

**JOB SATISFACTION AMONG
BASIC HEALTH STAFF IN YANGON REGION**

LAE YIN WIN

M.B., B.S

**Master of Public Health (MPH)
University of Public Health, Yangon**

2017

ABSTRACT

For a well functioning health system, it is required a competent and caring workforce. Job satisfaction plays an important role in maintaining health workforce. A cross-sectional study was carried out in selected area of Yangon Region to assess the level of job satisfaction among basic health staff and to explore factors related to their job satisfaction. Semi-structured self-administered questionnaires were used for data collection in which socio-demographic backgrounds, working conditions of basic health staff and job satisfaction assessment using 6 points Likert scale scoring system were included. Total 185 basic health staff (between 18 to 57years) were participated.

Findings revealed that 83.2% were female, most of the respondents permanently lived in Yangon and their mean age was 36.7 years (SD=10.2). Most of them were married and average monthly income was 217,978 Ks (SD=92,238). Majority did not have balance income expenditure and 37.3% did extra earning job. Over half of them had intention of attending further study as they would like to be promoted. Main reasons for unwillingness to attend further degree were family matters, no personal interest and financial problems. Nearly half of them had less than 10 years duration of government service and the maximum duration was 37 years. Main reasons for choosing this profession were self-interest and family influence. Most of the respondents (61.1%) had desire to resign for work related stress and tension. Majority of them responded that task shifting such as disease control, EPI and environmental health etc. from MW to PHS II was better and reduced the workload of midwives. The study revealed only 24.3% had job satisfaction. Job satisfaction level was mainly associated with education, duration of government service, willingness to attend further study, desire to resign, career development and nonfinancial incentives. Although most of the respondents had positive attitude to their profession and superiors, unmet expectations such as promotion, recognition, enough authority were still present and thus in turn reduced the level of job satisfaction of Basic Health Staff.