

Research Report on Job Satisfaction Among Permanent Health Workers at Primary Level Health Institutions in Myagdi district

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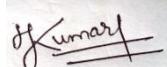
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DECLARATION

To the best of my knowledge and belief I declare that this research report entitled **Job Satisfaction Among Permanent Health Workers at Primary Level Health Institutions in Myagdi district** is the result of my own research and contains no material previously published by any other person except where due acknowledgement has been made. This report contains no material, which has been accepted for the award of any other degree or diploma in any university.

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SUMMARY

Job satisfaction or dissatisfaction is an emotional response to a value judgement by an individual worker. The intensity of these response depends on the importance of the values. Low performance, withdrawal (absenteeism, turnover etc.), strike etc. are some actions employees take against job dissatisfaction. There are very few studies about job satisfaction among health workers have been conducted. The findings vary from one-quarter to three-quarters of dissatisfied health workers. The objective of this cross-sectional descriptive study was to measure current the job satisfaction and that before employee adjustment of primary level permanent health care workers in Myagdi district and measure correlation of job satisfaction with some sociodemographic and work-related factors. The study site was Myagdi district and study population was permanent health workers working at primary level health care institutions. Total 48 responses were collected. A web based Self-administered questionnaire form having three sections was used. The first section collected data about sociodemographic and work-related factors and the other two sections measured current job satisfaction and that of before employee adjustment. Job satisfaction survey tool developed by Paul E. Spector will be used to measure job satisfaction. Forty four (43.8%) of permanent health workers are satisfied with their job while 12.5% are dissatisfied and 43.8% are ambivalent. The mean score of satisfaction is 138.56 with a standard deviation of 21.12. There was significant difference was in mean score of overall satisfaction before and after employee adjustment [$t(47) = -2.414$, $P=0.020$]. The difference was also seen significant across sub-domains promotion and operating conditions. No association of current job satisfaction score was seen with sex, ethnicity, marital status, work experience, educational qualification, alternative source of income, time taken to reach workplace, mode of transportation used breaktime taken during office and working local level before employee adjustment. There was low positive correlation was found between age and current job satisfaction score ($r=0.344$) whereas weak negative correlation was found between distance of workplace from family residence and current job satisfaction score ($r=-0.291$). The study does not conclude the difference in job satisfaction before and after employee adjustment is due to employee adjustment and it does not consider work and non-work-related factors such as community fit, security, trainings, infrastructure etc. during measurement of job satisfaction.

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LIST OF ABBREVIATIONS

AHW	Auxiliary Health Worker
ANM	Auxiliary Nurse Midwifery
BHSC	Basic Health Service Centre
CDPH	Central Department of Public Health
HA	Health Assistant
HoD	Head of Department
HP	Health Post
JSS	Job Satisfaction Survey
MCH	Maternal and Child Health
MCH	Maternal and Child Health
PCL	Proficiency Certificate Level
PHCC	Primary Health Care Centre
PHI	Public Health Inspector
PHO	Public Health Officer
SN	Staff Nurse
Sr. AHW	Senior Auxiliary Health Worker
Sr. ANM	Senior Auxiliary Nurse Midwifery
UHC	Urban Health Clinic
UHPC	Urban Health Promotion Centre
VHW	Village Health Worker

1. Introduction

1.1 Introduction of Job Satisfaction

The term “job” has not yet been defined in a way applicable to all. Thus despite its wide usage, there has not been a general agreement regarding what job satisfaction is.(1) Many psychological and behavioral scientists have defined job satisfaction in many ways. Hoppock (1935) defined job satisfaction as any combination of psychological, physiological, and environmental circumstances that cause a person truthfully to say I am satisfied with my job.(1-3) Vroom (1964) defined job satisfaction as “positive feedback from the individuals towards their jobs which they are doing in present”.(1, 3) However, the definition of EA Locke is the most used definition of job satisfaction in organizational researches.(4) Locke (1967) defined job satisfaction as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences”.

Andrew (1988) summarized job satisfaction as “the amount of pleasure or contentment associated with a job”.(2) According to Paul E Spector (1997), job satisfaction is related with how people feel about their job and its various aspects. According to this definition, it is a general or global affective reaction that individual goal about their job. (1,2) Observation of Hulin and Judge (2003) concluded that job satisfaction includes multi-dimensional psychological responses to one’s job which have cognitive, affective, and behavioral components (4).

However, all of these definitions of job satisfaction explain it as a subjective attitude and feeling which is influenced by many intrinsic and extrinsic factors. In a same given condition, the satisfaction level of different individuals may differ.

1.2 Theories of Job Satisfaction

Various theories explain job satisfaction and its influencing factors. These theories provide a basis for the measurement of job satisfaction. Job satisfaction theories can be broadly classified into content and process theory. Content theories (e.g.: Maslow’s hierarchy of needs, Herzberg’s two-factor theory, etc.) are concerned with identifying the needs and drives that people have and these needs and drives are practiced. Whereas

process theories (e.g.: Equity theory, Vroom's expectancy theory) attempt to trace the process involved in the development of different motivations. These theories explain the employee motivation from the initial energization of behavior through the selection of behavioral alternatives, to the actual effort (3). Below explained are a few theories relevant to job satisfaction.

Maslow's Hierarchy of Needs (1943)

Although there are many criticisms of this theory it is still used to understand human and employee behavior in the workplace. It is based on the conceptualization that people are driven by their unsatisfied needs (2). Maslow categorized human needs into five orderly classes. Physiological needs are kept at the lowest class followed by Safety and security, belonging and love, esteem, and finally self-actualization needs. Maslow suggests that people struggle to achieve their needs one after another from the lower to the upper class. The lower need must be satisfied before moving upward. Individuals expect their job to allow attainment of the higher level of needs. Higher the allowance, the higher the satisfaction. (2, 3)

Herzberg's Two Factor Theory (1959)

This theory is also known as "Motivation and Hygiene Theory". According to this theory, there are certain factors at the job which cause satisfaction and certain factors that cause dissatisfaction. Factors causing satisfaction are called motivation whereas factors causing dissatisfaction are called hygiene factors. Motivation and hygiene factors are different. The absence of motivation factor may not necessarily cause dissatisfaction and the absence of hygiene factors may not necessarily cause satisfaction. (2,3,5,6)

The Equity Theory (1963)

This theory, proposed by James Stacy Adams describes that the degree of equity or inequity perceived by an employee in reference to his/her work situation plays a key part in work performance and satisfaction. Employees tend to compare their input to and output gained by their job. If the perception of the comparison is negative (i.e., input is greater than output) dissatisfaction exists (2). Equity does not depend on own input and output of an employee alone. It also depends on the comparison of own input-

to-output ratio with that of others. If such comparison creates a perception of inequity, this causes some form of tension and employee react in a way to reduce tension within them. (5)

Vroom's Expectancy Theory (1964)

This theory states that the strength of tendency of any employee to act in a specific way is determined by the expected outcome of the act and the attractiveness of the employee towards the expected outcome. This theory says that employees can be motivated to perform better if there is belief that better performance will give better individual outcomes (3). If employees receive less than they have expected, dissatisfaction occurs. Similarly, if they receive more than they perceive they deserve, guilt exists leading to dissatisfaction (2).

