

Clocking In: A Comparative Study of Job Satisfaction among Nurses Working 8-Hour and 12-Hour Shifts in a Tertiary Hospital in Bataan

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ABSTRACT

This study examined the job satisfaction of nurses working 8-hour and 12-hour shifts in a tertiary hospital in Bataan. Specifically, it determined whether shift length influences workload and fatigue, work-life balance, schedule flexibility, and overall job satisfaction. A quantitative descriptive-comparative research design guided by the post-positivist paradigm was employed. Data were collected from 136 registered nurses using a modified and adapted version of the Minnesota Satisfaction Questionnaire (MSQ). The responses were analyzed using frequencies, percentages, weighted means, the Mann–Whitney U test, and the Kruskal–Wallis H test. The findings showed that nurses from both shift schedules generally reported satisfactory levels of workload management and job satisfaction. However, nurses assigned to 12-hour shifts reported significantly higher levels of work-life balance, schedule flexibility, satisfaction with salary and benefits, supervision and interpersonal relationships, professional growth and development, and overall job satisfaction than those working 8-hour shifts. No significant difference was found in workload and fatigue between the two groups. Since the study was conducted in only one tertiary hospital in Bataan, the findings may not represent all healthcare settings. Future research may include hospitals from different regions, larger sample sizes, and additional factors such as burnout, resilience, organizational support, and turnover intention. The findings may help hospital administrators and nursing managers develop evidence-based scheduling practices, including the balanced use of 8-hour and 12-hour shifts, informed by institutional needs and nurses' preferences. This study also adds to the limited body of local evidence on the relationship between shift length and job satisfaction among nurses in the Philippine healthcare setting.

Keywords: Job satisfaction, shift length, 8-hour shift, 12-hour shift, nurses, work-life balance, schedule flexibility

INTRODUCTION

Nurses are essential to the delivery of safe, continuous, and high-quality healthcare services. Because hospitals operate 24 hours a day, nurses work under different shift schedules, most commonly 8-hour and 12-hour shifts. While each schedule offers unique advantages and challenges, their effects on nurses' job satisfaction remain an important concern. This study compares the job satisfaction of nurses working 8-hour and 12-hour shifts in a tertiary hospital in Bataan to provide evidence that can help improve nurse scheduling, workforce management, and the quality of patient care.

Statement of the Problem

This study aims to determine the differences in job satisfaction between nurses working 8-hour shifts and those working 12-hour shifts in selected hospitals in Bataan. Specifically, it seeks to answer the following questions:

1. What is the demographic profile of the respondents in terms of:
 - 1.1 Age
 - 1.2 Gender
 - 1.3 Years of service
2. How do nurses perceive the effects of shift length in terms of:
 - 2.1 Workload and fatigue
 - 2.2 Work–life balance
 - 2.3 Schedule flexibility
3. What is the level of job satisfaction of nurses in terms of:
 - 3.1 Salary and benefits
 - 3.2 Supervision and interpersonal relationships
 - 3.3 Opportunities for personal and professional growth
4. Is there a significant difference in job satisfaction between nurses working 8-hour shifts and those working 12-hour shifts?
5. Is there a significant difference in job satisfaction when grouped according to demographic profile?
6. Based on the findings of the study, what recommendations may be proposed to enhance nurses' job satisfaction and well-being under different shift lengths?

Scope and Delimitations

The study focused on registered nurses working either 8-hour or 12-hour shifts in a tertiary hospital in Bataan. A total of 136 registered nurses who had been working under their current shift schedule for at least six months participated in the study. Data were collected using a modified and adapted version of the Minnesota Satisfaction Questionnaire (MSQ). Nurses assigned to other work schedules, those with less than 6 months of experience on their current shift, and those employed at other healthcare institutions were excluded.

