

# **JOB SATISFACTION OF MEDICAL DOCTORS IN HINTHADA DISTRICT**

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## **ABSTRACT**

This institutional based cross-sectional descriptive study was carried out in Hinthada district to assess the job satisfaction of the 82 medical doctors of age between 26 and 56 years, conducted from September to November, 2016. There was 50(69%)male and 32(39%)female medical doctors. Sixty seven percent was married and 33% was single and among them 36(44%) had no child and 56% had children. Most of the respondents 67(81.7%) got MBBS while others were postgraduate and consisted of nearly all ranks of doctors. Average total service years was 9years. This study described the family income of respondents which were 21(25.6%) under 5Lakh, others got over 5L. Among them 70(85.4%) had income expenditure balance while 12(14.6%) had not. The respondents 28(34.1%) wanted to transfer and 51(62.2%) wanted to attend next degree. Among the study population, 20(24.4%) of respondents were appointing at their native.

This study highlighted 45.1% (n=37) of the medical doctors was facing job dissatisfaction and 54.9% (n=45) got job satisfaction. This study also addressed the association factors of job satisfaction which were age, sex, education, rank, total service years, family income and service years in current department. There was no association between marital status, presence of children, current department, spouse occupation, income expenditure imbalance, type of housing, native and job

satisfaction. It not was related between job satisfaction and willingness to transfer and willingness to attend next degree.

Low salary, over workload, prolong working hours, non professional tasks, no recreation time, community complaints, no safety and security in work, transfer policy and promotion policy were major dissatisfaction factors. They satisfied about career enjoyment, career development, good relationship, community participation freedom to decide work and giving health education, going and performing health services within community.