Job Characteristics Model (1975)

This is introduced by Hackman and Oldham. This states that there are five core job characteristics. Those are job skill variety, task identity, task significance, autonomy, and feedback. These impact three critical psychological states; experienced meaningfulness, experienced responsibility for outcomes, and knowledge of the actual results in turn influence work outcomes. (2) The core characteristics do not affect all employees in the same way. They affect more those in growth-need strength. (5)

1.3 Federalism and Employee Adjustment

Nepal has been a federal democratic republican state since 2065 BS. The current Federal Constitution was promulgated in 2072 BS. Nepal has now been divided into seven provinces and 753 local bodies. (7) Each province has its separate government with a single central government at the federal level. Locally elected representatives form a local level government. At the local level, the locally elected representatives are allowed to perform each of the following three functions: executive, legislative, and judiciary. According the Local Governance Act 2074, the power of mobilization and career development of employee adjusted at local level is provided to local bodies. (8)

In 2074, the Government started employee adjustment process to distribute employees in three layers of government. The government offered promotion and added salary

grades to the employee being adjusted at province and local levels. (9) In the context of health service, only added salary grade was offered. The health system was reconstructed. The function of District Public/health Office was restrained. Organogram at local level health service delivery centers was changed. Decision making developed at all of the three layers of governments.

The employee adjustment process has not been completed till the day this proposal was written.

1.4 Statement of Problem

The situation in other social sectors

Most of the research about job satisfaction in social sectors was carried out in the academic and banking sectors. In a survey among teachers in higher secondary schools in different cities of Nepal 57% of respondents scored higher than the mean scale value indicating higher job satisfaction level while rest of the respondents scored below mean scale value.(10) A study among civil service employee in Nepal using Asha Job Satisfaction Scale (AJSS) concluded average level of job satisfaction having mean score of 25.2 out of 50 and standard deviation of 5.158 indicating high variation.(11) A study among bank employee in Kathmandu, Lalitpur and Bhaktapur district showed average score of satisfaction 5.76 out of full score 9.(12)

The situation among health workers

There are only few researches that have been published on job satisfaction of social sector government employee and much fewer on that of government health sector employee. A cross sectional survey at Tilganga Eye Centre, Kathmandu (currently called Tilganga Institute of Ophthalmology) concluded a 24% were not satisfied with their job.(13) A mix method cross sectional study conducted among health workers at primary health facilities in Jhapa district. This study concluded 22.5% of respondents were dissatisfied and 1.3% were very dissatisfied with their job.(14) Similar study conducted after federalism in Banke district found complete opposite result. It concluded 76.3% of public health workers were dissatisfied with health structure after federalism. However, readiness to change was positive for half of the respondents.(15) A health facility based cross sectional study conducted at all Health Posts and Primary

Health Care Centers in Kaski district excluding newly recruited workers and Medical Officers found two third (66%) of respondents were satisfied while one third (34%) were dissatisfied with their job conditions.(16) Recent cross sectional descriptive study among nurses at Manipal Teaching Hospital, Pokhara found satisfied and dissatisfied nurses in almost equal proportion; 50.4% and 49.6% respectively.

Consequences

Job satisfaction or dissatisfaction is an emotional response to a value judgement by an individual worker. The intensity of these response depends on the importance of the values. Low performance, withdrawal (absenteeism, turnover etc.), strike etc. are some actions employee take against job dissatisfaction. (17) It is related to an impressive array of workplace behavior which include workplace attendance, turnover intention, decision to retire, psychological withdrawal behavior, pro-union representation votes, pre-vote unionization activity, job performance and workplace incivility. However, the correlation often ranges between +0.15 to +0.35. Few researches have also found the correlation between general job attitude (comprised of job satisfaction and organizational commitment) and individual effectiveness (comprised of broad set of workplace behaviors including focal performance, contextual performance, lateness, absenteeism, and turnover) much stronger than those typically reported. (4)

1.5 Rationale of the study

There are very few studies have been conducted on job satisfaction level of government employee in Nepal and much fewer among primary level government health worker. Much fewer have been done to assess the change in job satisfaction level of same population before and after employee adjustment. However, very few research on job satisfaction among primary level health workers have used standard job satisfaction measuring tool. The conducted researches show varying results. This research will aid on more specific picture of job satisfaction by measuring it through different facets.

As stated above, research on change in job satisfaction of government health workers before and after employee adjustment is hard to find. This research will provide a baseline information on the extent in general job satisfaction and change in its different facets before and after employee adjustment. However, this research will not establish

relationship between employee adjustment and job satisfaction of government health workers.

Since it will measure job satisfaction through different facets, it will provide a picture of which facet drags and which promotes the satisfaction level. It will help to understand which factor is to be worked on to increase the satisfaction level of employee.

1.6 Objective of the study

General objective

To measure job satisfaction of primary level government health workers currently working in primary level health institutions in Myagdi district before and after employee adjustment.

Specific objectives

1. To measure current general and faceted job satisfaction of the study population.
2. To measure general and faceted job satisfaction level of the study population before employee adjustment.
3. To determine correlation between sociodemographic and other factors with job satisfaction.

1.7 Research questions

1. What is the level of general and faceted job satisfaction of permanent government health workers of Myagdi district?
2. Is there any relationship between different factors like age, sex, alternative income source etc. with current job satisfaction?
3. Is there any significant change in job satisfaction of an employee before and after employee adjustment?

2. Literature Review

2.1 Literature search methodology

The major objective of literature review was to get concepts on job satisfaction, its impact, and its associated demographic and work-related factors. Articles were searched on Google scholar, PubMed and ResearchGate. Key words used were "Job satisfaction", "Health worker", "Nepal", "Effect of job satisfaction", "associated factors with job satisfaction" and "Employee adjustment and job satisfaction".

More than thousands search results were shown out of which a very few relevant literatures were reviewed. The relevancy of the literature with this research was decided on the basis of topic of those literatures.

2.2 Review of previous literatures

Literatures related to the definition and concept of job satisfaction explain it as a subjective attitude and feeling which is influenced by many intrinsic and extrinsic factors. In a same given condition, the satisfaction level of different individuals may differ.

There are theories that explains the effect of job satisfaction/dissatisfaction over performance and productivity of employee. However, there are weak correlations seen between these two. (18) Individuals take action in response of job dissatisfaction. Which alternative action individual takes depends on individuals. The chosen action may have implication over individuals life satisfaction, mental health and physical well-being. (1)

Research done in civil service employee in Nepal concluded that the employees are averagely satisfied with their job (mean score 25.20, full score 50). The satisfaction was very low with salary and facilities (mean score 3.71, full score 10). The standard deviation was found to be 5.158 indicating high variation in level of satisfaction.(12) A study among bank employee on factors influencing job satisfaction found that there is significant positive relation between job satisfaction and working environment,

cooperation among employee, training and promotion, and salary. Salary has highest Karl Pearson's correlation coefficient at 0.01 level of significance (0.700) and cooperation among employees has the lowest (0.539) among stated four factors.(13) Research among university faculties concluded that there is influence of Designation, service year, education, and service type over job satisfaction whereas gender and age do not have any influence.(19) Higher age, period of employment, career development and financial motivations were determining factors of job satisfaction in a research performed among primary level health workers in Nepal. While sex, ethnicity, professional category, educational qualification, position, type of health facility, working in home district and alternate source of income were not significantly associated with job satisfaction.(15) Another research among health workers shows sex and experience are significant with job satisfaction whereas age is insignificant.(16)

2.3 Gaps in literature

Plenty of research articles related to job satisfaction and its influencing factors can be found. But there is very few research done on job satisfaction of primary level health workers in Nepal. Some research shows association of demographic factors like age, sex, education with job satisfaction while others found these do not have significant association. No research was found on the difference in job satisfaction of employee before and after employee adjustment.

3. Methodology

3.1 Research Method

The research is of quantitative nature. It is a cross-sectional descriptive study. Few causal analyses are also performed.

3.2 Study population

The study population was the permanent government health workers currently working at primary level health institutions of Myagdi district. For this research purpose, health workers did not include office assistants and sweepers working at above mentioned institutions. In this research, primary level health institutions include Primary Health Care Centre (PHCC), Health posts (HP), Basic Health Service Centre (BHSC), Urban Health Centre (UHC), Maternal and Child Health (MCH) Clinic and Urban Health Promotion Centre (UHPC). There are 1 PHCC, 39 HPs, 8 BHSCs, 3 UHCs, 27 CHUs in Myagdi district.

