



In this section we will provide outstanding researches done by undergraduate students in various health-related fields, student researchers are welcomed to send their masterpiece (after obtaining permission from their supervisors and/or institutes) into the following e-mail: yousifosman@yahoo.com

Factors Influencing Medical Doctors Satisfaction in Khartoum Teaching Hospital 2008 (Abstract)

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BACKGROUND

Job satisfaction is a pleasurable emotional state resulting from the appraisal of one's job; and an attitude towards one's job, therefore the happier people are within their job, the more satisfied they are said to be.

RATIONALE & PURPOSE OF THE STUDY

Doctor's satisfaction decreased dramatically over the past years, they are overworked and often losing sight on their career goals and personal ambition. The resulting frustration, restlessness, and exhaustion, affects the quality of patients care and behaviour towards co-workers, increases the rate of mistakes and negligence problems, and increases the incidence of both internal and external brain drain....

OBJECTIVES

GENERAL OBJECTIVE:

To assess factors influencing job satisfaction among Medical doctors in Khartoum Teaching Hospital, in the period from July to October 2008.

SPECIFIC OBJECTIVES:

- 1- To identify the impact of the health system environment on the quality of the doctor's work.
- 2- To identify the influence of the relationship between the medical doctors, their supervisors and co workers on the autonomy and quality of work.
- 3- To identify the effect of low wages, low incentives and late promotions on medical doctor's satisfaction.
- 4- To identify the effect of high work load and long working hours on medical doctors life balance, and psychology.

METHODOLOGY

A cross sectional survey done for 205 respondents, including house officers, medical officers, registrars and consultants, using standardized structured questionnaire. Permission from the hospital authority and personal consent from respondents were obtained.

Medical doctors were assessed for their satisfaction with the working environment, working relations (mainly the personal, with bosses, colleagues, and nurses), wages, time and work load, employment chances, incentives and promotions, via a scoring system. Then each item was compared with overall satisfaction questions, and linear regression was used to model the main predictors of satisfaction.

RESULTS

Medical doctors reported low satisfaction percentages in all of the above mentioned items:

- working environment 1%, working relations (personal interest in work 60%- with bosses 40% and colleagues 10%- with nurses 10%-lab tech 10% and pharmacists 40%), wages 1%, time and work load 4%, employment 3%, promotions and incentives <1%.
- Regarding the overall satisfaction 92% of medical doctors were dissatisfied, satisfaction was <7% only (Figure1).
- The main predictors of satisfaction among medical doctors were assessed according to the linear regression analysis, which were in the following order: Time load and working hours (main one), then Wages, Incentives and promotions, Environment of the work, and Relation with nurses (Figure2).

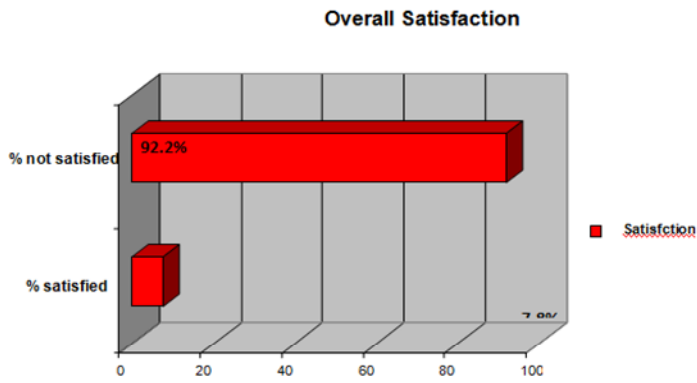


Figure 1: The overall satisfaction of medical doctors in Khartoum teaching hospital.

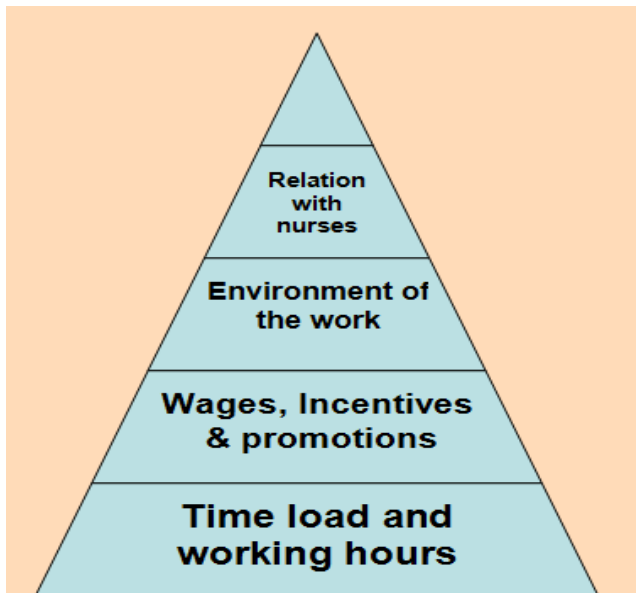


Figure 2: The main predictors of satisfaction of medical doctors in Khartoum teaching hospital

DISCUSSION:

This medical doctor's survey revealed that doctors are struggling with work-life balance and are very dissatisfied with their career. Working environment, control over schedule and work hours, wages, incentives and promotions and nurses' performance are important predictors of their satisfaction.

All these factors should be taken in consideration so as to improve the overall health system outcomes.

RECOMMENDATIONS:

- 1-Working environment should be adjusted properly to suit the doctor's comfort and satisfaction so as to perform with a high quality...this would include: proper, advanced tools and investigations, comfortable working & resting places.
- 2-There should be a well trained nursing staff co-operating with medical doctors, so as to provide good services to the patients.
- 3-Adequate wages and incentives (material and financial) should be provided for the medical doctors.
- 4-Workload could be reduced through establishing an appointment system and adopting a one shift system.

ACKNOWLEDGEMENT

I dedicate my study to ...
 To my darling father...
 To my dear mother...
 To my elder sister who inspired me...
 To Community Medicine Department...
 And to my beloved Country....