



 **19th International Conference on
Health Promoting Hospitals & Health Services**

Factors associated with job satisfaction among doctors from Belo Horizonte, Brazil

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Assunção AA¹

Araújo TM²

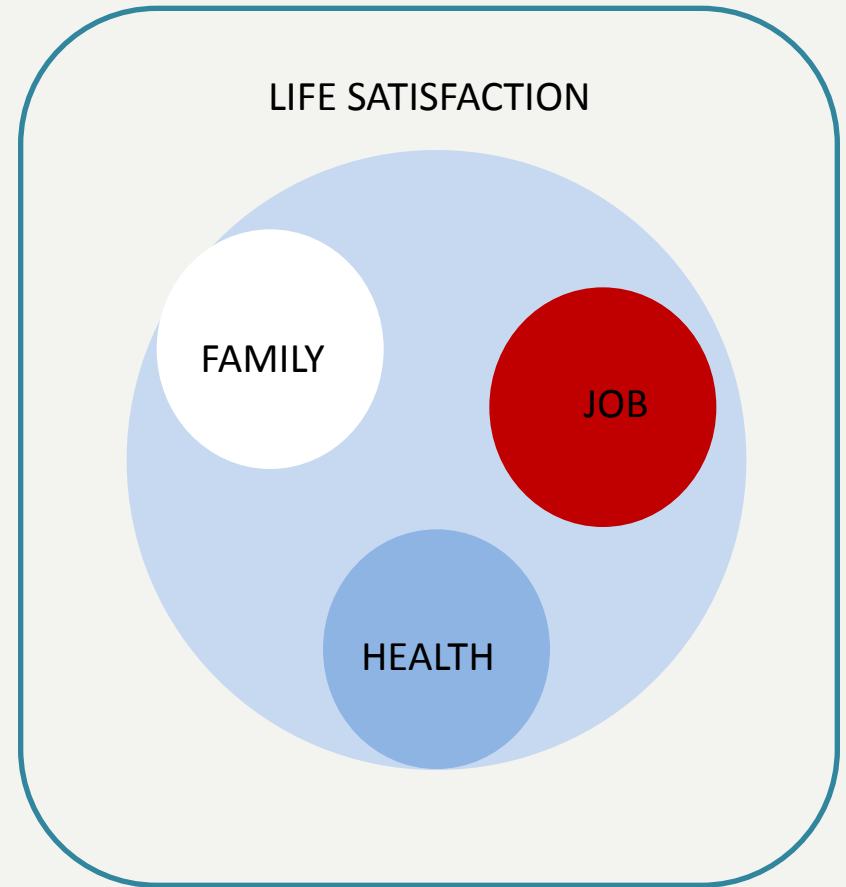
¹Medicine School – Federal University from Minas Gerais

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Doctors' job satisfaction

What is job satisfaction?