There are estimated 88 permanent government health workers working at primary level health institutions in Myagdi district.

3.3 Study area

The research was conducted in Myagdi district among Permanent Health Workers of Primary Level Health Institutions. The district is home to a mix of ethnic communities including Magar, Gurung, and Thakali, each with distinct cultural practices that influence health behaviors and healthcare utilization. Permanent health workers in Myagdi play a crucial role in delivering healthcare services, especially in remote and hard-to-reach areas. They are often the first point of contact for medical care and are responsible for a wide range of services from preventive care to emergency response. Myagdi district offers a compelling study area for research on permanent health workers due to its unique geographic, demographic, and health-related characteristics. The district's diverse challenges and opportunities make it an ideal setting to understand

the critical roles and impacts of permanent health workers in improving public health outcomes.

3.4 Sample size

Sample size was calculated assuming the proportion of satisfied and dissatisfied health workers be 50%. The confidence interval was kept 95% ($Z=1.96$) and allowable error(e) was kept 0.1.

Since the study population size is finite, sample will be calculated using formula for finite population. 20% non-response rate was added to estimated sample size. But once the number of completed response forms reached adequate sample size, the filling of forms was closed.

Estimation of sample size

We used 95% confidence limit ($Z=1.96$), allowable error (e)=0.1, proportion of satisfied health workers 50% ($p=0.5$) and that of dissatisfied health workers 50% ($q=0.5$). The estimated study population size (N) based on preliminary information is 88.

Therefore, the sample size will be,

$$\text{Sample for infinite population } (n') = z^2 pq / e^2$$

Putting values in above formula, we will get sample size for infinite population, i.e., 96.04.

$$\text{Now, sample size for finite population } (n) = n' / (1 + n' / N)$$

Where n' is sample size calculated for infinite population and N is size of study population.

Putting values into above formula, we will get minimum sample size of 48.

3.5 Inclusion and exclusion criteria

Inclusion criteria

All permanent health workers currently working at primary level health institutions in Myagdi district were eligible to be included in the study. In this research, primary level health institutions include PHCC, HP, BHSC, UHC, MCH Clinic and UHPC. They must have work experience of at least a year before employee adjustment.

Exclusion criteria

Few definitions include healthcare waste handlers and office assistants in the group of healthcare workers. However, healthcare waste handlers and office assistants working at primary level health institutions were excluded. Health workers who were working temporarily or on contract basis were not eligible for the study. Health workers working at health section of municipalities of Myagdi district were also excluded.

3.6 Study variable

This study was intended to measure general and faceted job satisfaction of participants before and after employee adjustment as well as causal relationship of different socio-demographic and other factors and job satisfaction. The few dependent variable were measured for both before and after employee adjustment. Below is the list of variables that were measured in this study:

Independent variable

- Age
- Sex
- Ethnicity
- Marital Status
- Educational qualification
- Working post
- Years of experience
- Alternative sources of income
- Breaktime
- Time taken to get to work

- Transportation to get to work
- Distance from family residence to work
- Working municipality of participants one year before employee adjustment

Measurement of Job satisfaction

Job satisfaction will be measured through 9 facets. Those are:

- Pay
- Promotion
- Fringe benefits
- Performance based rewards
- Operating procedures
- Co-workers
- Supervision
- Nature of work
- Communication

3.7 Time and duration of the study

The data collection was done from Asadh 15 to Asadh 25. The study process was finished within 45 days.

3.8 Tools of data collection

The tool used was a structured self-administered tool. A researcher designed tool was used to measure socio-demographic variables. This tool was formulated in Nepali language. Job Satisfaction Survey-I (JSS-I) questionnaire made by Paul E. Spector was used to measure job satisfaction before and after employee adjustment.

Job Satisfaction Survey-I (JSS-I)

It is a six-point Likert's scale questionnaire. It has 6 point agree-disagree response choices. It has 36 six items, 4 items for each of the 9 facets of job satisfaction. Out of 36 items, few are negatively worded. These items reduce chances of response bias. While scoring, scores for negatively worded items are reversed. Similarly, items related

to a specific facet has not been kept subsequently. There are no neutral points which eliminates response bias due to neutral responding.

For each item, score 1-3 represents dissatisfaction, 4-6 represent satisfaction and >3-<4 is ambivalent. For overall questionnaire the possible scores range from 36 to 216. The ranges are 36 to 108 for dissatisfaction, 144 to 216 for satisfaction, and between 109 and 143 for ambivalent.

Translation of JSS tool

There is Nepali translated version of JSS-I already available at official website of Paul E. Spector. The translation has been done by Rekha Timalsina in 2017 and has already been used for her research. However, the research was among university nursing faculties, few minor alterations in words (such as campus will be changed to health institution etc.) will be done to match the participant's working area.

3.9 Technique of data collection

A web-based questionnaire was formed using google form. The questionnaire was sent to target population through mail, whatsapp, viber, messenger and other messaging platform. The form was closed once the response reached adequate sample size.

3.10 Data management

Analysis procedures was done using MS excel 2019 and/ or IBM SPSS statistics 26.

3.11 Biases

Although the tool has been structured in a way to reduce response bias, there is still some chance. The current satisfaction level of respondents may affect the responses about past satisfaction level. And since the response could only be collected from health workers who are able to fill google form and have internet literacy, this may induce bias in generalizing the result.

3.12 Limitations of the study

The tool does not consider non work factor affecting satisfaction in Nepalese context Such as Community fit, living environment, supportive family environment, sleeping quarters during night duty, personal security, distance to home which are seen to affect satisfaction.

The study does not consider satisfaction of other human resource for health such as office assistants, healthcare waste handlers, employee working at primary level health institutions on contract basis who might influence health outcomes.

Difference in satisfaction level of participants before and after employee adjustment but it cannot conclude the difference is due to structural changes after federalism or employee adjustment process.

3.13 Ethical considerations

There is no risk of any biological harm to the participants because of this research. Information about the purpose and methodology of the research was given to each participant before obtaining any data from them. Unnecessary data was not obtained. The identity of participants was not disclosed. The data obtained was used for this research purpose only. Participants were fully allowed to withdraw at any moment during data collection.

3.14 Informed consent

An informed consent form was prepared and displayed at first. It will contain information about researcher and the research. It contained statements to assure participants about anonymity of their information and information that they can withdraw at any point during data collection. It had buttons to proceed/ Do not proceed at the bottom.

4. Findings

Total 48 responses were collected.

4.1 Respondent's characteristics

Sociodemographic characteristics

Out of 48 responses, 31 (64.6%) were female and 17 (35.4%) were male. Majority of respondents were Brahman/Chhetri (47.9%) followed by Janajati 41.7%, 4.2% Madheshi and other castes, and 2.1% Dalit. Forty-one respondents were married, 5 were unmarried and one each of divorced and widow/widower. Most of the respondents (68.8%) did not have any alternate source of income. The table below shows sex, ethnicity, marital status and alternate source of income of respondents.

Table 1: Sociodemographic characteristics of respondents

Characteristics		n= 48	
		No. of employee	Percentage
Sex	Female	31	64.6
	Male	17	35.4
	Other	0	0
Ethnicity	Dalit	1	2.1
	Janjati	20	41.7
	Madheshi	2	4.2
	Muslim	0	0
	Brahman/Chhetri	23	47.9
Marital Status	Other	2	4.2
	Unmarried	5	10.4
	Married	41	85.4
	Divorced	1	2.1
Alternate source of income	Widow/Widower	1	2.1
	Other	0	0
	Yes	15	31.3
	No	33	68.8

Educational qualification of respondents

Respondents were asked to fill their perception about their educational qualification in comparison to their working post. The choices were their educational qualification being less than required by the post, more than required by the post and equal to requirement of the post. To which, about three quarter of respondents (72.9%) felt their educational qualification was as required by the post, 25% of respondents felt it being more than required by the post and one respondent felt being less qualified than required by the post.

