satisfied with their tasks and jobs than people having an external of control. Individuals with an internal locus of control are more likely to be satisfied with their jobs than those with an external locus control. Job satisfaction is characterized as an emotional state occurring from the evaluation of one's job experiences, with discontent occurring when their anticipations are unmet (Mathis & Jackson, 2000). Job satisfaction as peoples' general attitude toward the job, while Locke (1976) explain it as an employee's emotional response to different areas of the job or job conditions.

Several research work have indicated that job satisfaction and organizations' general obligation, while distinct, exhibit a close association. Luthans (2002) differentiates the two, asserting that job satisfaction primarily pertains to an employee's stance on the job, while the commitment of organization is predominantly worried about the employee's character toward the organization. Tett & Meyer (1993) affirm a robust relationship associated with job satisfaction and the obligation of the organizational, suggesting a reciprocal influence between the two. This implies that individuals content with their professions are likely to demonstrate commitment to their organization, and conversely, those loyal to their employer are more prone to experience higher job satisfaction. The impact of these factors is evident in employees' decisions to stay with or withdraw from organization,

reflected in truancy and turnover rates. Dissatisfaction or lack of commitment often leads to withdrawal, manifesting as intermittent absenteeism or permanent turnover.

Contrary to this perspective, Luthans (2002) contends that the correlation between job satisfaction and obligation of the organization is not inherently strong. He argues that some employees may find satisfaction in their jobs while harboring dislike for their organization, and vice versa. Additionally, nursing, considered one of the most challenging professions, highlights that job demands does not affect health care workers and nurses as seriously as having in a highly stressful job (Jennings, 2008). The nursing career involves various stressors, such as long working hours, night shifts, staffing shortages, and dealing with patients in distress (Friesen et al., 2008; Mathew, 2013). These stressors, identified as job stressors by some and job demands by others, contribute to the challenges faced by nurses (Stimpfel et al., 2012; Al-Homayan et al., 2013).

Santos et al. (2003) describe job demand as a multifaceted concept encompassing physical, social, and psychological aspects. High job demand has been linked to increased work-related stress and negative perceptions of the work place. Nurses perceiving higher job demand often experience greater task and emotional fatigue (AbuAlRub, 2000). This makes the demand on job a significant stressor seriously affecting job satisfaction and, consequently, the quality of nursing care and organizational stability (Jennings, 2008). The literature underscores the interconnectedness of job demand and job satisfaction, both negatively impacting nursing care quality and health outcomes. Notably, personal attribute, such as locus of control, play a pivotal role in extenuating nurses' view of job anxieties and excessive job demands. Nurses with a higher sense of internal strength and also trust in their ability to manage job challenges are better equipped to maintain job satisfaction and the quality of care. Work locus of control (WLOC) is identified as a crucial factor influencing the relationship between job task and job satisfaction amongst nurses. The job demand control (JD-C) ideal emerges as a theoretical framework aiming to lessen the costs of high job demand by enhancing job control and involving workers actively. This model suggests that attributing work-related outcomes to controllable causes serves as a specific point of view of control, acting as a link between job work-load and organizational outcomes.

The literature points to the intricate connections between multiple work-related challenges, high demand on job, and job satisfaction health care personnel, emphasizing the detrimental effects of negative working conditions on nursing care quality and health outcomes (Cho et al., 2014; Lu et al., 2012; Lambrou et al., 2014). Progress in psychological and social sciences contributes to a better understanding of job stress and strain affects job fulfilment and satisfaction. For example, job demand is linked to job satisfaction, and individual reasons like WLOC act as supporting variables to mitigate the adverse impact of job challenges and satisfaction amongst nurses. An additional factor that may contribute to nurses' job satisfaction is social awareness.

Social awareness involves the capability to comprehend the perspectives of others, demonstrating empathy towards individuals from diverse backgrounds, cultures, and contexts. It encompasses the ability to experience compassion for others, comprehend broad historical and social norms in various settings, and identify family, school, and community resources and support systems.

