

**FACTORS IMPORTANT IN CAREER CHOICE AND
JOB SATISFACTION AMONG DOCTORS IN
INSEIN GENERAL HOSPITAL (2017)**

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ABSTRACT

Applying for medical school is one of the most important past career choices of medical doctors and also important to understand the reasons behind it. Job satisfaction among doctors is also an issue that is of utmost importance. This study was carried out in Insein General Hospital to study the factors important in the career choice and job satisfaction among doctors and the association between them. It was a hospital based cross-sectional descriptive study. This study was conducted from September to December 2017. Among 95 participants, 61.1% were female and 74% were single in this study. 77.9% of participants were assistant surgeons and 13.7% were specialist assistant surgeons. The remaining were junior consultant specialists. The main factors important in career choice were “Prestigious profession” (47.4%), “Suitable work” (36.8%), “Education and training supported” (27.4%) and “Career guidance” (25.3%). The main factors not important in career choice were “Good salary” (87.4%), “A physician in family or among close relatives” (80.0%), “Shortage of physician” (60.0%) and “Interest in research” (56.8%). Fifty seven percent of the participants answered that they would not start studying medicine again if they have a chance to choose again. Therefore, everyone who would like to join medical universities should be provided with valid and reliable information on career choice. The overall job satisfaction was 3.2% and dissatisfaction was 96.8%. Most common satisfaction domains were “Professional loyalty” (71.6%) and “Social responsibility” (70.5%). The majority of dissatisfaction domains were “Job return” (100%) and “Job itself” (98.9%). The association between job satisfaction and career choice were “Interest in research” ($p=0.005$), “Wide range of profession opportunities” ($p= 0.010$), “Education and training supported” ($p=0.019$) and “Interest in people” ($p=0.009$). Overall job satisfaction was significantly low among medical doctors and so policy makers and healthcare administrators should find ways and means to enhance job satisfaction of medical doctors.