Table 2: Educational qualification of respondents

Characteristics		No. of employee	Percentage
Qualification with respect to working post	More than required by the post	12	25
	As required by the post	35	72.9
	Less than required by the post	1	2.1

Working post

There were only a few respondents who have not been upgraded. Majority of respondents have already been upgraded at least once. Most of the respondents were Sr. AHW and Sr. ANM.

Table 3: Working post and level of respondents

Working post	Working level					n=48
	4th	5th	6th	7th	Total	
AHW	1 (2.1%)	0	0	0	1(2.1%)	
ANM	1(2.1%)	0	0	0	1(2.1%)	
PHI	0	0	6 (12.5%)	0	6 (12.5%)	
PHO	0	0		2 (4.2%)	2 (4.2%)	
SN	0	1 (2.1%)	0	0	1 (2.1%)	
Sr. AHW	0	17(35.4%)	4 (8.3%)	0	21 (43.8%)	
Sr. ANM	0	12 (25%)	4 (8.3%)	0	16 (33.3%)	
Total	2 (4.2%)	30 (62.5%)	14 (29.2%)	2 (4.2%)	48 (100.0%)	

Work related factors

The median age of respondents was 36 years while the average age was 37.92 (SD=8.79) years. The youngest respondent was 24 years old whereas the eldest was 58 years old. Average years of experience was found to be 12.60 years. In average, it took 20 minutes for the respondents to reach their workplace. The table below summarizes statistics of various work-related factors.

Table 4: Statistics of work-related factors

	n=48			
	Min.	Max.	Mean	Std. Deviation
Completed age of participants (years)	24	58	37.92	8.79
Years of experience as permanently appointed health worker	6	29	12.60	7.86
Time taken to reach office stated in minutes	0	60	19.81	18.33
Distance of office from family residence in KM	0	500	42.16	95.05
Period of lunchtime in minutes	0	60	25.94	9.6

Vehicle used to reach at workplace

Most of the respondents (79.2%) used to walk to their workplace from their residence, 14.2% (7) used private vehicles whereas 6.3% (3) respondents used public vehicle.

Working municipality before employee adjustment

Eighty-one percentage of respondents were working in same municipality before and after employee adjustment, 18.8% used to work at a different municipality before employee adjustment.

4.2 Findings on job satisfaction

The scale measured job satisfaction through 9 different subdomains: pay, promotion, supervision, fringe benefits, contingent rewards, operating condition, coworker, nature of work, and communication. The possible scores for each sub-domain are 4-24 and that for overall satisfaction is 36-216. For overall satisfaction, the score 36 to 108 represents dissatisfied, 109 to 143 is ambivalent and 144 to 216 represented satisfied. For each domain, the score 4 to 12 is classified as dissatisfied, 13-15 as ambivalent and 16-24 as satisfied.

Current job satisfaction

Out of all respondents, 12.5% were dissatisfied with their job. The ambivalent and satisfied categories consisted 43.8% each. The mean satisfaction score was found to be 138.56 (SD= 21.12) with score ranging from 93 to 174. The median score was found to be 140.5 and mode was 128. The table below shows the values of mean, median, mode, SD, minimum and maximum value for each domain of current job satisfaction.

Table 5: Score of total job satisfaction and through different domains

	Mean	Median	Mode	SD	Max.	Min.	n=48
Pay	14	14	14	4	20	5	
Promotion	15	15	17	4	24	4	
Supervision	14	15	15	5	23	4	
Fringe benefits	13	14	14	4	20	4	
Contingent rewards	12	12	15	5	24	4	
Operating conditions	11	11	11	3	20	5	
Co-workers	19	20	21	4	24	8	
Nature of work	21	21	23	3	24	12	
Communication	18	19	19	3	23	9	
Total satisfaction score	138.56	140.5	128	21.12	93	174	

On the basis of the score obtained by the respondents for each sub-domain and overall satisfaction, the respondents were classified as satisfied, dissatisfied and ambivalent. The table below percentage of satisfied, dissatisfied and ambivalent respondents for each sub domain.

Table 6: percentage of satisfied, dissatisfied and ambivalent employees for each domain

	Dissatisfied		Ambivalent		Satisfied		n=48
	Frequency	%	Frequency	%	Frequency	%	
Pay	15	31.3%	15	31.3%	18	37.5%	
Promotion	15	31.3%	11	22.9%	22	45.8%	
Supervision	16	33.3%	12	25.0%	20	41.7%	
Fringe benefits	19	39.6%	15	31.3%	14	29.2%	
Contingent rewards	25	52.1%	14	29.2%	9	18.8%	
Operating conditions	37	77.1%	7	14.6%	4	8.3%	
Co-workers	4	8.3%	4	8.3%	40	83.3%	
Nature of work	1	2.1%	1	2.1%	46	95.8%	

	Dissatisfied		Ambivalent		Satisfied	
	Frequency	%	Frequency	%	Frequency	%
Communication	3	6.3%	6	12.5%	39	81.3%

Skewness of current job satisfaction scores

The skewness of current job satisfaction score was found to be -0.444 with a standard deviation of 0.343. Since skewness between -0.5 to +0.5 is considered as approximately normal, further tests are run assuming its normal distribution.

Current job satisfaction score in different group of respondents

The table below shows the mean, SD, minimum and maximum job satisfaction score of different groups of individuals

Table 7: Current job satisfaction scores among different groups of individuals

n=48

Variable	Categories	Mean	SD	Min..	Max.
Sex	Female	138.13	20.759	93	173
	Male	139.35	22.394	96	174
Marital Status	Unmarried	128.00	18.748	99	146
	Married	139.27	21.614	93	174
Educational	Divorced	153.00	*	153	153
	Widow/Widower	148.00	*	148	148
Qualification	Less than required by the post	173.00	*	173	173
Working level	As required by the post	140.29	20.825	93	174
	More than required by the post	130.67	19.504	98	158
Transportation to work	4 th	102.50	6.364	98	107
	5 th	143.00	19.926	93	174
	6 th	136.00	20.422	96	160
	7 th	126.00	19.799	112	140
Alternative source of income	Walking	139.89	21.693	96	174
	Personal vehicle	129.00	20.728	93	159
	Public vehicle	144.00	9.539	135	154
Yes	Yes	139.80	19.979	96	173
	No	138.00	21.899	93	174

Variable	Categories	Mean	SD	Min..	Max.
Working municipality before employee adjustment	Same local level	138.69	19.251	96	174
	Different local level	138.00	29.330	93	173

*SD cannot be calculated.

Job satisfaction before employee adjustment

Out of all respondents, 6.3% were dissatisfied with their job. The ambivalent category consisted 35.4% and satisfied categories consisted 58.3% of respondents. The mean satisfaction score was found to be 146.1 (SD= 24.7) with score ranging from 78 to 193. Both median and mode were 148. The table below shows the values of mean, median, mode, SD, minimum and maximum value for each domain of job satisfaction before employee adjustment.

