

This study tends to highlight the role of ethical conflict in changing job satisfaction of the nurses. Ethics stress faced by nurse acts as a mediator and individual ethical orientation as a moderator in the relationships between ethical conflict and job satisfaction.

The purpose of the study is to examine how ethical conflict affects job satisfaction. Analyses were conducted using data from a sample of 550 nurses from public sector hospitals of the Multan district, Pakistan and it revealed attention-grabbing findings. Data was collected through a questionnaire based on adopted scales. Exploratory factor analysis and confirmatory factor analysis was conducted to provide statistical evidence for hypotheses. Ethical conflict was found significant in predicting job satisfaction directly and through mediation. Additionally, individual ethical orientation was found to be a significant moderator of the hypothesized path between ethical conflict and ethics stress. Prior studies on job satisfaction have mainly focused on simple models at any given time. However, researchers increasingly argue that a complex representation (as in this study) may give better understanding of job satisfaction.