

Job Satisfaction Among Permanent Health Workers at Primary Level Health Institutions in Myagdi district Health Office, Myagdi

BACKGROUND

Job satisfaction as any combination of psychological, physiological, and environmental circumstances that cause a person truthfully to say I am satisfied with my job. It is the amount of pleasure or contentment associated with a job and subjective attitude and feeling which is influenced by many intrinsic and extrinsic factors.

METHODOLOGY

A cross-sectional study design with quantitative method was conducted to assess the Job Satisfaction Among Permanent Health Workers at Primary Level Health Institutions in Myagdi district with 48 permanent health workers. data was obtained from web-based questionnaire using google form. Data were analyzed using MS excel and IBM SPSS statistics 26.

RESULTS

- More than 2/3rd (64.6%) respondents were female and majority 47.9 % of the respondents were Brahmins.
- Majority of the respondents (72.9%) had their education required by the post, where as 25% of respondents had more than required.
- About 43.8% of the were satisfied and ambivalent where as 12.5% were dissatisfied with their job .

Sociodemographic characteristics of respondents

Characteristics		Number	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
	Other	2	4.2
Marital Status	Unmarried	5	10.4
	Married	41	85.4
	Divorced	1	2.1
	Widow/Widower	1	2.1
	Other	0	0
Alternate source of income	Yes	15	31.3
	No	33	68.8

Distribution of respondents on the basis of satisfied, dissatisfied and ambivalent employees for each domain

	Dissatisfied		Ambivalent		Satisfied	
	Frq.	%	Frq.	%	Frq.	%
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	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
Work nature	1	2.1	1	2.1	46	95.8

CONCLUSION

- There was no association of job satisfaction score was found with sex, ethnicity, marital status, work experience, qualification, alternative source of income, time taken to reach workplace, mode of transportation used.
- There was low positive correlation was found between age and current job satisfaction score ($r=0.344$).

REFERENCES

1. Khanal P, Choulagai BP, Acharya P, Onta S. Work motivation and job satisfaction among health workers at primary health facilities: a cross-sectional study from Nepal. 2020.
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