



JOB SATISFACTION OF FACULTIES OF MEDICAL TEACHING INSTITUTIONS: A MULTICENTRIC CROSS-SECTIONAL STUDY

Community Medicine

Dr Lopamudra (Dhar) Chowdhury MD (Pharmacology) Associate Professor, Department of Pharmacology, Murshidabad Medical College & Hospital.

Dr Anjana Bose (Ghosh Dastidar)* DNB (Anaesthesiology) Associate Professor, Department of Anaesthesiology, Diamond Harbour Government Medical College, Diamond Harbour*Corresponding Author

ABSTRACT

BACKGROUND– Work output of an employee is dependent on the job satisfaction level and is an important criterion as its effect has an indirect impact on the society. A study on job satisfaction level of faculties in Government Medical Colleges would help in the betterment of the Medical Education System in India as it would bring out factors that affect the performance of medical teachers. **METHODS**-- 100 structured questionnaires, based on 'The Minnesota Satisfaction Questionnaire', were distributed among faculties, which were duly filled up by the participants and the data from the questionnaires were statistically analyzed. **RESULT**--According to the grade of satisfaction level, it was found that 4.4% were extremely satisfied, 21.1% were very satisfied, 37.8% were satisfied, 30% were somewhat satisfied, 5.5% were not satisfied, and 1.2% was indecisive. **CONCLUSION**—Transfer, low salary, disparity in infrastructure is instigating medical teachers to join different private medical colleges.

KEYWORDS

Eastern India, faculties of government medical teaching institutions, job satisfaction level.

INTRODUCTION

Job satisfaction level of faculties is considered to be an important criterion in the ultimate work output of an employee and its effects have an indirect impact on the society as a whole. The meta-analytic procedure (J.E. Hunter et al 1982) was used to compare the relationships of the corresponding scales of, The Job Diagnostic Survey and The Job Characteristics Inventory, with work satisfaction and performance. [1] Another study performed on general practitioners reflects that job satisfaction indirectly is responsible for job quitting as well as consistency in work. Job satisfaction is an important factor underlying intention to quit and attention in this aspect of doctors' working lives may help to increase the supply of general practitioners. [2] So, a study on job satisfaction level of faculties in medical teaching would perhaps bring out factors which indirectly affect the performance, perfection and work consistency of medical teachers, thereby helping in the betterment of the Medical Education System in India.

AIMS AND OBJECTIVES

1. To assess the degree of job satisfaction among faculties in Government Medical teaching institutions.
2. To assess the factors that influenced such decision making.
3. To bring out the factors of dissatisfaction in job.
4. To estimate the factors, alteration of which could improve job satisfaction level.

MATERIALS AND METHODS

One hundred structured questionnaires, formatted based on 'The Minnesota Satisfaction Questionnaire', were distributed among all grades of faculties, including demonstrators, assistant professors, associate professors and professors attached to Government medical teaching in various medical institutions in Eastern India after prior clearance of Ethical Committee. The questionnaires were duly filled up by the participants with due consent and anonymity of the participant as well as the institution was strictly maintained. The medical officers and senior residents of the institution were excluded from the study. The collected data from the questionnaires were statistically analyzed.

RESULTS AND ANALYSIS

Of the hundred questionnaires distributed, ninety were valid (as ten faculties refused to answer all questions) and were included in the study. According to the grade of satisfaction level, it was found that 37.8% were satisfied, 30% were somewhat satisfied, 21.1% were very satisfied, 5.5% were not satisfied, 4.4% were extremely satisfied while 1.2% was indecisive. Of the faculties taken under study, 93% of faculties were specialized in their subject of teaching. 90% of participants agreed that co-workers had an influence on job

satisfaction.

Analyzing the causes of job dissatisfaction, transfer posting was the most common cause of dissatisfaction (38.4%), the next causes of dissatisfaction according to priority were salary (33.7%), and deficit of infrastructure (27.9%).

The factors which could upgrade the status of medical teaching were, interdepartmental interactive sessions (47%), attending conferences (41%), attending departmental seminars (25%) and publications (19%), 2% were unable to give their opinion.

Chance to make use of one's abilities and feeling of accomplishment was the most important factor influencing job satisfaction (58.9%). Teaching in one's subject of interest was the second most important criteria of job satisfaction (35.5%).

