

**JOB SATISFACTION AMONG STAFF OF  
YANGON CITY DEVELOPMENT COMMITTEE,  
YANGON REGION**

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**M.B.,B.S**

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## ABSTRACT

The prevalence of job satisfaction among civil staff is an interesting research topic nowadays. In recent years, the trend and popularity of joining the civil service have changed. For Myanmar to become a developed country, civil service plays an important role which is main driving force behind the transformation of public sector institutions. The objective of this study was to assess job satisfaction among the government staff of Yangon City Development Committee (YCDC). A cross-sectional descriptive study using self-administered questionnaire was carried out from April to November 2022. The YCDC staff (officers and clerks) who had been in the civil service for at least 1 year participated in the study. There were 150 staff from five departments recruited for this study. All the statistical analyses were carried out with Stata version 16. The associations between participants' socio-demographic characteristics, work-related factors, social support level and the job satisfaction were determined by Chi-square test (or) Fisher's Exact test as appropriate. Based on the findings of this study, mean ( $\pm$ SD) age of the study participants was 43 ( $\pm$ 10.4) years and mean ( $\pm$ SD) monthly personal income was 209,697 ( $\pm$ 89295.6) Kyats. The overall job satisfaction status among government staff of YCDC was found to be 38.7% while a few 9.3% dissatisfied their job. The only department, the Public Relations and Information Department whose mean job satisfaction score was (146.2) which fell in the "satisfied" range. Bivariate analyses indicated that age ( $p=0.024$ ), father's occupation ( $p=0.034$ ), monthly personal income ( $p=0.046$ ), leisure time ( $p=0.001$ ), safe working environment ( $p<0.001$ ), career commitment on civil service ( $p<0.001$ ), opinion on false accusation about social media ( $p=0.003$ ), and adequate support ( $p=0.012$ ) were significantly associated with job satisfaction. Although 38.7% of the government staff of YCDC in this study satisfied their job, there was still a need to improve the satisfaction status. Enhancing strategic human resource management system might likely to increase job satisfaction of civil workforce in Myanmar together with adequate departmental support, salaries increment / adjustment and safety of working environment.