

**PERCEPTION ON WORKING FOR CIVIL
SERVICE, JOB SATISFACTION AND FUTURE
CAREER COMMITMENT AMONG ASSISTANT
SURGEONS IN TEACHING HOSPITALS OF
UNIVERSITY OF MEDICINE 1, YANGON**

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ABSTRACT

Perception on working for the civil service among young doctors is questionable and there has been a changing trend and popularity for entering the civil service within recent years. The objective was to study the perception on working for civil service, job satisfaction and future career commitment among junior assistant surgeons in teaching hospitals of UM 1, Yangon. A cross-sectional descriptive study design with mixed methods of data collection using pretested and self-administered questionnaires was carried out during October 2016. Study populations were assistant surgeons who had been in the civil service for at least six months but less than 3 years. Altogether 149 assistant surgeons from seven teaching hospitals responded the questionnaires. Two focus group discussions were followed after initial analysis of the quantitative data. The overall job satisfaction status of assistant surgeons in the teaching hospitals of UM 1 was found to be 3.4%. There was a significant association between type and nature of currently posted hospitals of the respondents, workload and job satisfaction of assistant surgeons. Association between opinion of respondents on current training received and job satisfaction of civil assistant surgeons was also found to be significant. The results demonstrated that the most influencing reason for the majority of the junior assistant surgeons to enter the civil service is career development especially to become specialists and the association between the most influencing reason to enter the civil service and career commitment was also significant. Thematic analysis from qualitative results showed that the disproportion between workload and salary, dissatisfaction on current pay scale, unsafe working environment and management problems were reasons of their uncertainty on career commitment. Formulation and implementation of specific guidelines for on-job clinical trainings on assistant surgeons have to be considered to reduce the disparities on receiving training according to supervisors or workload or nature of posted hospitals. In addition, improving the working environment, guarantee of improved socio-demographic status and effective human resources management may likely to increase the job satisfaction of assistant surgeons and thus may have positive effects on individual, organizational and national level health outcomes.