Table 8: Score of total job satisfaction before employee adjustment and through different domains

	Mean	SD	Median	Mode	Min.	Max.	n=48
Pay	14.5	3.9	14.5	14	5	23	
Promotion	16.1	3.8	16.0	16	9	24	
Supervision	15.5	5.0	16.0	13 ^a	4	24	
Fringe benefits	14.2	4.3	14.0	14	5	22	
Contingent rewards	13.3	4.5	13.0	12 ^a	4	24	
Operating conditions	12.9	3.0	13.0	14	5	19	
Co-workers	19.2	4.0	20.0	19 ^a	6	24	
Nature of work	20.6	3.0	20.0	24	13	24	
Communication	18.5	4.9	19.0	24	4	24	
Old job Satisfaction Score	146.1	24.7	148.0	148	78	193	

a. Multiple modes exist. The smallest value is shown

The sub domains were further categorized into dissatisfied, satisfied and ambivalent. The table below contains the frequency and percentage of each category through each sub-domain.

Table 9: percentage of satisfied, dissatisfied and ambivalent employees for each domain

n=48

	Dissatisfied		Ambivalent		Satisfied	
	Count	%	Count	%	Count	%
Pay	11	22.9%	20	41.7%	17	35.4%
Promotion	8	16.7%	12	25.0%	28	58.3%
Supervision	10	20.8%	12	25.0%	26	54.2%
Fringe benefits	18	37.5%	15	31.3%	15	31.3%
Contingent rewards	21	43.8%	14	29.2%	13	27.1%
Operating conditions	22	45.8%	18	37.5%	8	16.7%
Co-workers	2	4.2%	8	16.7%	38	79.2%
Nature of work	0	0.0%	2	4.2%	46	95.8%
Communication	6	12.5%	6	12.5%	36	75.0%
Satisfaction before employee adjustment	3	6.3%	17	35.4%	28	58.3%

4.3 Difference in job satisfaction score before and after employee adjustment

The difference in overall satisfaction score and score through each domain of each respondent before and after employee adjustment was calculated. The positive value shows increase in the score while negative value shows decrease in the score. The table below contains the mean, SD, maximum and minimum value of differences through each domain.

Table 10: Mean and range of differences of JSS through domains

n=48

	Mean	SD	Min.	Max.
Pay	-.58	4.12	-12	9
Promotion	-1.46	4.13	-9	8
Supervision	-1.04	6.24	-17	11
Fringe benefits	-1.15	4.22	-13	8
Contingent rewards	-1.54	5.39	-17	8
Operating conditions	-1.71	3.18	-8	5

	Mean	SD	Min.	Max.
Co-workers	-.25	4.10	-9	16
Nature of work	.29	2.94	-5	10
Communication	-.60	5.00	-8	15
Overall job satisfaction score	-7.56	21.71	-78	50

The average change in job satisfaction score was -7.56 (SD= 21.71).

Testing significance of difference in means of job satisfaction score before and after employee adjustment

To test the observed difference in means of overall satisfaction score before and after employee adjustment, following hypotheses were set.

H_0 : There is no significant difference in means of overall job satisfaction score before and after employee adjustment at 0.05 level of significance.

H_1 : The means of overall job satisfaction score before and after employee adjustment are significantly different at 0.05 level of significance.

To test these hypotheses, student's t-test for paired sample was used keeping level of significance at 0.05. The table below shows the findings of the test.

Table 11: Findings of t-test for difference in overall satisfaction score

n=48

	Paired Differences						Sig. (2-tailed)	
	95% CI of the Difference							
	Mean	SD	SE Mean	Lower	Upper	t	df	
Current overall satisfaction score	-7.562	21.707	3.133	-13.866	-1.259	-2.414	47	.020
- Old overall satisfaction score								

Based on the findings we can reject null hypothesis and accept null hypothesis at 0.05 significance level.

We can conclude that the difference in mean overall job satisfaction scores before (mean=146.1, SD= 24.7) and after (mean=138.56, SD= 21.12) employee adjustment is significantly different at 0.05 level of significance. Condition; $t(47) = -2.414$, $P=0.020$.

Similarly, significance of differences in mean scores of each sub-domains of job satisfaction before and after employee adjustment was measured using student's t-test for paired samples. The table below shows the findings.

Table 12: Findings of student's t-test for differences in mean scores before and after employee adjustment across sub-domains of job satisfaction

n=48

	Paired Differences						t	Sig. (2-tailed)		
	Mean	SD	SE mean	95% CI of the Difference						
				Lower	Upper					
Current pay – Old Pay	-.583	4.125	.595	-1.781	.614	-.980	47	.332		
Current Promotion – Old Promotion	-1.458	4.125	.595	-2.656	-.260	-2.449	47	.018		
Current Supervision – Old Supervision	-1.042	6.240	.901	-2.853	.770	-1.157	47	.253		
Current Fringe Benefits – Old Fringe Benefits	-1.146	4.222	.609	-2.372	.080	-1.880	47	.066		
Current Contingent Rewards – Old Contingent Rewards	-1.542	5.387	.778	-3.106	.023	-1.983	47	.053		
Current Operating Conditions – Old Operating Conditions	-1.708	3.175	.458	-2.630	-.786	-3.727	47	.001		
Current Coworkers – Old Coworkers	-.250	4.102	.592	-1.441	.941	-.422	47	.675		

Paired Differences								
	Mean	SD	SE mean	95% CI of the Difference			t	Sig. (2-tailed)
				Lower	Upper			
Current Nature of Work – Old Nature of Work	.292	2.939	.424	-.562	1.145		.688	47 .495
Current Communication – Old Communication	-.604	5.001	.722	-2.056	.848		-.837	47 .407

Based on above calculations, we can conclude that at 0.05 level of significance, the differences in mean scores of employees before and after employee adjustment for sub-domains promotion and operating conditions are statistically significant while that for other sub-domains are not statistically significant.

4.4 Association of demographic and work-related factors with current job satisfaction status.

To find the association between independent variables and current job satisfaction status, chi-square test was used. Since there were more than 20% of cells having expected frequency less than 5, recategorization of dependent and independent variables was done. The job satisfaction was categorized into satisfied and non-satisfied category. The non-satisfied category consisted dissatisfied and ambivalent population of former categorization. (21)

Association of categorical independent variable with current job satisfaction score

Sex and job satisfaction

Chi square test was performed between sex and current job satisfaction categories. The findings suggests that there is no association of sex and job satisfaction status ($\chi^2 = 0.117$, $P= 0.732$).

Table 13: Chi-square finding of sex and current job satisfaction category

n=48

		Current job satisfaction status				Chi-square value	P- value
		Not Satisfied		Satisfied			
Sex		Count	%	Count	%		
	Female	18	37.5%	13	27.1%		
	Male	9	18.8%	8	16.6%	0.117	0.732

Ethnicity and job satisfaction

To conduct chi-square test, the ethnicity of respondents was divided into two categories namely Brahman/Chhetri and non-Brahman/Chhetri. The non-Brahman/Chhetri category consisted respondents previously categorized as Dalit, Janajati, Madhesi and Other.

The findings suggests that there is no association of ethnicity and job satisfaction status ($\chi^2 = 2.927$, $P= 0.087$).

Table 14: Chi-square test of ethnicity and current job satisfaction category

n=48

		Current job satisfaction status				Chi-square value	P- value
		Not Satisfied		Satisfied			
Ethnicity		Count	%	Count	%		
	Brahman/Chhetri	10	78.0%	13	22.0%		
	Non-Brahman/Chhetri	17	61.9%	8	38.1%	2.927	0.087

Marital status and job satisfaction

Marital status was categorized as currently married and currently single and then chi-square was calculated. The finding suggested no association of marital status and job satisfaction ($\chi^2 = 1.279$, $P= 0.369$).

Table 15: Chi-square test between marital status and current job satisfaction status

n=48

		Current job satisfaction status		Chi-square value	P- value
		Not Satisfied Satisfied			
		Count	%	Count	%
Marital status	Currently single	4	8.3%	1	2.1%
	Currently Married	23	47.9%	20	41.7%

*P-value for Fisher's exact test

Educational qualification and current job satisfaction

The educational qualification of respondents was categorized into two categories. First category is employee having qualification as required by their working post and the second category included employee having educational qualification of higher or lower post in same service. There was no association between qualification and current job satisfaction status at 0.05 level of significance ($\chi^2 = 1.221$, $P= 0.269$).