REVIEW OF RELATED LITERATURE

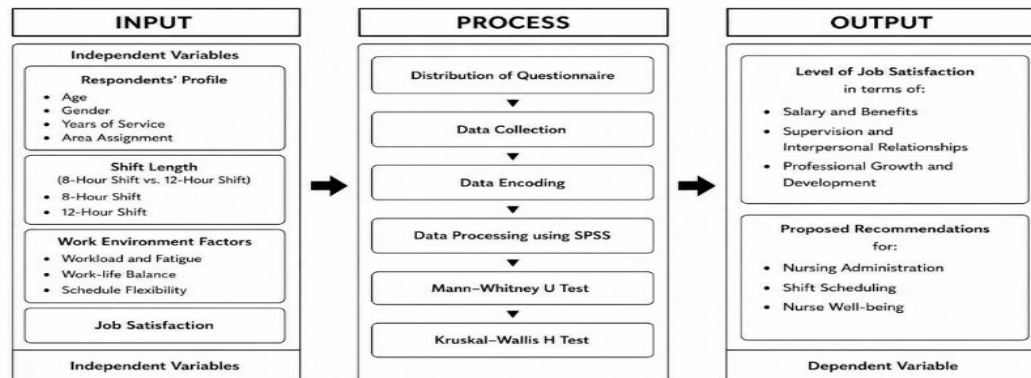
According to recent research, shift scheduling affects nurses' job satisfaction and overall well-being. In their study, Bison & Harden (2022) concluded that 8-hour shifts decreased stress and promoted nurses' well-being, while Clari et al. (2024) found that 12-hour shifts increased continuity of care but caused fatigue when the workload was high. Similarly, the researchers from (Al Maktoumi et al., 2025) and (Bae, 2024) pointed out that extended working hours can be a cause of fatigue, burnout, and low job satisfaction, especially in the case of poor staffing and organizational support. Despite all this evidence, research on 8- and 12-hour shifts among Filipino nurses is scarce.

Theoretical and Conceptual Framework

The theoretical frameworks that have guided this study include Faye Glenn Abdellah's Twenty-One Nursing Problems Theory, Sister Callista Roy's Adaptation Model, and Martha

Rogers' Science of Unitary Human Beings. Nursing theories offer explanations of how nurses cope with and adapt to the challenges of the work environment and the importance of the interaction between individuals and their work environment.

Conceptual Framework



METHODOLOGY

The study employed a quantitative descriptive-comparative research design under the post-positivist paradigm to compare the job satisfaction of nurses working 8-hour and 12-hour shifts in a tertiary hospital in Bataan without manipulating the study variables.

Research Design

The study employed a descriptive and comparative quantitative design to examine differences in workload and fatigue levels, work-life balance, schedule flexibility, and job satisfaction among nurses working either an 8-hour or a 12-hour shift. The design allowed the researcher to make statistical comparisons between the naturally existing groups.

Research Steps

This research was conducted at a tertiary government hospital in Bataan, which provides specialty care to patients from various cities in the province. The hospital operates 24 hours and uses 8-hour and 12-hour shifts, making it an ideal setting for evaluating the effects of different shift lengths on nurses' job satisfaction.

Data Collection and Sample Selection

Data collection commenced after obtaining approval from the Ethical Review Board (ERB), the research adviser, and the administration of the selected tertiary hospital in Bataan. After obtaining informed consent, the modified and adapted questionnaire was administered to 136 registered nurses who met the inclusion criteria, and respondents completed it within approximately 10–15 minutes. The completed questionnaires were retrieved, checked for completeness, encoded, and prepared for statistical analysis using SPSS.

Data Analysis Methods

Analysis of the gathered data was conducted using SPSS. The frequency, percentage, and weighted mean were used to analyze the characteristics of the respondents as well as their

level of job satisfaction. The difference was analyzed using the Mann-Whitney U test and the Kruskal-Wallis H test at a 0.05 level of significance.

Research Hypotheses and Validation

The null hypothesis stated that there was no statistically significant difference between the level of job satisfaction of nurses working in 8-hour and 12-hour shifts. The hypothesis was verified using the Mann-Whitney U and Kruskal-Wallis H tests; the results of these tests provided a basis for either accepting or rejecting the null hypothesis.

Study Limitations and Ethical Considerations

The study obtained approval from the hospital's Ethics Review Board (ERB) before data collection. Written informed consent was secured from all participants, and their participation was voluntary. Confidentiality and anonymity were maintained throughout the study in accordance with the Data Privacy Act of 2012 (Republic Act No. 10173), and all information collected was used solely for research purposes and reported in aggregate form.

