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| **Table1: comparison of Mean (SD) of autonomy in participants of study based on demographic characteristics** | | | | | |
| P value | SD | Autonomy mean | percent | frequency | Variable |
| **0.031** |  |  |  |  | **Gender** |
| 12.81 | 99.98 | 22.4 | 56 | Male |
| 14.19 | 95.41 | 77.6 | 194 | Female |
| .150 |  |  |  |  | **Age** |
| 13.14 | 95.13 | 50.8 | 127 | 1.00 |
| 14.63 | 96.74 | 34.4 | 86 | 2.00 |
| 15.02 | 100.18 | 14.8 | 37 | 3.00 |
| 0.528 |  |  |  |  | **Marriage** |
| 14.86 | 95.76 | 41.2 | 103 | Single |
| 13.40 | 96.90 | 58.8 | 147 | Married |
| 0.492 |  |  |  |  | **Type of employment** |
| 15.03 | 98.26 | 16.8 | 42 | official |
| 18.34 | 101.05 | 7.2 | 18 | Experimental Official |
| 13.93 | 95.82 | 34.8 | 87 | Contractual |
| 14.12 | 95.60 | 22.0 | 55 | Conventional |
| 11.02 | 95.16 | 19.2 | 48 | committed |
| 0.967 |  |  |  |  | **Degree of education** |
| 15.93 | 97.28 | 2.8 | 7 | Diploma |
| 9.89 | 92.00 | 0.8 | 2 | upper diploma |
| 13.65 | 96.37 | 83.6 | 209 | License |
| 16.47 | 96.90 | 12.8 | 32 | upper license |
| 0.064 |  |  |  |  | **Shift** |
| 13.83 | 100.31 | 15.2 | 38 | Fixed |
| 13.95 | 95.74 | 84.8 | 212 | Circulation |
| 0.175 |  |  |  |  | **Post** |
| 9.83 | 103.11 | 7.2 | 18 | Head nurse |
| 14.38 | 98.40 | 4.0 | 10 | Staph |
| 14.14 | 95.89 | 85.2 | 213 | Nurse |
| 15.68 | 93.66 | 3.6 | 9 | Paramedic |
| 0.059 |  |  |  |  | **Ward** |
| 14.74 | 94.10 | 19.2 | 48 | internal |
| 12.30 | 95.03 | 25.2 | 63 | surgical |
| 14.39 | 97.27 | 17.2 | 43 | emergency |
| 14.51 | 99.69 | 31.6 | 79 | Intensive care |
| 12.09 | 90.94 | 6.8 | 17 | pediatric |
|  |  |  |  |  | **Job satisfaction** |
| **P<0.001** | 15.58 | 87.04 | 8.8 | 22 | Completely dissatisfied |
| 14.53 | 91.95 | 16.8 | 42 | Dissatisfied |
| 12.24 | 94.33 | 27.6 | 69 | Neither satisfied nor dissatisfied |
| 12.65 | 100.88 | 42.4 | 106 | Satisfied |
| 15.65 | 102.63 | 4.4 | 11 | Completely Satisfied |
| **r=0.165(P=0.009)** | 14.00652 | 96.4360 | 7.02© | 8.07® | Work experience |
| ®Mean© standard Deviation | | | | | |

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| **Table2: Pair wise comparison of autonomy in groups based on job satisfaction status** | | | | | |
| Job satisfaction | Job satisfaction | Mean Difference | P Value | 95% Confidence Interval | |
| Lower Bound | Upper Bound |
| Completely dissatisfied | Dissatisfied | -4.90 | 0.626 | -14.51 | 4.70 |
| Neither satisfied nor dissatisfied | -7.28 | 0.168 | -16.22 | 1.65 |
| Satisfied | -13.84 | P<0.001 | -22.39 | -5.28 |
| Completely Satisfied | -15.59 | 0.014 | -29.07 | -2.10 |
| Dissatisfied | Neither satisfied nor dissatisfied | -2.38 | 0.891 | -9.52 | 4.76 |
| Satisfied | -8.93 | 0.003 | -15.59 | -2.27 |
| Completely Satisfied | -10.68 | 0.126 | -23.04 | 1.68 |
| Neither satisfied nor dissatisfied | Satisfied | -6.55 | 0.014 | -12.20 | -.90 |
| Completely Satisfied | -8.30 | 0.307 | -20.15 | 3.54 |
| Satisfied | Completely Satisfied | -1.74 | 0.994 | -13.31 | 9.81 |

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| **Table 3: Descriptive statistics of total and Sub scales of DPBS in participants® (n=250)** | | | | |
| Sub scales of DPBS | Minimum | Maximum | Mean | Std. Deviation |
| Readiness | 1.64 | 5.00 | 3.25 | 0.56 |
| Empowerment | 1.86 | 5.00 | 3.13 | 0.52 |
| Actualization | 1.67 | 5.00 | 3.27 | 0.54 |
| Valuation | 1.33 | 5.00 | 3.07 | 0.57 |
| Total | 1.90 | 5.00 | 3.21 | 0.46 |
| Sum scores | 57.00 | 150.00 | 96.43 | 14.00 |
| ® Mean and standard deviation of items of each subscales were reported. | | | | |

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| **Table 4: Predictors of autonomy in the participants** | | | | | |
| Variables in the model | B | Beta | P Value | 95,0% Confidence Interval for B | |
| Lower Bound | Upper Bound |
| Male | referent |  |  |  |  |
| Female | -3.986 | -.119 | 0.046 | -7.904 | -.068 |
| Work experience | 0.277 | 0.139 | 0.021 | .043 | 0.511 |
| Completely dissatisfied | referent |  |  |  |  |
| Dissatisfied group | 4.729 | 0.126 | 0.171 | -2.053 | 11.511 |
| Neither satisfied nor dissatisfied group | 7.590 | 0.243 | 0.019 | 1.275 | 13.905 |
| Satisfied group | 13.438 | 0.475 | 0.001 | 7.398 | 19.478 |
| Completely Satisfied group | 15.377 | 0.226 | 0.002 | 5.865 | 24.889 |
| Adjusted R Square | 0.129 | | | | |