The cultivation of social awareness is poised to foster innovation through purposeful interpersonal relationships, both among managers and employees. The success derived from social awareness lies in leveraging the talents, skills, and emotional understanding that employees bring to their roles. Emphasizing an people's capacity to identify, notice, and respond to others' emotions within the social network circuitry, social awareness contributes significantly to fostering a collaborative work environment.

Social awareness is not merely about comprehending people's needs; it extends to genuinely concerned for them (Goleman, 2006). Social awareness involves an understanding of the social situations that impact people's attitude and performance. A leader who is socially possesses the ability to anticipate office politics and its interconnected dynamics and implications within the organization. The key building blocks of social awareness include primal emotions, and organizational awareness (Goleman, 2001).

Nevertheless, Goleman (2006) expanded the elements of social awareness by introducing social cognition and Attunement, emphasizing their significance in organizational performance. Existing research has underscored the influence of character traits, including locus of control, in mitigating job stressors and has suggested potential associations with organizational result such as job satisfaction. This present research aims to investigate the interplay amongst locus of control, social awareness, and job satisfaction amongst Nurses in Rivers State.

### **Statement of the Problem**

It is widely acknowledged that employee satisfaction plays a crucial role in delivering quality service, while low job satisfaction levels can pose challenges in enhancing service quality. Organizations strive to foster commitment and cooperation amongst employees by implementing policies that promote job satisfaction, a crucial element in achieving firm goals. Despite these efforts, Kwahar and Ukeh (2012) identified a pervasive lack of job satisfaction in Nigeria, and Ruggiero (2005) provided evidence of widespread dissatisfaction amongst nurses. The critical shortage of registered nurses compounds this issue, posing a threat to the provision of safe healthcare.

To ensure optimal performance and satisfaction amongst nurses in the health sector, a comprehensive evaluation of operational conditions, job safety, relational relationships, recognition, and advancement is essential. This approach is based on the notion that organizational productivity which includes performance, is influenced by various factors, with job satisfaction being a main building block (component). Literature indicates that the lack of job satisfaction contributes to heightened pressure, stress, frustration, mental, sensitive and emotional issues, lower productivity, and attrition from the nursing profession (Kendrick, 2000; Robertson et al., 2012). Moreover, it leads to increased turnover, higher rates of truancy (Larabee, 2003; Siu, 2002), and relocation to other nations, particularly the United States of America and the United Kingdom, in pursuit of better compensation. Such trends are detrimental to the health sector's development.

The persistent inclination of many qualified nurses to switch between the private and public sectors or relocate abroad underscores the need for a comprehensive empirical investigation. This researcher posits that these movements may be driven by a desire for better job satisfaction. Nevertheless, the absence of current and empirical inter-sectoral research on the movements of professional nurses in Nigeria creates a significant literature gap. Against this backdrop, this research aims to investigate the relationship between locus of control, social awareness, and job satisfaction amongst Nurses in Rivers State, Nigeria.

### **Purpose of the Study**

The primary objective of this investigation was to explore the correlation between locus of control, social awareness, and job satisfaction amongst Nurses in Rivers State, Nigeria. More specifically, this study aimed to explore the following aspects:

1. The relationship between locus of control and job satisfaction amongst Nurses in Rivers State.
2. The relationship between social awareness and job satisfaction amongst Nurses in Rivers State.

### **Research Questions**

The following study questions were used to guide the study

- i. What is the relationship between locus of control and job satisfaction amongst Nurses in Rivers State?
- ii. What relationship exist between social awareness and job satisfaction amongst Nurses in Rivers State?

## Hypotheses

The following null hypotheses were tested in the study:

1. There is no significant relationship between locus of control and job satisfaction amongst Nurses in Rivers State.
2. There is no significant relationship between social awareness and job satisfaction amongst Nurses in Rivers State.

## Literature Review

### Locus of Control

This theory delineates two distinct perceptions of self-control, namely internal and external locus of control (Asante & Affum-Osei, 2019). Personalities attributed by an internal locus of control consider that the outcome of events are extremely influenced by their actions or attitude. Conversely, personalities having external locus of control attribute the results of events primarily to external factors beyond their control. The way individuals perceive control significantly impacts critical behavioral choices, including work-life, perceptions of the work environs, job output, career achievement, and job satisfaction. However, from the view point of Çelik and Sarıçam (2018), therefore, locus of control is characterized as a facet of personality. This dimension involves the acuity of obligation, focusing on the connection between individual behavior and its outcomes, encompassing various related aspects.

