



ORIGINAL RESEARCH PAPER

Management

A STUDY ON JOB SATISFACTION AMONG THE DOCTORS WORKING IN PRIVATE HOSPITALS IN CHITTOOR DISTRICT OF ANDHRA PRADESH IN INDIA.

KEY WORDS: Job satisfaction, Doctors, Private Hospitals.

Gokaraju Srinivasa Rao

Research Scholar, Department Of Management Studies, S. V. University, Tirupati – 517 501 (A.P.) India.

Prof. B. Suresh Rao*

Professor , Department Of Management Studies, S.V. University, Tirupati – 517 501 (A.P.) India. *Corresponding Author

ABSTRACT

Job satisfaction is determined by discrepancy between what one wants in a job and what one has in a job. The present study will help us to know the factors for job satisfaction among private hospitals of Chittoor District, Andhra Pradesh. Pre-tested structured questionnaire was administered to 142 doctors in private hospitals. Data was analyzed by using relevant statistical tests were applied.

1. INTRODUCTION:

Human Power is the backbone for the provision of quality health care for the population. Job satisfaction of doctors has an impact on positively on the quality health services and patients care. Job satisfaction is the function of perceived relationship between what one wants from one's job and what she / he gets there from (Locke, E.A., 1969). Dissatisfied not only give poor quality, less efficient care (Grol, R. et al., 1995). Large impact on the job satisfaction on the motivation of workers will improve the performance and increase the productivity (Aziri, B. 2011). There are a variety of factors that can influence a person's level of job satisfaction. Several studies compared factors affecting job satisfaction among health care workers in developed and developing countries (Roming B. et al. 2011). Human Resources are a vital component in delivering health services (Yami. A., et al. 2011). Unfortunately in our area, job satisfaction has not still received poor attention in the health field particularly in the private sector. In this position Job satisfaction among the doctors of Private hospitals in Chittoor District of Andhra Pradesh is studied with an aim and objective to understand the level of job satisfaction.

3. MATERIAL AND METHODS:

Present study is descriptive in nature conducted in private sector dispensaries in Chittoor district of Andhra Pradesh among doctors. Pre-tested structural questionnaire was administered to 142 doctors. Data was analyzed using relevant statistical tests were applied.

4. REVIEW OF LITERATURE:

According to Hackman and Oldham, when critical psychological states are experienced, Work motivation and Job satisfaction will be high. Job satisfaction can be affected by age, sex, marital status, designation, job tenure, academic qualification, professional qualification, training course, experience, etc.,. A difference in Job satisfaction on the basis of age is widely researched issue. Lee and Wilbur (1981) investigated the relationship of age to job satisfaction. Newby (1999) indicated that females were more satisfied than males. And also envisaged that, "Job satisfaction involves a delineation of those factors that an employee perceives to either foster a positive attitude about work or a negative attitude about work. Lee Mueller, and miller (1981) show sex differences in job satisfaction, women were found more satisfied with compare to men. Sathyajith, s and R. Haridas (2013) explained their studies the age, sex and experience are significantly related with job satisfaction.

5. Methodology:

5.1. Research Deign: Descriptive Research

5.2. Hypotheses:

The hypotheses set for the study are

Ho 1 – There is a significant relationship between job satisfaction and age

Ho 2 - There is a significant relationship between job satisfaction and There is a significant relationship between job satisfaction and sex

Ho 3 – There is a significant relationship between job satisfaction and experience

5.3. About the Sample

The size of the Sample: 142

Respondents: Doctors working in Private Hospitals

Type of Sampling technique: simple random sampling

Area: Chittoor district of Andhra Pradesh.

Major independent variables of the study: age, gender and experience.

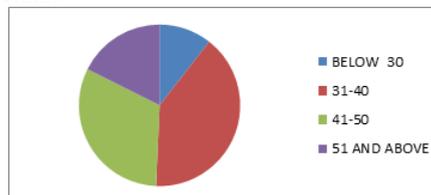
6.0. Data and Data Analysis:

6.1. AGE DISTRIBUTION OF RESPONDENTS

TABLE 6.1.1

AGE	FREQUENCY	PERCENTAGE
BELOW 30	15	10.56
31-40	57	40.14
41-50	45	31.69
51 AND ABOVE	25	17.61
	142	100.00

Graph 6.1.1.



