Objective: to analyze the degree of job satisfaction of staff nurses working in a medical and surgical hospital, and to establish the socio-demographics and professional factors related to their job satisfaction. Methodology: cross-sectional and performed on seventy five persons of the nursing staff of the medical and surgery hospital (total: 510) of Ciudad Sanitaria Virgen de las Nieves of Granada (Spain), by means of a self-administered and anonymous survey. The questionnaire has two parts: the first one is Font-Roja test (it measures the job satisfaction) and the second one are the socio-demographic and labor variables. Results: the average age of the staff who answered the survey was 42.9 years; 72% women, married 64.9%; permanent staff; 58.7% hospitalization staff and a 67.6% have rotating turns. The Font-Roja degree of global satisfaction was medium (69.92 ± 10.48), range from 24 to 120. The best valued dimension is "interpersonal relation with the workmate" (3.82 ± 0.86) and the worse one is "professional promotion" (2.28 ± 0.75). The work place is a predicting element of the job satisfaction (β=-0.297, p=0.018). Analysis and discussion: a work place guaranteeing more job satisfaction for the nursing staff would improve the quality of care received by the patients of this type of personnel.

Keywords
Job satisfaction, nursing staff, hospital care, quality management.