

It has been projected that by the year 2025, the population of KSA will reach 37 million [4]. This new law would pose a challenge to nurses working in primary healthcare centers, most of whom are experienced nurses who have families to tend to. Imposing night shifts on female nurses, especially married ones, could place a mental and psychological strain on them and affect their disposition and satisfaction toward their jobs as healthcare professionals. Recently, to alleviate pressure on hospitals and make healthcare readily accessible to patients, the Ministry of Health in KSA instituted a policy requiring on-duty primary healthcare centers to provide services for medical emergencies that do not necessarily need to be attended to [5]. Unfortunately, low levels of job satisfaction have been primarily responsible for shortages and high turnover rates of nurses in several countries, including the Kingdom of Saudi Arabia [1