Table 16: Chi square test between current job satisfaction status and educational qualification

n=48

		Current job satisfaction status		Chi-square value	P- value
		Not Satisfied Satisfied			
		Count	%	Count	%
Qualification	as required	18	37.5%	17	35.4%
	More or less than required	9	18.8%	4	8.3%

Alternative source of income and current job satisfaction

There was no association found between having or not having alternate source of income and current job satisfaction status ($\chi^2 = 0.075$, $P=0.784$).

Working municipality before employee adjustment and current job satisfaction

There was no association between either health workers have worked at same municipality or different municipality before employee adjustment and job satisfaction status was found at 0.05 level of significance ($\chi^2 = 0.002$, $P=1.000$).

Correlation of continuous independent variable with current job satisfaction score

For continuous independent variable, Karl Pearson's correlation coefficient was calculated with job satisfaction scores. Table below shows the findings of Karl Pearson's correlation coefficient.

Table 17: Karl pearson's correlation coefficient of JSS and different continuous variable

Variable	Karl Pearson's correlation coefficient (r)	P-value
Age	0.344	0.017
Work experience (years)	0.091	0.540
Time taken to arrive work place	0.047	0.751
Distance of workplace from family residence	-0.291	0.044
Breaktime during office (in minute)	0.212	0.147

There was no correlation found between current job satisfaction score and Work experience, time taken to reach workplace and breaktime during office. There was low positive correlation was found between age and current job satisfaction score ($r=0.344$) whereas negligible negative correlation was found between distance of workplace from family residence and current job satisfaction score ($r=-0.291$).

5. Discussion

With main objective of finding current job satisfaction level of the study population, this study was conducted among permanent health workers currently working at primary level health institutions in Myagdi district. This study used a standard tool to measure job satisfaction level of respondents.

This study found there are 12.5% were dissatisfied with their job. The ambivalent and satisfied categories consisted 43.8% each. This result resembles previous researches among similar population conducted in Banke district(16) while the situation is completely opposite in research done in Jhapa district.(15) The mean score of current job satisfaction was found to be 138.56 (SD=21.12). The score ranged from 93 to 174.

This research also found that there is decrease in job satisfaction score after employee adjustment which is somewhat supported by the finding of the research performed in Banke that about 50% of public health workers were not ready to change across federalism.(16). But this study could not conclude that the change is due to employee adjustment. The sub-domains promotion and operating conditions shows significantly different score from score in respective sub-domain before employee adjustment.

There was no association found among job satisfaction score and sex, ethnicity, educational status, marital status, work experience, time taken to visit workplace, and alternate source of income. Similar finding was seen in research in Jhapa district where there was no correlation seen between job satisfaction and sex, ethnicity, professional category, educational qualification, position, working in home district and alternative source of income while it found higher age and period of employment as determining factors of job satisfaction.(15) There was low positive correlation was found between age and current job satisfaction score ($r=0.344$) whereas negligible negative correlation was found between distance of workplace from family residence and current job satisfaction score ($r=-0.291$) in this study.

6. Conclusion

The study found that there are 43.8% permanent health workers are satisfied with their job while 12.5% are dissatisfied and 43.8% are ambivalent. The mean score of satisfaction is 138.56 with a standard deviation of 21.12. Sub-domain nature of work possesses highest mean score and operating conditions possess the lowest mean score. Among sub-domains of job satisfaction nature of work has highest proportion of satisfied employee while operating conditions have the lowest proportion of satisfied employees.

There was significant difference was seen in mean score of overall satisfaction before and after employee adjustment [$t(47) = -2.414$, $P=0.020$]. The difference was also seen significant across sub-domains promotion and operating conditions.

There was no association of job satisfaction score was found with sex, ethnicity, marital status, work experience, educational qualification, alternative source of income, time taken to reach workplace, mode of transportation used breaktime taken during office and working local level before employee adjustment. There was low positive correlation was found between age and current job satisfaction score ($r=0.344$) whereas negligible negative correlation was found between distance of workplace from family residence and current job satisfaction score ($r=-0.291$).

7. Miscellaneous

7.1 Budget

The expected budget for the study is 55,000 NRs. The campus will be providing 15 days field allowance during data collection process.

Budget Head	Number	Specification	Unit Cost (NRs)	Total Cost (NRs)
Questionnaire preparation				10,000/-
Contact			5000/-	5000/-
Principal investigator	15	Days	1600/-	24,000/-
Report printing	6	set	500/-	6,000/-
Miscellaneous				10,000/-
Total				55000/-

Table 1: Estimated budget for research

7.2 Work plan

Activities	Week	Month Asadh			
		1	2	3	4
Questionnaire preparation					
Data collection					
Data analysis					
Report writing					
Dissemination					

Table 2: Work plan

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9. Annexes

9.1 Data collection tool

खण्ड १: व्यक्तिगत तथा कार्यगत विवरण

१. लिङ्गः क) महिला ख) पुरुष ग) अन्य

२. उमेरः वर्ष

३. जातजातीः क) दलित ख) जनजाती ग) मध्येशी घ) मुस्लिम ड) ब्राह्मण/क्षेत्री च) अन्य

४. बैबाहिक स्थितीः क) अविवाहित ख) विवाहित ग) छुट्टीएको घ) विधवा/विदुर ड) अन्य.....

५. शैक्षिक योग्यता: क) अ.हे.व/अ.न.मि ख) हे.अ./स्टाफ नर्स ग) प्रमाणपत्र तह घ) स्नातक ड) स्नातकोत्तर (विषय.....)

६. कार्यरत पद/तहः...../.....

७. स्थायि पदमा कार्यानुभवः..... वर्ष

८. आमदानिको वैकल्पिक श्रोतः क) वैकल्पिक श्रोत भएको ख) वैकल्पिक श्रोत नभएको

९. काममा आउन लाग्ने समयःमिनेट

१०. काममा आउन प्रयोग गर्ने साधनः क) पैदल ख) निजी सवारी साधन ग) सार्वजनिक सवारी साधन घ) अन्य.....

११. परिवारको बसोबास रहेको स्थानबाट काम गर्ने स्थानको दुरीःकि मि

१२. प्रतिदिन कार्यालय समयमा लिने बिश्रामको अवधी (खाजा समय): मिनेट

१३. कर्मचारी समायोजन भन्दा अगाडि काम गरेको स्थानिय तहः क) अहिलेकै स्थानिय तह ख) अहिलेको भन्दा फरक