Furthermore, locus of control is viewed as an outcome resulting from the repetitive positive or negative outcome of attitude as regards future outcome. Consequently, locus of control is intricately linked to learning success, belief systems, and life fulfilment (Çelik and Sarıçam, 2018). Omukhango (2016) asserts that locus of control in psychology relates to an individual's belief in the causes of favorable or unfavorable outcomes in life, encompassing various domains like health/academics. Again it pertains to an individual's general over view as regards events in their future work. In essence, it revolves around attributing responsibility for outcomes either internally or externally along a bipolar aspect (Omukhango, 2016). In brief, locus of control shows the extent to which people see the connection with their conduct and its outcomes.

Arising, Julian Rotter's research in 1950, as referenced by Omukhango (2016), the concept of locus of control is bifurcated into two key classifications: internal and external. As outlined by Spector (1982), those possessing an internal locus of control exhibit traits of self-reliance, independence, and a reduced susceptibility to the impact or influence of leaders or others in their organizational effectiveness. In contrast, those with an external locus of control anticipate assistance and satisfaction of desires from others within the job environment. People having an external locus of control tend to be more obedient, feeling a strong influence from leaders on achievement and other outcomes relating, including job satisfaction.

According to Galvin et al. (2018), on theory of social learning concerning locus of control. Theory of Social learning posits that people acquire knowledge by observing happenings within their environment, influencing behavior over time. In this learning process, individuals may develop expectations that certain behaviors lead to specific outcomes. According to Rotter, as cited by Galvin et al. (2018), degree of stable individual variances or differences, such as locus of control, emerge in terms of how individuals perceive the causal relationship between reward and behavior.

### Social Awareness

Social awareness denotes the capacity to comprehend and empathize with the experiences, viewpoints, and emotions of others. This skill encompasses an understanding of social issues, cultural norms, and diversity. Individuals with social awareness are adept at recognizing and valuing differences amongst people, encompassing aspects such as race, culture, gender identity, sexual orientation, religion, and socioeconomic status. Moreover, socially aware individuals can discern injustices and inequalities in society, actively contributing to fostering positive change. This

proficiency in social awareness is invaluable in both personal and professional contexts, aiding individuals in establishing robust relationships and effectively navigating intricate social scenarios. Through the cultivation of social awareness, individuals can enhance their communication skills, leadership abilities, and problem-solving acumen. Cao and Chen (2016) posit that social awareness constitutes a pivotal facet of emotional intelligence, encompassing the capacity to comprehend and empathize with others' emotions, perspectives, and needs. This proficiency extends to recognizing and appropriately responding to social cues, including body language and tone of voice. The development of social awareness necessitates active listening, observation, and self-reflection, and its augmentation can be achieved through training programs, coaching, and practical application.

In personal contexts, the practice of social awareness enables individuals to forge meaningful connections with friends and family by demonstrating empathy and understanding. In professional environments, it contributes to enhanced teamwork, conflict resolution, and customer service. Overall, social awareness emerges as a valuable skill applicable to various facets of life. Cao et al. (2016) assert that being socially aware involves understanding societal dynamics and prevailing stereotypes, empathizing with others, and astutely comprehending their moods and mindsets. This, in turn, facilitates more effective communication of ideas and products.

The concept that trust is cultivated through social awareness is emphasized by Cox (2018) as the trust dividend. This conviction in an individual's dependability stems from their capacity to comprehend and address the needs of others, nurturing a belief that they will conduct themselves ethically. In a workplace setting, social awareness can lead to heightened productivity and efficiency through a better understanding of colleagues' emotions and needs, fostering more effective teamwork.

Moreover, social awareness serves as a preventive measure against misunderstandings and conflicts by identifying potential issues before they escalate. Beyond professional spheres, it proves crucial for building strong relationships with friends and family. By attuning oneself to the emotions of loved ones, individuals can offer timely support and comfort when needed.

