

Job Satisfaction Among Saudi Physicians Working in Public Hospitals.

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Summary

This study seeks to recognize job satisfaction of Saudi physicians who work in government hospitals and health care centers. This study aims at recording factors of satisfaction for the Saudi doctor within the health organization, recognizing the relationship between the level of job satisfaction, and personal and job variables of the doctors. The study seeks to find out the most important elements for job satisfaction among doctors, and the effect of these elements on job satisfaction. The study relies on descriptive study, which will contribute to the enrichment of theoretical knowledge heritage of medical sociology and institutional sociology. This study used the research questions to explore job satisfaction among Saudi physicians in government hospitals and health care centers.

For a deep understanding, it is vital to recognize the relationship between job satisfaction among Saudi physicians and personal variables, such as gender, work location, age, social status, monthly income, job title, specialization, and years of service. Also, the research questions relate to job satisfaction dimensions of most importance, as connected to job, job relations with the supervisor and colleagues, work policies in the hospital, and the final question was about the most effective dimension of job satisfaction.

To test these questions, we relied on social survey method through which we collected field data about the extent of job satisfaction among physicians in their work place. This study applied a random sample of 233 male and female Saudi physicians at public hospitals and health care centers in Jeddah. The study questionnaire form used the Minnesota scale and Likert five-dimensional measure as the main tool of the research to assess job satisfaction among physicians. The scale consists

of twenty-seven items about physicians' job satisfaction. The statistical analysis of the responses rendered quantitative data. Using literature review, the quantitative data are transformed into qualitative data, dealt with from a social perspective.

Using the data, the research reached the conclusion of relationship between job satisfaction and the variables of work place, age, social status, monthly income, job title, specialization, and years of service. Statistical differences indicate a relationship between the fore-mentioned variables and the physician's job satisfaction.

As for work place, statistical differences indicate a common result between work axis and job relations with the supervisor. Physicians at Althaghr Hospital represented the highest percentage of job satisfaction. However, for status variable there are differences of a statistical indication between the physician's social status and job satisfaction. It is to be noted that social stability increases the rate of psychological stability for the physician, as it makes him socially stable, and this increases the feeling of the physician's job satisfaction. This indicates the influence of social status variable on the physician's job satisfaction. It is demonstrated that age, rise of monthly income, job promotion, an increase in the years of specialization add to job satisfaction. However, gender variable was of a different result, as there is no relationship of any kind between gender and physicians' job satisfaction. Also, by analyzing data, the relevant literature, and the interpretation of effective elements of job satisfaction dimensions for physicians, four basic dimensions have been concluded, exemplified by:

- Satisfaction of the job itself;
- Satisfaction of labor relations with the supervisor;
- Satisfaction of labor relations with colleagues;
- Satisfaction of labor policies.

The study revealed that there are some elements of a high effect on these dimensions. For the first dimension (satisfaction of the job) intermixing with physicians,

doing a job not contradicting with the physician's consciousness were of the most effective elements in this dimension.

As for the second dimension of work relationship with the supervisor, the effective element is the direct treatment of the supervisor for his employees.

For the third dimension of satisfaction with job relations with colleagues, the effective element is the harmony of work among colleagues.

Cost, means of securing a permanent job, and the opportunity of performing different job functions from time to time were the most effective elements in the fourth dimension (satisfaction of labor policies).

The study displayed a number of recommendations, including:

- More safety measures to minimize exposure of physicians to infections in hospitals and government health care centers, and upgrading of professional safety.
- The study also recommends more detailed studies about job satisfaction among physicians, as job satisfaction is one of the factors of the organization effectiveness.
- Of equal importance are effective workshops for physicians, facilitating registration for these workshops, and coordination with the employment organization for equal chances.
- In addition, the study recommends more scholarships for specialization and professional memberships, more chances for promotion, and an increase in pay for compatibility with the expected volume of work.
- At last, but not least, the study suggests more studies to cover job satisfaction aspects, and to reveal other dimensions of job satisfaction in the medical field in the future to come.