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خلاصه مقاله:

Introduction: Motivating human resources is one of paramount objectives in realizing the importance of an organization. Every job containing some specific characteristics can be motivating. Thus, by identifying characteristics of each job as well as job enrichment as an organizational interferenceplanned, steps can be taken toward rebuilding the jobs aiming at making them challenging, motivating, and satisfying. The present study aimed to determine job characteristic perception mean in medical record staff of training hospitals in Isfahan in 2012. Methods: The type of the study is descriptivesurvey. The population includes all the medical record staff working in medical record departments in the training hospitals of Isfahan. One hundred twenty seven subjects were selected by conducting a census. Data collected by using questionnaire of job characteristics devised by Hackman andOldeham. Content validity was confirmed by experts and its reliability was calculated through the coefficient of Cronbach's alpha (r1 = 0.84). The completed questionnaires were entered into SPSS (18) software; furthermore, statistical analysis was performed descriptively and inferentially (MANOVA, least significant difference). Results: Job characteristics scores mean and its elements (variety ofskills, job identity, job significance, independence, and feedback) were higher than the average level. No significant difference was noticed among mean amounts of job characteristic perception according to age, gender, education, and type of educational degree in hospitals. However, there was a significantdifference among mean amounts of job characteristic perception according to unit of service and years of service in hospitals. Conclusion: Findings show that all job characteristic aspects score was higher than average level and job significance perception score was higher than other aspects. As job characteristics have a great role in changing intrinsic motivation level in staff, it is suggested thatdifferent jobs in medical record department be devised in a way that staff, with intrinsic motivation and enthusiasm, step toward achieving job objectives and main goals of health system.

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