

ABSTRACT

Job satisfaction of medical officers is important as there is sufficient evidence showing the tendency to effect individual, organizational and health outcome. Although there have been several studies of job satisfaction among medical officers in regional sector, there has been none of the research done in our country yet. This was cross-sectional survey done on medical officers conducted in one of the teaching hospitals in Yangon region using a pretested and self-administered questionnaires. Description of the findings and test statistic X² was done to evaluate level of satisfaction and to elicit the significant associated factors. Some of the quality analysis of the degree of job satisfaction was also done among the medical officers by means of in-depth interview. Generally, most of the medical officers were dissatisfied with their salary, the workload, responsibility without authority and resources available to them. Policy and management, overall rapport and working environment were found to be the contributing factors to job dissatisfaction. This study highlighted the overall job dissatisfaction among medical officers in one of the teaching hospitals in Yangon division. Although the salary and incentives were important factors for medical officers and these should not be neglected, the study showed that gains in recognition as motivation could be made by giving authority in line with responsibility and by improving mechanisms for recognition and motivation. The aim of this study was not to make the medical officers to change their profession because of job dissatisfaction but to remove the unpleasant situations and make the medical environment, a very pleasurable and enjoyable one. Improving the work environment that provides a context congruent with the aspiration and values system of the medical officers, is more likely to increase the satisfaction of them and consequently have a positive effect on individual, organizational and health outcomes.