عنوان مقاله:

Job Satisfaction and its Related Factors in Healthcare Staff of Sabzevar Hospitals in ۲۰۱۵

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خلاصه مقاله:

Background: Job satisfaction is an important variable in the area of organizational behavior. Job dissatisfaction leads to low-quality services provided in treatment centers by healthcare workers and ultimately leads to patients' dissatisfaction. The aim of this study was to determine the job satisfaction of medical staff and its related factors in Sabzevar hospitals.   Methods: This cross-sectional descriptive-analytical study was performed on ۲۳۰ healthcare workers of educational hospitals of Sabzevar University of Medical Sciences in ۲۰۱۵ using simple random sampling. Data were collected using demographic and Minnesota job satisfaction questionnaire. Job satisfaction was assessed in six areas and five levels. Using descriptive and inferential statistics (Pearson and Spearman Correlation Coefficient and Chi-square test) data were analyzed by SPSS ۱۶ software. Results: The mean (SD) of the overall satisfaction score was ۳۴.۸۸±۱۰.۲. The results in six areas showed that the lowest and highest job satisfaction were in financial facilities and welfare (۱۴.۸۵%) and professional social status (۵۴.۹۷%). There was a significant relation between gender and work experience and job satisfaction (p <۰.۰۰۱). Conclusion: Given the low satisfaction of hospital staff, hospital managers must improve management and communication methods and optimize fair payment systems in order to improve the situation of hospital staff. Besides, considering demographic and job factors, they should periodically evaluate the personnel's satisfaction to determine the effectiveness of interventions.

کلمات کلیدی:

Job satisfaction, Personnel, Hospital

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