

**ASSESSMENT OF JOB SATISFACTION
AMONG MEDICAL OFFICERS AT
MANDALAY GENERAL HOSPITAL**

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ABSTRACT

A cross-sectional study was carried out in Mandalay General Hospital to assess job satisfaction of the 153 medical officers (age between 24 and 40 years), conducted from September to November, 2017. There were 68 (44.4%) male and 85 (55.6%) female medical officers. The mean age of the respondents was 29.56 years. Among these medical officers, 100(65.4%) were single and 53 (34.6%) were married. Among respondents, 77.8% were assistant surgeons and 22.2% were specialist assistant surgeons. An average total service year was 4 years. Most of the respondents (77.1%) got MBBS only and 21.5% had finished master degree. Almost all respondents had a plan for further study. Respondents from major ward were 37.9% and the rest 62.1% were from peripheral ward. The working hour of more than half of the respondents (51%) was more than 8 hours and their type of duty was 24 hours (80.47%). The commonest reason for joining government service was for the career development as chance of master degree (64%). Among all the respondents, 66.7% wanted to resign from current work and the commonest reason for wanting to resign was the work overload (88.2%). It was observed that 73.2% of the respondents got job dissatisfaction and 26.8% got job satisfaction. This study discovered the statistically significant association between job satisfaction and some factors which were educational status, academic rank, nature of work during duty, working hour, patient load in current ward, number of medical officers during duty. The quantitative and qualitative findings of this study pointed out that the main reasons for job dissatisfaction of medical officers were deprivation of human resources for health, low remuneration, lack of safe working environment and insufficient support for working place and basic needs for staff. The findings in this study could be inputs for Ministry of Health and Sports (MOHS) in implementing National Health Plan to achieve Universal Health Coverage because human resource for health was the fundamental resource to strengthen the health system. Promotion of job satisfaction of medical officers who currently served at organization might be one of the priorities for MOHS to maintain human resources for health to enable maximum improvements in health outcomes, social welfare, employment creation and economic growth.