

ABSTRACT

The institutional based cross-sectional analytical study was carried out in medical and medical allied universities in Mandalay region to assess the job satisfaction of the 204 faculty members (involving 21 to 60 years), conducted from September to November, 2014. There were 45 (22%) male and 159 (78%) female faculty members. The mean age of the respondents was 36.36 ± 7.47 years. Their average service was 10.16 ± 6.01 years, average salary was 140259.80 ± 20961.99 kyat, (57.35%) of faculties had imbalance family income and expenditure, (62.26%) of respondents already had master degree and very few percentage of faculty with PhD that was (5.88%) of total faculty. The results showed that 101(49.51%) respondents got satisfaction, 26(12.75%) respondents got dissatisfaction and 77(37.75%) respondents were in marginal satisfaction. About (42.65%) of respondents were working extra earning jobs to cover family expenditure because of low salary. In this study there was significant association between salary and job satisfaction (p value of 0.016). Significant different level was found in salary group of (100,001-150,000) and (150,001-200,000) kyat (p value=0.041). Another contributing factors for Job satisfaction were type of University that the respondent was assigned (p value= <0.001) with different satisfaction level between UON, UMM and UOP groups by post hoc (scheffe) test, imbalance expenditure (p value 0.025), rank of the faculty member (p value= 0.040), choice of subject for master degree (p value= 0.001), reason of entering government service (p value= <0.001) with different satisfaction level in self interested group, for image group and for post graduate study group. The rest of the relating factors for job satisfaction were as follow; mostly performed type of job (p value= 0.014), monthly teaching times (p value= 0.042), recognition by superior (p value= <0.001), over workload (p value= <0.001) and leave permission (p value= <0.001). There was inversely correlated with total duration of services and overall job satisfaction (p value= 0.023, r= -.160).