Misener Nurse Practitioner Job Satisfaction Scale (MNPJSS)


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Price & Availability – Published in original citation. Contact author for permission to use. Click here to view instrument.

Brief Description of Instrument – Assessment of job satisfaction among primary care NPs.

Scale Format – 44 items each measured using a 6-point Likert scale. Response options: 6=“Very Satisfied”; 5=“Satisfied”; 4=“Minimally Satisfied”; 3=“Minimally Dissatisfied”; 2=“Dissatisfied”; 1=“Very Dissatisfied”. One item for global satisfaction measured on a 10-point scale, 10 being the highest level of job satisfaction.

Administration Technique – Self-administered questionnaire.

Scoring and Interpretation – Total score is obtained by summing all 44 items. Subscale score is obtained by summing the subscale items.

Factors and Norms – 6 factors determined by factor analysis: 1) Intrapractice Partnership/Collegiality, 2) Challenge/Autonomy, 3) Professional, Social and Community
Interaction, 4) Professional Growth, 5) Time, and 6) Benefits. Item mean (SD) reported in citation.

**Internal Consistency** – Cronbach's alpha entire scale: 0.96; subscales alpha ranged from 0.79 to 0.94.

**Content & Face Validity** – Instrument development based on literature review, review of existing instruments and input from numerous NP experts.

**Strengths** – Easy to administer and score, and covers a wide variety of previously published factors associated with job satisfaction.

**Limitations** – Relies heavily on factor analysis results to justify subscale, lacking theoretical rationale.


Lamarche K, Tullai-McGuiness, S. Canadian Nurse Practitioner Job Satisfaction. Case Western Reserve University. 2008; DNP. 136 p

Martin-Misener, R. Primary Health Care NP Practice Patterns in Nova Scotia.


De Milt, D.G; Fitzpatrick,J.J.; McNulty,S.R. (2011). Nurse practitioners' job satisfaction and intent to leave current positions, the nursing profession, and the nurse practitioner role as a...