खण्ड २: कार्य सन्तुष्टी सर्वेक्षण

नेपाली अनुवाद : रेखा तिमल्सना, पाटन स्वास्थ्य विज्ञान प्रतिष्ठान
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		धेरै नै असहमत	सामान्य असहमत	अफिलक्ति असहमत	अफिलक्ति असहमत	सामान्य सहमत	धेरै नै सहमत
१	मलाई मेरो कामको लागि उचित पारिश्रमिक दिइएको छ भन्ने लाग्छ ।						
२	मेरो काममा पदोन्नतिको (promotion) एकदमै न्युन सम्भावना छ ।						
३	मेरो सुपरिवेक्षक (supervisor) आफ्नो काममा पूर्णतया: दक्ष हुनुहुन्छ ।						
४	आफुले पाएको सुविधाहरु बाट म सन्तुष्ट छैन ।						
५	राम्रो काम गर्दा मैले पाउनुपर्ने पहिचान (recognition) पाएको छु ।						
६	हाम्रा धेरै निती नियम र प्रकृयाहरूले राम्रो काम गर्न काठिन बनाउछ ।						
७	मलाई आफ्ना सहकर्मिहरु मन पर्छन ।						
८	मलाई कहिलेकाही आफ्नो काम अर्थहिन जस्तो लाग्छ ।						
९	यस संस्थाभित्र एक अर्का विच राम्रो संचार (communication) छ ।						
१०	तलब वृद्धि अत्यन्तै कम हुन्छ र धेरै समयको फरकमा हुन्छ ।						
११	राम्रो काम गर्नेहरुका लागि निष्पक्ष रूपमा बढुवा (promotion) को मौका छ ।						
१२	मेरो सुपरिवेक्षक (supervisor) ले मसँग अन्याय गर्नुहुन्छ ।						
१३	हामीलाई उपलब्ध गराइएका सुविधाहरु अन्य संस्थाहरु जस्तै राम्रा छन् ।						
१४	मैले गरेको कामको कदर (मुल्याङ्कन) भए जस्तो मलाई लाग्दैन ।						
१५	कडा निती नियमहरूले गर्दा मैले राम्रो काम गर्न गरेका प्रयत्नहरुमा विरलै अवरोध हुने गरेको छ ।						
१६	मेरा सहकर्मिहरु दक्ष नभएकाले मैले काममा धेरै मेहेनत गर्नुपर्ने हुन्छ ।						

		धे रै नै अ स ह म त	स ा म ा न य अ स ह म त	अ ० ि ल क ० त ी अ स ह म त	अ ० ि ल क ० त ी अ स ह म त	स ा म ा न य अ स ह म त	धे रै नै स ह म त
१७	म यस संस्थामा आफुले गर्नुपर्ने काम गर्न रुचाउछु ।						
१८	यस संस्थाका उद्देश्यहरु मलाई स्पष्ट छैन ।						
१९	मैले पाउने तलब सुविधा देख्दा मेरो क्षमताको अवमुल्यन भएको लाग्छ ।						
२०	यहाँ पनि अन्य संस्थाजस्तै छिटो अगाडि बढ्ने अवसर पाईन्छ ।						
२१	मेरो सुपरिवेक्षक (supervisor) ले आफ्नो मातहतका कर्मचारीहरुको भावनालाई वेवास्ता गर्दछ ।						
२२	हामीलाई प्रदान गरिएको सुविधा न्यायोचित छ ।						
२३	यहाँ काम गर्नेहरुका लागि प्रोत्साहन कम छ ।						
२४	यस संस्थामा मैले धेरै काम गर्नुपर्दछ ।						
२५	म यहाँको सहकर्मीहरुसँग काम गर्न रमाउछु ।						
२६	मलाई प्रायः लाग्छ यस संस्थामा भईरहेको कामको मलाई जानकारी छैन ।						
२७	मैले गरेको कामप्रती मलाई गर्व महसुस हुन्छ ।						
२८	म मेरो तलब बढ्ने सम्भावनाबाट सन्तुष्टि महसुस गर्दछ ।						
२९	केही यस्ता सुविधाहरु पनि छन जुन हामीले पाउनुपर्ने हो तर पाएका छैनौं ।						
३०	मलाई मेरो सुपरिवेक्षक (supervisor) राम्रो लाग्छ ।						
३१	मैले एकदमै धेरै कागजी कामहरु गर्नुपर्ने हुन्छ ।						
३२	मलाई मेरा प्रयासहरुले उचित प्रोत्साहन पाएको छ जस्तो लादैन ।						
३३	म पादोन्नति (promotion) को अवसरबाट सन्तुष्ट छु ।						
३४	यहाँ सानो कुरामा पनि लडाई भगडा हुने धेरै हुन्छ ।						
३५	मेरो काम आनन्ददायक (रमाइलो) छ ।						
३६	यहाँ कामको जिम्मेवारीको बारेमा राम्ररी बुझाईएको छैन ।						

खण्ड ३: कार्य सन्तुष्टी सर्वेक्षण (समायोजनभन्दा अगाडी)

नेपाली अनुवादः रेखा तिमिस्ना, पाटन स्वास्थ्य विज्ञान प्रातिष्ठान

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	धे रै नै अ स ह म त	स ा म ा न य अ स ह म त	अ म ि ल क त ी अ स ह म त	अ म ि ल क त ी अ स ह म त	स ा म ा न य अ स ह म त	धे रै नै स ह म त
१	मलाई मेरो कामको लागि उचित पारिश्रमिक दिइएको थियो भन्ने लाग्छ ।					
२	मेरो काममा पदोन्नतिको (promotion) एकदमै न्युन सम्भावना थियो ।					
३	मेरो सुपरिवेक्षक (supervisor) आफ्नो काममा पूर्णतया दक्ष हुनुहुन्थ्यो ।					
४	आफुले पाएको सुविधाहरु बाट म सन्तुष्ट थिइन ।					
५	राम्रो काम गर्दा मैले पाउनुपर्ने पहिचान (recognition) पाएको थिइन ।					
६	हाम्रा धेरै निती नियम र प्रकृयाहरूले राम्रो काम गर्न काठिन बनाउथ्यो ।					
७	मलाई आफ्ना सहकर्मिहरु मन पर्ये ।					
८	मलाई कहिलेकाही आफ्नो काम अर्थहिन जस्तो लाग्य्यो ।					
९	त्यस संस्थाभित्र एक अर्का बिच राम्रो संचार (communication) थियो ।					
१०	तलब वृद्धि अत्यन्तै कम हुन्थ्यो र धेरै समयको फरकमा हुन्थ्यो ।					
११	राम्रो काम गर्नेहरुका लागि निष्पक्ष रूपमा बढुवा (promotion) को मौका थियो ।					
१२	मेरो सुपरिवेक्षक (supervisor) ले मसँग अन्याय गर्नुहुन्थ्यो ।					
१३	हामीलाई उपलब्ध गराइएका सुविधाहरु अन्य संस्थाहरु जस्तै राम्रा थिए ।					
१४	मैले गरेको कामको कदर (मुल्याङ्कन) भए जस्तो मलाई लाग्दैनथ्यो ।					
१५	कडा निती नियमहरूले गर्दा मैले राम्रो काम गर्न गरेका प्रयत्नहरुमा विरलै अवरोध हुने गरेको थियो ।					
१६	मेरा सहकर्मिहरु दक्ष नभएकाले मैले काममा धेरै मेहेनत गर्नुपर्ने हुन्थ्यो ।					

