

**JOB STISFACTION AMONG HEALTHCARE
PROVIDERS IN DAWEI GENERAL HOSPITAL**

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ABSTRACT

The health care system's primary resources are healthcare providers. Job satisfaction among them is also an important part of ensuring high-quality care. This cross-sectional study, conducted among 105 healthcare providers in Dawei General Hospital, Dawei Township, Tanintharyi Region, 2023, to assess the job satisfaction among them by using the self-administered questionnaire. The factors related to job satisfaction were determined by Chi-square (or) Fisher's Exact test and also odds ratio was described. Among the respondents, mean (SD) age was 35.1 (11.4) years and most were female, single, specialist assistant surgeon and senior nurse, and had permanent residence in Dawei. Mean (SD) of the total service year was 11.7 (9.7) years and most (46.7%) entered the government service due to their own interest. Regarding their job satisfaction status, only (12.4%) were satisfied their job. There were statically significant association between job satisfaction and satisfaction on the extent of private/free time apart from working hours ($p < 0.001$), safe working environment ($p = 0.011$), duration of one duty shift (< 8 hours) ($p < 0.008$), opinion on duty roster ($p < 0.001$), parents/spouse, friends and relatives support to make work life easier ($p = 0.018$) and the interpersonal relationship with colleagues/co-workers at work ($p = 0.029$) respectively. According to odds ratio, the respondents who had satisfied on the extent of private/free time apart from working hours was 9.9 times odds of having job satisfaction than those who did not, who felt safe working environment was 5.1 times odds of having job satisfaction than those who felt not safe, whose duration of one duty shift (< 8 hours) was 10.2 times odds of having job satisfaction than those did not, who answered good for opinion on duty roster was 9.8 times odds of having job satisfaction than those who did not and who had good interpersonal relationship with colleagues/co-workers at work was 8.4 times odds of having job satisfaction than those who had not respectively. Therefore, improving the extent of private/free time, providing support for basic needs, getting support from supervisors and colleagues and creating the safe working environment may provide enjoyable working environment.