

Job satisfaction amongst employees of Sahara Medical College Narowal

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ABSTRACT

Aim: To conclude the aspects inducing job satisfaction amongst employees of Sahara Medical College Narowal, from August 2017 to October 2017.

Study Design: Descriptive Cross Sectional.

Setting and period of study: Sahara Medical College Narowal, from August 2017 to October 2017.

Methods: A Cross sectional descriptive appraisal conceded on a section of 50 participants calculated by using sample size calculator; were interviewed after taking verbal consent with a self-generated questionnaire via using non probability sampling method (convenience).

Results: These were generated by using SPSS version 20, in which among all seventy two percent participants were satisfied and twenty eight percent participants were not satisfied with their job. The work atmosphere, reduced remuneration, self-esteem and anxiety were explanation in favor of disappointment.

Conclusion: Individuals who work in a career that is professional and highly responsible tremendously tough and sometimes erratic can be predisposed to stance of improbability. Job satisfaction of health professional and allied staff is also an indispensable component of guarantee of sky-scraping excellence of health care.

Keywords: Employees, Job satisfaction, Medical College.

INTRODUCTION

Job satisfaction is a multifaceted phenomenon, therefore; it malicious these members sovereignty¹. It also refers that promotion; administrator pressure, in-service approach, edification, masculinity, oldness, and remuneration are entirely rudiments that conclude career contentment². According to a study carried out in Turkey concluded that there is involvement among the job satisfaction of health care³. Another South African study highlighted that commonly dissatisfaction among nurses established an inequality amongst equally vogueish sectors⁴. A study revealed about not satisfaction in such system⁵.

Profession contentment among medical pros is ever more being accepted. Stumpy occupation consummation canister consequence in augmented team throughput and nonattendance, that one upsets the competence of wellbeing services⁶.

Cross-sectional analysis done in India recommended that such significance make sure about health personnel enthusiasm⁷. According to another study conducted in QMC Bahawalpur, suggested nearby utmost of the medics thru diverse

credentials were not found pleased with owed not have of appropriate tune configuration & near to the ground salaries⁸.

The objective of the study was to conclude the aspects inducing job satisfaction amongst employees of Sahara Medical College Narowal.

METHODOLOGY

This descriptive Cross sectional study was carried out from August 2017 to October 2017 in the employees of Sahara Medical College Narowal. Fifty Employees of Sahara Medical College Narowal. Connivance sampling technique was used.

Inclusion criteria: Employees (professor to peon) of Sahara Medical College Narowal.

Exclusion criteria: All those who refuse to participate.

Data collection procedure: Fifty participants calculated by using sample size calculator; were interviewed after taking verbal consent with a self-generated questionnaire via using non probability sampling method (convenience).

Data Analysis: Data were uploaded, analyzed and interpreted by using SPSS version 20. Frequencies, graphs were used for showing the results.

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RESULTS

Our Study establishes that a mainstream of the staff were satisfied and their Socio-demographic characteristics were calculated statistically as age mean and standard deviation were 45 ± 7.3 . These were generated by using SPSS version 20, which concluded among all sample; seventy two percent participants were satisfied and twenty eight percent partaker were not satisfied with their job.

DISCUSSION

Our Study bring into being that a greater part of the respondents were happy in the midst of career description, qualified & maturity prospect they benefit throughout practiced existence. Evidences illustrate human resource can be improved and prove better-quality of work by only if the guidance and growth chances⁸.

Frustration proved reduced yield for the institutes. Various surveys carried out on same research proved augmented job security have main role in happiness¹⁰.

CONCLUSION

Individuals who work in a career that is professional and highly responsible tremendously tough and sometimes erratic can be predisposed to stance of improbability. Job satisfaction of health professional and allied staff is also an indispensable component of guarantee of sky-scraping excellence of health care.

Recommendation: Precedence should be given to improving interaction among administration and workforce. Human resources job be really premeditated to the intelligent quotient and emotional quotient to encompass importance.

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