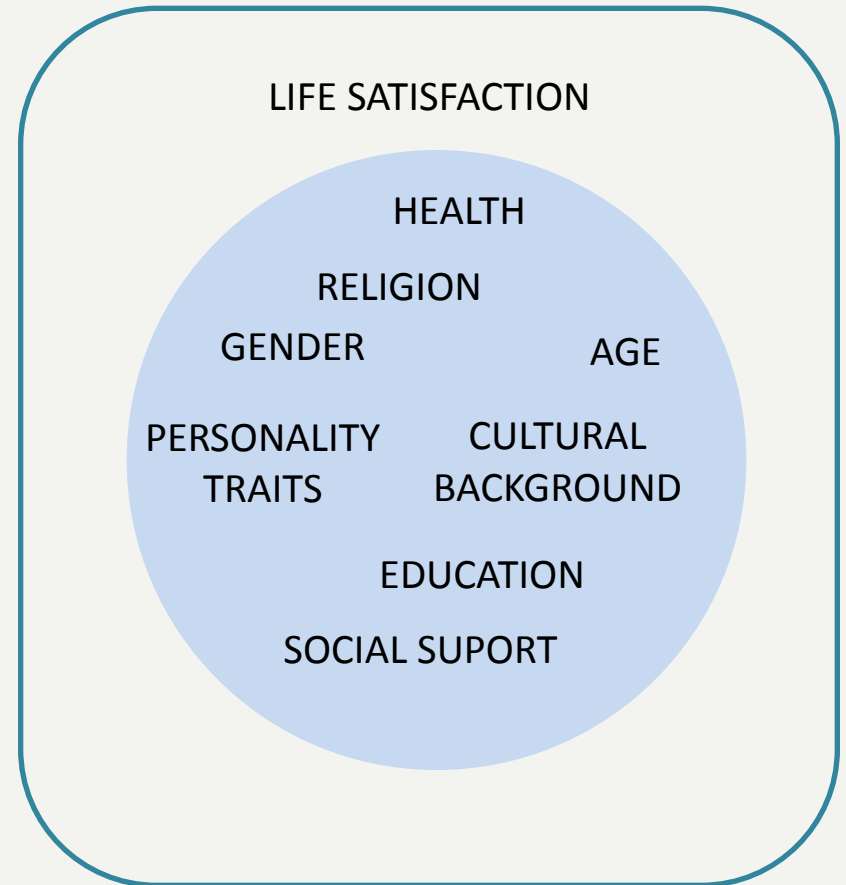
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- An assessment of the discrepancy between the “ideal” job and “real job”
- A global attitude towards job characteristics: workload, working conditions, relationship with colleagues



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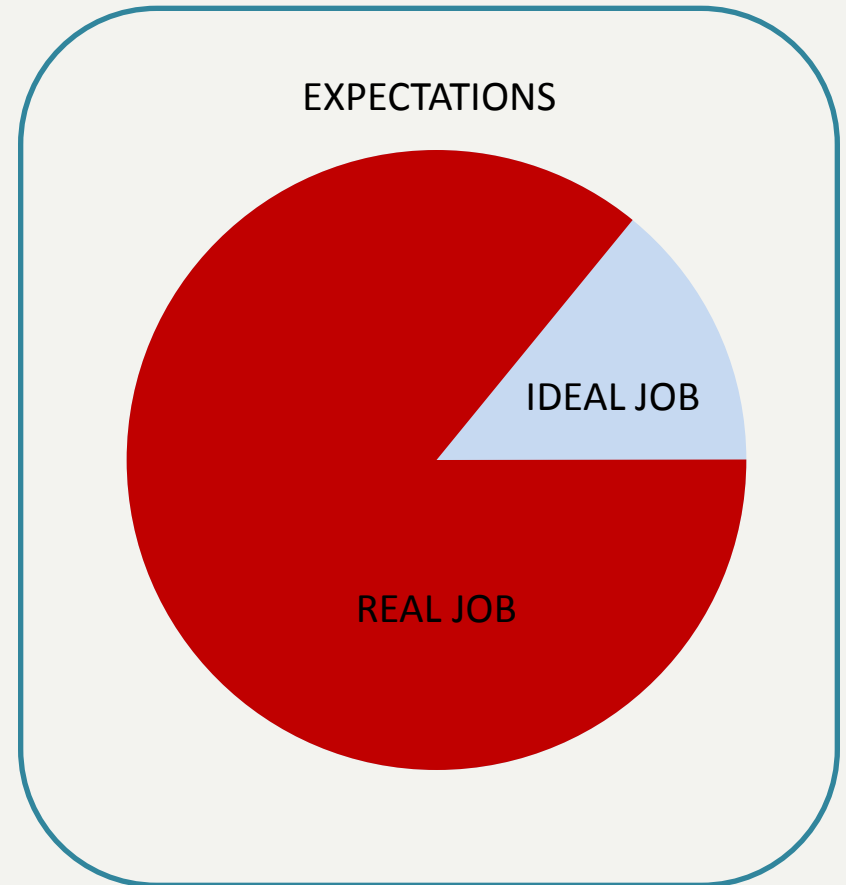
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Doctors' job satisfaction

Factors associated with doctor's job satisfaction

- Workload
- Job control
- Work environment
- Organization structure
- Amount of overtime
- Demand and resources balance
- Social environment