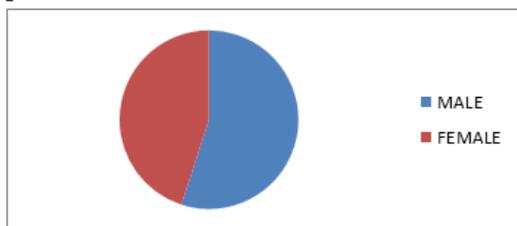
The graph related to age of the respondents is depicted with four clear segments to show the distribution of various age groups and their significance in the overall sample size.

6.2. GENDER DISTRIBUTION OF RESPONDENTS

Table 6.2.1.

GENDER	FREQUENCY	PERCENTAGE
MALE	78	55
FEMALE	64	45
	142	100.00

Graph 6.2.1.

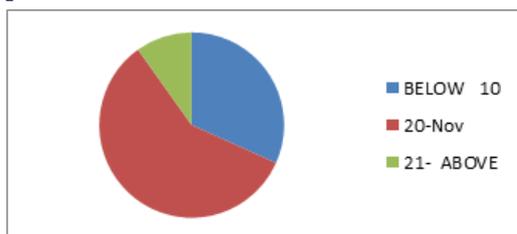


6.3. EXPERIENCE OF RESPONDENTS (YEARS)

Table 6.3.1.

EXPERIENCE(YEARS)	FREQUENCY	PERCENTAGE
BELOW 10	45	31.69
11-20	83	58.45
21- ABOVE	14	9.86
	142	100.00

Graph 6.3.1.



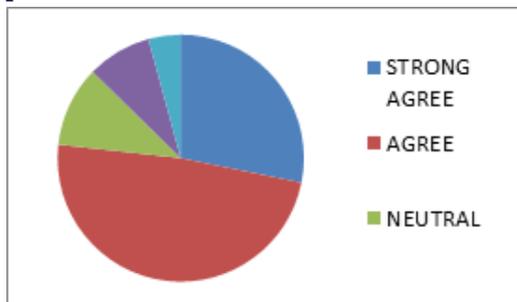
The graph 6.4.1.indicates the clear demarcation of three segments created based on the experience of the respondents.

6.4. LEVEL OF JOB SATISFACTION

Table 6.4.1.

LEVEL OF JOB SATISFACTION	FREQUENCY	PERCENTAGE
STRONG AGREE	40	28.17
AGREE	69	48.59
NEUTRAL	15	10.56
DIS-AGREE	12	8.45
STRONG AGREE	6	4.23
	142	100.00

Graph 6.4.1.



The graph 6.4.1.indicates the demarcation or participation of various types of job satisfaction levels of various respondents.

7. RESULT OF TEST OF HYPOTHESES

Table 7.1.1.

RELATIONSHIP	X2 VALUE	P-VALUE
JOBSATISFACTION AND AGE	18.54	0.0094
JOBSATISFACTION AND SEX	22.96	0.0042
JOBSATISFACTION AND EXPERIANCE	32.52	0.0001

at 5 % level of significance

8. RESULT AND DISCUSSION:

Table-1 shows the age-wise distribution of respondents. It reveals that the highest percentage of the doctors are at the age group of 31-40 years (40.14) followed by 41-50 years of

age group(31.69),51 and above (17.61) and below 30 (10.56).

Table -2 shows the gender wise classification of respondents. At a glance at it, it is apparent that the higher percentages of respondents are men (55) than the women (45) respondents. Now-a-days it is analogous to other professional employers.

Table -3 indicates the distribution of the respondents based on the experience. It shows that the highest percentage of the doctors fall under the category with the experience between 11 to 20 years (58.45), which is followed by the category with below 10 years (31.69) and 21 years above (9.86) respectively. Table -4 explains the level of job satisfaction among the respondents. It is observed that the percentage of Job satisfaction is considerably good in total with a percentage of 76.76 and later it is spread across as strongly agree (28.17) and agree (48.59) and followed by Neutral (10.56) Disagree (8.45) and strongly disagree (4.23). This data clearly shows the high level of Job satisfaction among doctors.

Chi-Square test has been used to test the hypotheses. It is evident from the Table -5 that there is a significant association among age, gender and experience of the doctors.

9. CONCLUSION:

It is observed from the study larger numbers of doctors working in private hospitals are strongly satisfied with their jobs and independent factors age, gender and experience have significant relationship with Job satisfaction. It is well known fact that, the Doctors Job satisfaction directly increases the quality of health care to the patients in any hospitals. In other words the Doctors job satisfaction is directly proportional to Doctor's ability to extend the services to the patients. After this study it is easy for the administration or top management to develop strategies and policies to improve the Job satisfaction of Doctors based on the studied factors.

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