		धे रै नै अ स ह म त	स ा म ा न य अ स ह म त	अ र ि ल क त ी अ स ह म त	अ र ि ल क त ी अ स ह म त	स ा म ा न य स ह म त	धे रै नै स ह म त
	तल दिइएका मापन वाक्यहरुका लागि आफ्नो विचारसँग सबैभन्दा बढी मेल खाने सहमति वा असहमतीमा तल दिइएका कोठाहरुमा ठीक चिन्ह लगाउनुहोस ।						
१७	म त्यस संस्थामा आफुले गर्नुपर्ने काम गर्न रुचाउँथै ।						
१८	त्यस संस्थाका उद्देश्यहरु मलाई स्पष्ट थिएनन् ।						
१९	मैले पाउने तलब सुविधा देख्दा मेरो क्षमताको अवमुल्यन भएको लाग्यो ।						
२०	त्यहाँ पनि अन्य संस्थाजस्तै छिटो अगाडि बढ्ने अवसर पाईन्थ्यो ।						
२१	मेरो सुपरिवेक्षक (supervisor) ले आफ्नो मातहतका कर्मचारीहरुको भावनालाई वेवास्ता गर्यो ।						
२२	हामीलाई प्रदान गरिएको सुविधा न्यायोचित थिए ।						
२३	त्यहाँ काम गर्नेहरुका लागि प्रोत्साहन कम थियो ।						
२४	त्यस संस्थामा मैले धेरै काम गर्नुपर्यो ।						
२५	म त्यहाँको सहकर्मीहरुसँग काम गर्न रमाउँथै ।						
२६	मलाई प्रायः लाग्यो त्यस संस्थामा भईरहेको कामको मलाई जानकारी छैन ।						
२७	मैले गरेको कामप्रती गर्व महसुस गर्थे ।						
२८	म मेरो तलब बढ्ने सम्भावनाबाट सन्तुष्टि महसुस गर्थे ।						
२९	केही त्यस्ता सुविधाहरु पनि थिए जुन हामीले पाउनुपर्ने हो तर पाएका थिएनाँ ।						
३०	मलाई मेरो सुपरिवेक्षक (supervisor) राम्रो लाग्यो ।						
३१	मैले एकदमै धेरै कागजी कामहरु गर्नुपर्ने हुन्थ्यो ।						
३२	मलाई मेरा प्रयासहरुले उचित प्रोत्साहन पाएको छ जस्तो लाग्दैनथ्यो ।						
३३	म पादोन्नति (promotion) को अवसरबाट सन्तुष्ट थिए ।						
३४	त्यहाँ सानो कुरामा पनि लडाई भगडा हुने धेरै हुन्थ्यो ।						
३५	मेरो काम आनन्ददायक (रमाइलो) थियो ।						
३६	त्यहाँ कामको जिम्मेवारीको बारेमा राम्ररी बुझाईएको थिएन ।						

9.2 Information to participants sheet (English)

Information Sheet

Study Title: Job satisfaction among permanent health workers at primary level health institutions in Myagdi district.

Namaste! My name is Jiwan Narayan kumar Chauhan. I, along with Health office myagdi is conducting research on "**Job satisfaction among permanent health care workers at primary level health care institutions in Myagdi district**". I will collect data from permanent health workers working under different primary level health institutions in Myagdi district using this web-based self-administered questionnaire. You are expected as a participant in this study.

The objective of this study is to measure the job satisfaction level of primary level permanent health workers in Myagdi district before and after employee adjustment and assess the relationship of a few socio-demographic and work-related factors with job satisfaction. The self-administered questionnaire will take about 15-20 minutes to fill out. The questionnaire will obtain information about a few socio-demographic and work-related factors as well as two sections of 36 items, 6 points Likert's scale; one to measure current job satisfaction and the other to measure job satisfaction before employee adjustment.

Your participation is completely voluntary. You have the right to refuse participation or withdraw at any time. All the information collected will be kept confidential and will be used for this purpose only. I assure you that the anonymity of all the information you provide will be strictly maintained. I would be very grateful if you could spare some time to take part in this study.

Thank you in advance. Your participation is greatly appreciated.

Sincerely,
jiwan Narayan kumar chauhan

9.3 Information to participants sheet (Nepali)

शोध सम्बन्धी जानकारी

शोधको शिर्षक: म्यारदी जिल्लाका प्राथमिक तहका स्वास्थ्य संस्थाहरुमा कार्यरत स्थायी स्वास्थ्यकर्मी हरुको कार्यगत सन्तुष्टि ।

नमस्ते! मेरो नाम जीवन नारायण कुमार चौहान हो । स्वास्थ्य कार्यालय म्यारदीको तर्फबाट मैले “म्यारदी जिल्लाका प्राथमिक तहका स्वास्थ्य संस्थाहरुमा कार्यरत स्थायी स्वास्थ्यकर्मीहरु को कार्यगत सन्तुष्टि” शिर्षकमा शोध गरिरहेको छु । मैले म्यारदी जिल्लाका प्राथमिक तहका स्वास्थ्य संस्थामा कार्यरत स्थायी स्वास्थ्यकर्मीहरु संग स्वयं-प्रविष्ट योग्य प्रश्नावली (Self-administered questionnaire) द्वारा तथ्यांक संकलन गर्नेछु । तपाईंलाई यस शोधमा सहभागीको रूपमा अपेक्षा गरिएको छ ।

यस शोधको उद्देश्य म्यारदी जिल्लाका प्राथमिक तहका स्वास्थ्य संस्थाहरुमा कार्यरत स्थायी स्वास्थ्यकर्मीहरु को हालको र समायोजन अगाडिको कार्यगत सन्तुष्टि मापन गर्नु र केहि सामाजिक, जनसांख्यिक तथा कार्यगत तत्वहरुसंग यसको सम्बन्ध स्थापना गर्नु हो । यो प्रश्नावली भर्न करीब १५-२० मिनेट लाग्नेछ । यसमा तिन खण्डहरु छन् । प्रश्नावलीको पहिलो खण्डले केहि सामाजिक, जनसांख्यिक तथा कार्यगत तत्वहरुको बारेमा जानकारी लिनेछन् भने दोश्रो र तेश्रो खण्डमा रहेका प्रश्नहरुले क्रमशः समायोजन पछि र अधिको कार्य सन्तुष्टि मापन गर्ने छन् ।

तपाईंको सहभागिता पूर्णतया: स्वेच्छक हुनेछ । तपाईंले इच्छाएको खण्डमा कुनै पनि समय सहभागिता रोक्न सक्नुहुनेछ । तपाईंले दिनुभएको सम्पूर्ण जानकारीहरु गोप्य रहनेछन् । कतैपनि तपाईंको पहिचान खुलाईने छैन । तपाईंको गोपनियता पूर्णतया: कायम राखिनेछ । तपाईंको सहभागिताले अत्यन्तै आभारी रहनेछु ।

अग्रिम धन्यबाद ।

जीवन नारायण कुमार चौहान

9.4 Informed consent (English)

Informed consent

Study Title: Job satisfaction among permanent health workers at primary level health institutions in Myagdi district.

Researcher: Jiwan Narayan Kumar Chauhan

This research is funded by Health office Myagdi

I declare that I have read and understood the information sheet and consent form for this research and have had full opportunity to ask questions about it. I understand that the information provided will not be used for any other purpose, my identity and information will not be disclosed and I have full authority to withdraw from the data collection process at any moment without giving a reason.

Furthermore, I will not restrict the data and findings of this study to be published or to be used for the betterment of the system provided that it will not disclose my identity.

Participants email: _____ (not mandatory)

9.5 Informed consent (Nepali)

सु-सूचित मन्जुरीनामा

शोधको शिर्षक: म्यागदी जिल्लाका प्राथमिक तहका स्वास्थ्य संस्थाहरुमा कार्यरत स्थायी स्वास्थ्यकर्मी हरुको कार्यगत सन्तुष्टि ।

शोधकर्ता: जीवन नारायण कुमार चौहान

(यो अध्ययन स्वास्थ्य कार्यालय म्यागदीको आर्थिक सहयोगमा गरिरहैछ ।)

मैले यस शोधसम्बन्धी जानकारी र यो सु-सूचित सहमती पूर्णरूपमा पढेको र बुझेको तथा शोधको वारेमा प्रश्न गर्ने पुरा अवसर पाएको स्व-घोषणा गर्दछु । मैले यस शोधको लागी दिएको जानकारी अन्य कुनै पनि प्रयोजनका लागी प्रयोग नहुने, मेरो गोप्यता र गोपनियता कायम रहने र मलाई कुनै कारण नदेखाईकै कुनै पनि समय तथ्यांक संकलन प्रक्रियाबाट बाहिरिने अधिकार रहेको बुझेको छु ।

पुनश्च: मेरो पहिचान खुलासा नहुने शर्तमा मैले यस शोधको तथ्यांक र नतिजालाई प्रकाशन गर्न तथा त्यसको सदुपयोग गर्न बाधा गर्ने छैन ।

इमेल : _____ (प्रविष्ट गर्ने पर्ने छैन)

प्रविष्ट गर्नहोस्