The following parameters were assessed in the study;

- A- Degree of satisfaction
- B- Whether specialized or not
- C- Causes of dissatisfaction
- D- Whether working conditions and coworkers had any impact
- E- Factor which would most influence in updating knowledge and skill
- F- Key factor influencing job satisfaction

Table no.1 : Distribution of faculties according to their level of job satisfaction and the reason for not being satisfied with their job (n=90)* Original

Level	%	Reason	%
Not satisfied	5(5.5)	Salary	29(33.7)
Somewhat satisfied	27(30)	Transfer posting	33(38.4)
Satisfied	34(37.8)	Distance from Home	11(12.8)
Very Satisfied	19(21.1)	Infrastructural Deficit	24(27.9)
Extremely Satisfied	4(4.4)	Blocked Promotional Avenues	20(23.2)
Indecisive	1(1.2)	Extremely satisfied	Not included

*Multiple response

Table no. 2: Influencing factor in updating knowledge and skills in Medical Education (N=90)* Original

Factor	%
Attending Conferences	41
Attending Departmental and Interdepartmental Seminars	25
Interdepartmental Interactive sessions	47
Publications	19
Did not opine	2

*Multiple response

Table no. 3: Factors influencing job satisfaction (N=90) * Original

Factor	%
Working in Subject of interest	32(35.5)
High Salary	23(25.5)
Chance to make use of ones abilities/feeling of accomplishment	53(58.9)
Freedom to use own method of doing the job	26(28.9)
Adequate leave and appropriate working hours	15(16.7)

*Multiple response

DISCUSSION

Studies have shown that level of job satisfaction is directly or indirectly related to the performance and overall outcome of any work.^[1,2] A qualitative and quantitative assessment of job satisfaction had direct impact on the mental health of the study group. Dissatisfaction in job directly or indirectly has an impact on work output. If the faculties are dissatisfied and unhappy, service rendered by the teachers is bound to be affected and the medical education will suffer. Problems with physical and mental health were associated with several aspects of workload, including list size, number of sessions worked per week, amount of time spent on call and use of deputizing services.^[3] Overwork, excessive hours, paperwork and administrative work were reported to be the most stressful aspects of work. Job satisfaction was lower in a follow up survey conducted in GPs expressing the least satisfaction with their working hours, recognition for work and rates of pay.^[3] In this study, it is assumed that medical teachers have uniform working hours though salary was one of the causes of dissatisfaction.

Job satisfaction varied according to gender, the relative amount of time spent in public practice and the ill effects of work on health was also observed in various categories of health professionals in New Zealand.^[4] Job satisfaction certainly had a psychological impact on individuals at work.^[3,4] In order to get better outcome from work, there should be minimum levels of dissatisfaction among workers. In this study, the factors which determine the levels of job satisfaction have been sorted out. The results show that transfer posting, salary and infrastructure of medical teaching are important parameters in determining job satisfaction. Moreover, single most important factor influencing job satisfaction was the chance to utilize one's abilities to the utmost bringing about a sense of accomplishment. The results of this study emphasize that a medical teacher can be satisfied with his/ her job, if he/she is able to utilize his ability, preferably in his/her subject of interest, with good infrastructure, co-workers, appropriate salary and transfer posting. Interdepartmental interactive sessions, attending conferences and departmental seminars can enable him to enhance his skill for better work output.

The job satisfaction of medical teachers has an impact on quality of medical education and patient care.^[5] Previous studies show that opportunity for self- development was the single biggest criteria for job satisfaction, somewhat similar to the finding in this study. Also we see that previous study emphasizes that the factors contributing towards job dissatisfaction among medical teachers were poor utilization of skills, poor promotional prospects, inadequate pay and allowances, poor working conditions. Studies prove that job satisfaction of medical teachers is associated with teachers' work efficiency and ultimately students' achievements. Job satisfaction has been linked with increased performance and inversely to absenteeism and turn over.^[6] Transfer posting was one of the additional cause of dissatisfaction in this study. Moreover we can assess the factors which can improve teaching skills from the participants' view in this study.

CONCLUSION

It is commonly said that, 'A satisfied worker is a productive worker'. A satisfied workforce will certainly help in the positive growth of an organization, creating a pleasant working atmosphere. The negative impacts like absenteeism, job quitting, physical and mental ill health are also nullified. The most positive impact of job satisfaction of medical teachers is bound to be reflected in performance or work output which ultimately is rewarding to the students, the institution and the society as a whole. At present, India is facing a dearth of medical faculties in its existing institutions and this is plaguing the medical education. Low salary, disparity in infrastructure is instigating medical teachers to join better colleges. So, it is high time that the causes of

dissatisfaction in medical education service be sorted out. Though there is no definite scale for measurement of job satisfaction, this study was based on standardized questionnaire, with its own loopholes. Further studies in this regard in future are always welcome.

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