RESULTS AND DISCUSSION

SOP 1. What is the demographic profile of the respondents?

The study involved 136 registered nurses equally distributed between the 8-hour and 12-hour shift schedules. The majority of the respondents were female, aged 25 to 34 years, with 1 to 5 years of experience as a Nurse I. These attributes suggest that the respondents were members of the hospital's frontline nursing staff.

SOP 2. How do nurses perceive the effects of shift length in terms of workload and fatigue, work-life balance, and schedule flexibility?

Both group generally perceived their workload as manageable, and there were no significant differences in workload and fatigue among nurses working 8- and 12-hour shifts. Nevertheless, nurses working 12-hour shifts demonstrated significantly better work-life balance and scheduling flexibility than those working 8-hour shifts. The results may indicate that both schedules support high work productivity, but the 12-hour shift schedule is more flexible.

SOP 3. What is the level of job satisfaction among nurses' salary and benefits, supervision and interpersonal relationships, opportunities for personal and professional growth?

The study findings indicated that the nurses working under both shift systems had a high level of job satisfaction. Nurses working on the 12-hour shift schedule were more satisfied with their salaries and fringe benefits, supervision, relations, and overall job satisfaction. This shows that increased flexibility in the scheduling system can improve job satisfaction among nurses.

SOP 4. Is there a significant difference in job satisfaction between nurses working 8-hour and 12-hour shifts?

Based on the Mann-Whitney U test results, there were differences in work-life balance, schedule flexibility, compensation and benefits, supervision and interpersonal relations, growth and development, and general job satisfaction, with nurses on 12-hour shifts scoring higher.

On the other hand, no differences were observed in workload and fatigue between the two categories. This implies that the advantages of 12-hour shifts have more to do with work-life balance and schedule flexibility than workload differences.

SOP 5. Is there a significant difference in job satisfaction between nurses working 8-hour and 12-hour shifts?

According to the Kruskal–Wallis H test, selected demographics such as age, tenure in the organization, and occupational position played a role in the variation of some aspects of job satisfaction. Despite the differences, shift duration was found to play an essential role in the balancing of nurses' personal life with work life, the flexibility of their schedules, and overall job satisfaction.

SUMMARY

The study compared the job satisfaction of nurses working 8-hour and 12-hour shifts in a tertiary hospital in Bataan using a quantitative descriptive-comparative design. Data from 136 registered nurses were collected using a modified and adapted Minnesota Satisfaction Questionnaire (MSQ) and analyzed using frequencies, percentages, weighted means, Mann–Whitney U tests, and Kruskal–Wallis H tests. The findings showed that both groups were generally satisfied with their jobs; however, nurses working 12-hour shifts reported higher levels of work-life balance, schedule flexibility, satisfaction with salary and benefits, supervision and interpersonal relationships, professional growth, and overall job satisfaction. No significant difference was found in workload and fatigue between the two shift schedules.

CONCLUSIONS

Both 8-hour and 12-hour shifts contributed to high job satisfaction among nurses. Nevertheless, it was noted that nurses on 12-hour shifts had better work-life balance, work schedule flexibility, and job satisfaction compared to nurses on 8-hour shifts. It is also worth noting that there was no significant difference between workload and fatigue among nurses on both 8-hour and 12-hour shifts, indicating that these variables are not dependent on shift length and might be affected by other factors, including staffing, leadership, and work environment..

RECOMMENDATIONS

Based on the findings, the following are recommended:

1. Hospital administration can adopt a mixed shift system that will enable the adoption of either the 8-hour or 12-hour shifts based on need, staffing, and personal preference.
2. Conduct regular reviews of workload and schedule in order to ensure that nurses' health is not compromised
3. Enhance work-life balance and employee development programs to improve nurses' job satisfaction and retention.
4. Future studies should include larger samples across different hospitals and examine additional factors influencing nurses' job satisfaction

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AI DECLARATION STATEMENT

AI-supported tools helped with grammar and structure in creating this article. No AI tools were used to collect, analyze, or interpret data; all authors are credited for their academic contributions.

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