Cultivating social awareness stands as a vital skill with the potential to enhance overall success and happiness in various life domains. Social awareness, defined as the capacity to initiate and sustain fulfilling interpersonal connections, is underscored by Petrides and Furnham (2016) who emphasize the significance of social ties and influence. Individuals with strong social awareness exhibit heightened social engagement, confident communication across diverse backgrounds, and adept listening skills. This sociability extends to empathy, where individuals with social awareness not only empathize with others but also comprehend and accept their emotions. This empathetic quality contributes to improved connections and understanding in interpersonal relationships.

Proficiency in effective communication hinges on possessing good listening abilities, enabling individuals to communicate confidently across diverse backgrounds. However, the acquisition of social awareness elevates communication to a deeper level of empathy. This empathy facilitates stronger connections and understanding by allowing individuals to perceive situations from another person's standpoint. Moreover, those with social awareness acknowledge the diversity of experiences and beliefs that shape individual perspectives, fostering better relationships and conflict resolution.

Recognizing the pivotal role of social awareness in personal and professional realms, Oyinloye (2015) links low job satisfaction amongst employees to a deficiency in social awareness. Consequently, employees with low social awareness may encounter greater challenges in dealing with failures, impacting their job performance and satisfaction. To address this, organizations are encouraged to implement training programs dedicated to enhancing social awareness skills. These programs can incorporate activities such as role-playing, group discussions, and team-building exercises to shape perspectives and foster a more socially aware and effective workforce.

### **Job Satisfaction**

Job satisfaction, as referenced by Akirmak and Ayla (2019) citing Judge & Bono, is characterized as a positive affective and cognitive state resulting from the job assessment of an individual. Luthans (2006) further elucidates this concept in his book, describing job fulfilment as a joyful and positive feelings derived from evaluating one's job satisfaction and working experience. It is intricately linked to employees' view of how well their jobs fulfill crucial and often acquired aspects. The consequential effects of job satisfaction extend to job performance, workplace commitment, and employee performance. The construct of job satisfaction is a sign of well-being in the place of work, shaped by situational factors, disposition factors, or their interplay (Çelik & Sarıçam, 2018). It is viewed as a person's affective response to their working experience and work-life. Despite its significance, there is a lack of consensus on how people formulate these affective reactions. The origin of the term job satisfaction can be traced back to Taylor & Gilbert in 1911, who defined it as performing work in a place of work with the required system, minimal pressure, and tiredness, as highlighted by Akirmak and Ayla (2019).

The term job satisfaction also defined as the positive feelings/emotional experience derived from employees' assessment of individual effort and overall work experience. Nazariadli (2017) characterizes job satisfaction as the personal sentiments employees hold towards different phases of individual work and the compensation system in their workplace and organization. It is considered a crucial outcome variable in organizational research, leading to extensive investigations into the factors influencing workplace fulfilment (Nazariadli, 2017). Additionally, job satisfaction however can also be explained as an enjoyable state of emotion resulting from the perception that individuals job aligns with or facilitates the success of one's work values. This concept is multidimensional and encompasses aspects related to both work and clients' interactions. In essence, job satisfaction emanates from employee attitudes towards work-related matters (Diana et al., 2020).

This explanation of job satisfaction may be categorized in two ways. Firstly, job satisfaction represents the attitudes expressed by employees, and secondly, it reflects the achievement of one's job-related goals. In simpler terms, job satisfaction can be understood as an evaluative response linked to employees' emotional states concerning their work. Furthermore, Setiawan et al. (2020) assert that individual conditions significantly influence job satisfaction, as each person evaluates their level of job satisfaction based on personal criteria. Therefore, the greater the alignment between job elements and personal wants and needs, is more on the state of job satisfaction.

