



















and in outcome of their patient management than renal nurses.

Both renal and labor ward nurses were unsatisfied with pay and opportunities they had at working places.

## Recommendation

Health systems to be strengthened to make for improved outcome among hemodialysis patients which indirectly will improve job satisfaction among hemodialysis patients.

Peculiar incentives to boost the morale, reduce stress level & that can improve working relationship in hemodialysis units need to be introduced to improve job satisfaction of renal nurses.

## Acknowledgement

I would like to thank the Dr. Ganiyat Odunola Adeniran, Department of Nursing, Osun State University, Osogbo, osun state.

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