Doctors' job satisfaction

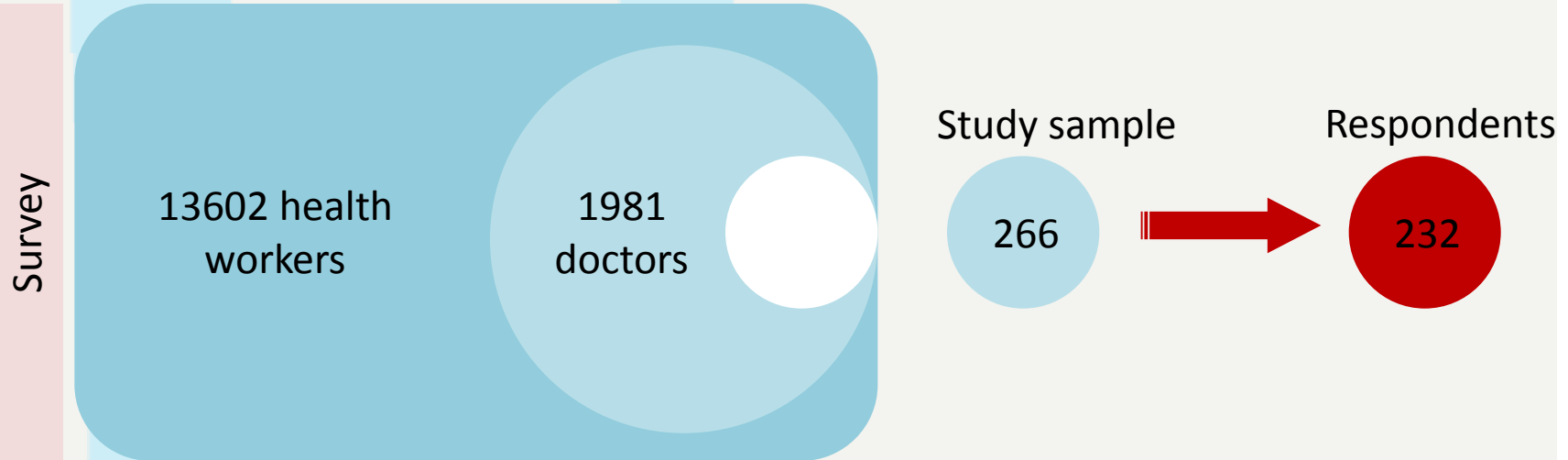
Factors associated with doctors' low job satisfaction

- Workload
- Job control
- Work environment
- Organization structure
- Amount of overtime
- Demand and resources balance
- Social environment
- **Depression**
- **Affective disorders**
- **Burnout**
- **Suboptimum health system functioning**
- **Early retirement**
- **Low patient satisfaction**

Doctors' job satisfaction

Methods

- Study design: cross sectional
- Study population: doctors from municipal public health system in 2008/09



Doctors' job satisfaction

Methods

- Sampling:
 - Job position
 - Geographic area
 - Health attention level

Basic health units
Specialized ambulatories
Urgency and emergency units
Administration offices

Health Districts of Belo Horizonte



Doctors' job satisfaction

Methods: dependent variable – Job Satisfaction

- “Are you satisfied with your job?”