### **Locus of Control Theory: Self-efficacy Theory**

Self-efficacy, a concept introduced by Albert (2010), refers to the degree of confidence an individual has in their strength to accomplish their goals. Bandura, a social psychologist, demonstrated that an individual's belief in their capability significantly influences their success, irrespective of their inherent talent. people with high self-esteem tend to exhibit greater persistence and are less prone to giving up compared to those with lower levels of self-efficacy (Schunk, 1990). It is essential to note that while self-efficacy and locus of control are interconnected, they are distinct concepts. For instance, an individual with an internal locus of control may attribute their health outcomes to their behavior but might not necessarily feel confident in their ability to attain their goals.

### **Social Awareness Theory**

In defining Social awareness, it can be as a person's capacity to comprehend people, social occurrences, and events that governing social activities. This construct underscores relational understanding as a fundamental operation within social awareness, positioning it as a cognitive facet of human ability (p. 18). Social awareness is perceived as a multi-dimensional ranked concept encompassing social alertness, including subdomains like role-taking and social implication; social insight, incorporating domains such as social conception, psychological awareness, and moral decision; and social relationship, with subdomains like referential statement and the ability to solve social problem. It constitutes one element of a comprehensive model of individual competence,

alongside emotional sensitivity, physical performance, conceptual intelligence, and practical intelligence.

### Theory of Job Satisfaction: Discrepancy Theory

Discrepancy Theory, alternatively termed Affect Theory, was introduced by Edwin A. Locke in 1976 and stands as one of the most renowned models for understanding job satisfaction. Various theorists have endeavored to elucidate the factors influencing individuals' job-related sentiments. Locke pioneered the concept known as discrepancy theory, positing that an individual's job satisfaction is derived from the perceived importance of certain factors, rather than the fulfillment or non-fulfillment of their needs. The rating an individual assigns to the significance of a variable is denoted as how much of that particular aspect is desired. In accordance with discrepancy theory, dissatisfaction is anticipated when an individual receives less than what they desire.

### METHODOLOGY

**Study Design:** This research adopted a correlational design to explore the association between locus of control, social awareness, and job satisfaction amongst nurses in Rivers State.

**Study Population:** The study encompassed all nurses in Rivers State, with a total population of 1,856 at the time of the investigation.

**Sample and Sampling Technique:** A sample of 352 participants was selected using the Krijic and Morgan Statistical Formula to determine the appropriate sample size.

**Data Collection Instrument:** The data collection instrument employed was a structured questionnaire titled Locus of Control, Social Awareness, and Job Satisfaction Questionnaire (LCSAJSQ). The questionnaire utilized a four-point Likert Scale, consisting of options such as Strongly Agree, Agree, Disagree, and Strongly Disagree. Out of the 352 distributed questionnaires, 345, representing 98%, were deemed valid and utilized for statistical analysis.

**Instrument Validity:** The questionnaire underwent validation by experts from the Department of Nursing to ensure its reliability and appropriateness for the study.

**Instrument Reliability Assessment:** The internal consistency of the research tool was evaluated through a test-retest method, yielding a reliability coefficient index of 0.76, indicating a highly reliable instrument.

**Data Analysis Techniques:** Analysis of data gathered from research questions involved mean and standard deviation calculations, while hypotheses were assessed by means of the Pearson Product Moment Correlation Coefficient (PPMCC) at a significance level of 0.05.

### Results

**Research Question 1:** What is the Relationship between Locus of control and Job Satisfaction amongst Nurses in Rivers State?

Table 1.1 Mean and Standard Deviation scores on the relationship between Locus of control and Job Satisfaction of Nurses

	Items	Sum	$\bar{X}$	SD	Remarks
1	Locus of control influences individual job satisfaction through personality behaviors.	1,068	3.097	1.759	Agreed
2	Through Locus of control, people expects creativity to enhance Job satisfaction	1,020	2.957	1.719	Agreed
3	Locus control ensures that people expect help from others to improve their performance	1,070	3.113	1.763	Agreed
4	It influences people's actions towards job performance in an organization	1034	2.997	1.731	Agreed

Analyzing the data in Table 1.1 indicates that items 1-4 exhibited mean scores surpassing the threshold mean of 2.5. This suggests that Locus of Control takes part in shaping individual job satisfaction through personality behaviors. It signifies that people having a particular locus of control orientation anticipate assistance from others to enhance their performance and exert an influence on people's actions in relation to job performance.

Research Question 2: What is the relationship between social awareness and job satisfaction amongst nurses in Rivers State.

Table 1.2: Mean and Standard Deviation scores on the relationship between social awareness and job satisfaction

	Items	Sum	$\bar{X}$	SD	Remarks
5	Through social awareness skills and talents are harnessed which increases job satisfaction.	1,050	3.043	1.744	Agreed
6	By developing social awareness individuals become more effective in communication	1,023	2.994	1.730	Agreed
7	Social awareness facilities innovations which enhances Job satisfaction	1,034	2.997	1.731	Agreed
8	People's behavior in the work place enhances their Job satisfaction	1,068	3.097	1.759	Agreed

Table 1.2 analysis revealed that items 5-8 exhibited mean scores surpassing the established criterion mean of 2.5. This suggests a positive relationship exist between social awareness and job satisfaction. Therefore, the cultivation of social awareness contributes to the utilization of skills and talents, ultimately elevating job satisfaction. Additionally, social awareness serves as a catalyst for innovation, further augmenting job satisfaction.

### Hypotheses

Hypotheses One: there is no significant relationship between Locus of control and Job Satisfaction amongst nurses in Rivers State.

Table 1.3: rears on test of relationship between Locus of control and Job satisfaction

variable	N	x	sd	r	p	Remarks
Locus of control	345	2.018	1.421			
				0.86	0.257	Significant
Job Satisfaction	345	2.037	1.427			

**Data Analysis on Table 1.3:** Showed a high relationship between Locus of control and Job satisfaction. The calculating r-value of 0.86 is bigger than the table value of 0.251 ( $P < .05$ ) at 0.05 level of significance therefore, a significant relationship exists between Locus of control and Job satisfaction amongst nurses in Rivers State.

Hypothesis TWO: There is no significant relationship between Social awareness and Job satisfaction amongst nurses in Rivers State.

Table 1.4:

variable	N	x	sd	r	p	Remarks
Locus of control	345	2.126				
				0.93	0.387	Significant
Job Satisfaction	345	2.037	1.427			

Table 1.4 data analysis revealed that there is a high relationship between Social awareness and Job satisfaction: the calculated r-value of 0.93 is greater than the table value of 0.387 ( $P < .05$ ) at

0.05 level of significance. Hence, there is a strong relationship between Social awareness and Job satisfaction amongst Nurses in Rivers State.

### Discussion of Results

The findings on Research question one and Hypothesis one indicates that Locus of Control significantly relates with Job Satisfaction amongst Nurses in Rivers State: this finding is in agreement with Ceilik & Saricam (2018) and Omukhango (2016) who posited that Locus of Control is viewed as the outcome linked to the recurrence of favorable or unfavorable outcomes of activities concerning future anticipations (Rotter, 1966), which is closely related to academic achievement and Job satisfaction.

The Research questions two findings and Hypothesis two revealed that a strong relationship exists between Social awareness and Job Satisfaction amongst Nurses in Rivers State. This finding is corroborated by Cao & Chen (2016) who stated that by developing Social awareness, individuals can become more effective communicators and problem solvers, they can also empathize with others and cleverly understand their moods and mindsets.

### CONCLUSION

Medical personnel officers such as Nurses play a very important role in the effective management of health care facilities. To enhance efficiency in their service delivery, efforts have been made to link personality variables such as Locus control and Social awareness with Job satisfaction. However, from the findings made from this study, it was therefore concluded that, Locus of control and Social awareness significantly relate with Job satisfaction amongst Nurses in Rivers State health facilities.

### RECOMMENDATIONS

Arising from the findings made from this study, recommendations were as follows:

1. Rivers State Government should provide Health Insurance Policy for Nurses to protect them against Health related problems
2. Nurses should be encouraged to attend workshops and seminars to develop their capacity in services delivery
3. Efforts should be made to provide adequate incentives to Nurses to enhance their productivity.
4. Nurses should be allowed to explore their abilities, skills and talents to enhance their Job Satisfaction.

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