1. I am not satisfied at all

2. I am not satisfied

3. I am satisfied

4. I am very satisfied

0 . Not satisfied

1. Satisfied



Doctors' job satisfaction

Methods: independent variables

Demographics
And life Style

Health and
Quality of
life

Occupational
features

Working
conditions



Doctors' job satisfaction

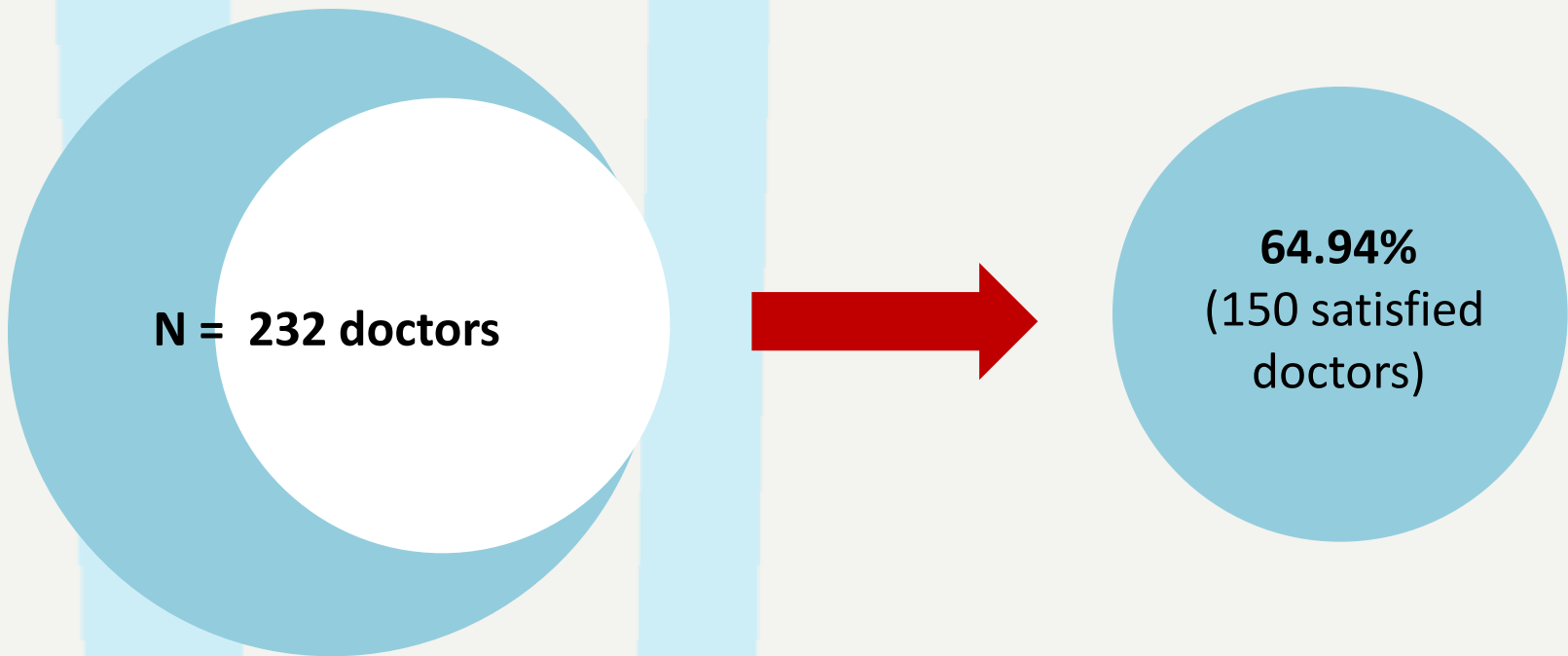
Methods

- Univariate Analysis
- Multivariate Binary Analysis
 - Inclusion criteria: variables with $p < 0.2$
- Ethical Aspects:
 - UFMG – IRB: (number 542/07)
 - Confidential informed consent required from all participants

Doctors' job satisfaction

Results

- Prevalence of job satisfaction in the study



Doctors' job satisfaction

Results

- Multivariate Final Model

Variables	PR (IC 95%)	P value
Considering all my efforts and achievements, my salary/income is adequate.		
I agree	1.0	-
I disagree	0.63 (0.54-0.74)	<0,001
Level of complexity in the Health System.		
Basic health units	1.0	-
Specialized ambulatories	0.98 (0.81-1.19)	0.86
Urgency and Emergency units	0.69 (0.51-0.93)	0.01
Administration offices	0.85 (0.61-1.18)	0.32
Presence of Common mental disorders.		
Absent	1.0	-
Present	0.39 (0.26-0.58)	<0.001

Conclusions

- A low percentage of doctors (64%) were determined to be satisfied with their jobs
- Job satisfaction was significantly (and negatively) associated with:
 - perception of inadequacy between efforts and payment ($p < 0.001$)
 - working on an emergency unit ($p = 0.013$)
 - being experiencing common mental problems ($p < 0.001$)

Acknowledgements

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