

Job Satisfaction among Doctors in Government and Private Hospitals

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ABSTRACT

The aim of the present study was to determine the level of job satisfaction among doctors in government and private hospitals. The study's dependent variable is job satisfaction whereas independent factors include types of hospitals and male & female doctors of government and private hospitals. Data were gathered using the job satisfaction scale, developed by Sharma and Singh (2012). A random sample of 240 doctors from various hospitals of Jodhpur was collected including 120 doctors from government hospitals (60 male and 60 female) and 120 doctors from private hospitals (60 male and 60 female). Mean, SD and 't' test were used to evaluate the data. The outcome shows that doctors working in government hospitals have more job-satisfaction as compared to doctors working in private hospitals.

Keywords: *Job-satisfaction, Doctors, Government & Private Hospitals*

The feeling of contentment or a sense of accomplishment, which an employee derives from his/her job, is termed as job satisfaction. According to Hoppock (1935), "Job satisfaction is a combination of psychological, physiological and environmental circumstances that causes a person to say I am satisfied with my job". Further, Lofquist and Davis (1991) defined job satisfaction as "an individual's positive affective reaction of the target environment as a result of the individual's appraisal of the extent to which his/her needs are fulfilled by the environment". It is a result of valuation that causes one to attain their job values or meet out their basic needs. On many work-related issues, ranging from our assigned parking space to the sense of fulfillment we get from our daily tasks both the optimistic and undesirable feelings and attitudes we grip about our job are called job satisfaction. Personal factors like age, emotional stability, social status, health, length of job experience, leisure activities, and family and other social dealings can also influence job satisfaction where motivations and aspirations and how well these are satisfied with our work, also disturb our attitudes towards our jobs.

Various Components of Job Satisfaction

There are three components of job satisfaction are:

- Evaluation Component
- Cognitive Component
- Affective Component

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- 1. The Evaluation Component:** The evaluative component includes an overall individual's response to the employing organization. It represents dislike vs. like for the organization.
- 2. Cognitive Component:** All the perceptions, opinion, beliefs and expectations regarding the organization of an individual are the focus of his/her cognitions.
- 3. Affective Component:** In, general, positive affect results from information, feedback and situations that affirms or reinforces the individual's self-worth and self-concept, while negative affect is evoked by invalidating situations.

Job satisfaction is a frequently studied subject in work and organizational literature. It is considered as strong predictor of overall individual well-being, as well as a good predictor of intentions or decisions of employees to leave a job. Organizations have significant effects on the people who work for them and some of those effects are reflected in how people feel about their work. This makes job satisfaction an issue of substantial importance for both employers and employees. Dissatisfaction on the part of doctors has severe implications. It has been observed that physicians who are not happy with their professions have unsatisfied patient and are more prone to have physical and mental disorders (Longnecker, 2010). Given the crucial role that doctors play in determining the effectiveness, efficiency and long-term viability of healthcare systems, it becomes imperative to comprehend how satisfied they are with the organization and other contextual factors. Doctors have more opportunity to develop their personalities, more social respect, better earning opportunities, more potential for growth within the company, a pleasant working environment, and the highest status in society. With their work, they are able to satisfy all of their motivational needs, both internal and external. Because of this, they were completely delighted with their work and services. According to studies, physicians who are satisfied with their jobs provide better treatment (Keating et al. 2004). However, there are not many published data on this topic. Therefore, the current study's aim was to assess the level of job satisfaction among doctors of public and private hospitals.

Objective:

- To assess the job satisfaction among male and female Doctors of Government and Private Hospitals.

METHODOLOGY

Design

The 2 x 3 factorial design was employed for this study. One dependent variable (Job Satisfaction) was included along with two independent variables. First independent variable was Types of hospitals, which varied on two levels, i.e., government and private. Second independent variable was male and female doctors of government and private hospitals.

Sample

240 doctors were chosen for the study from Jodhpur district with the help of random sampling technique. 120 doctors from government hospitals (60 male and 60 female) and 120 doctors from private hospitals (60 male and 60 female) were selected.

Tool

The Job Satisfaction Scale (Sharma & Singh, 2012) was used in present research to assess the job satisfaction level of the respondents. This scale examined the degree of job satisfaction in two different categories: job intrinsic (factors inherent in the job) and job

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extrinsic (factors inherent in the workplace). Job-intrinsic area was further conceptualized as job concrete (say: excursions, working condition etc.) and job-abstract (say: cooperating, democratic functioning etc.); and job-extrinsic area as consisting of three components viz. psycho-social aspects, financial aspects and community/nation growth aspect. There are 80 statements were provisionally constructed to measure job-satisfaction. There are 30 statements on this scale. Each statement offers five possibilities, and the respondent must pick the one that best captures his opinion.

The positive statements have a weightage of 4, 3, 2, 1 and 0 and the negative items have a weightage of 0, 1, 2, 3, and 4. The total score suggests a quick measurement of satisfaction/dissatisfaction of a worker towards his job. The minimum score is 00 (zero) and maximum score is to 120 for this scale. The test-retest reliability was also carried out and it was also carried out and it was reported 0.97 (N=52) after a gap of 25 days. The scale corresponds favourably with the Muthayya Job Satisfaction Questionnaire, yielding a validity coefficient of .743.

RESULT

Table-1 Mean, SD & 't' value between Doctors working in Government and Private Hospitals for Dependent Variable Job-Satisfaction.

Job-Status	N	Mean	SD	't' value	Sig. Level
Government	120	84.40	28.27	2.46	P< .05
Private	120	75.61	26.94		

Figure-1 Comparison of mean scores between Doctors working in Government and Private Hospitals for Dependent Variable Job-Satisfaction

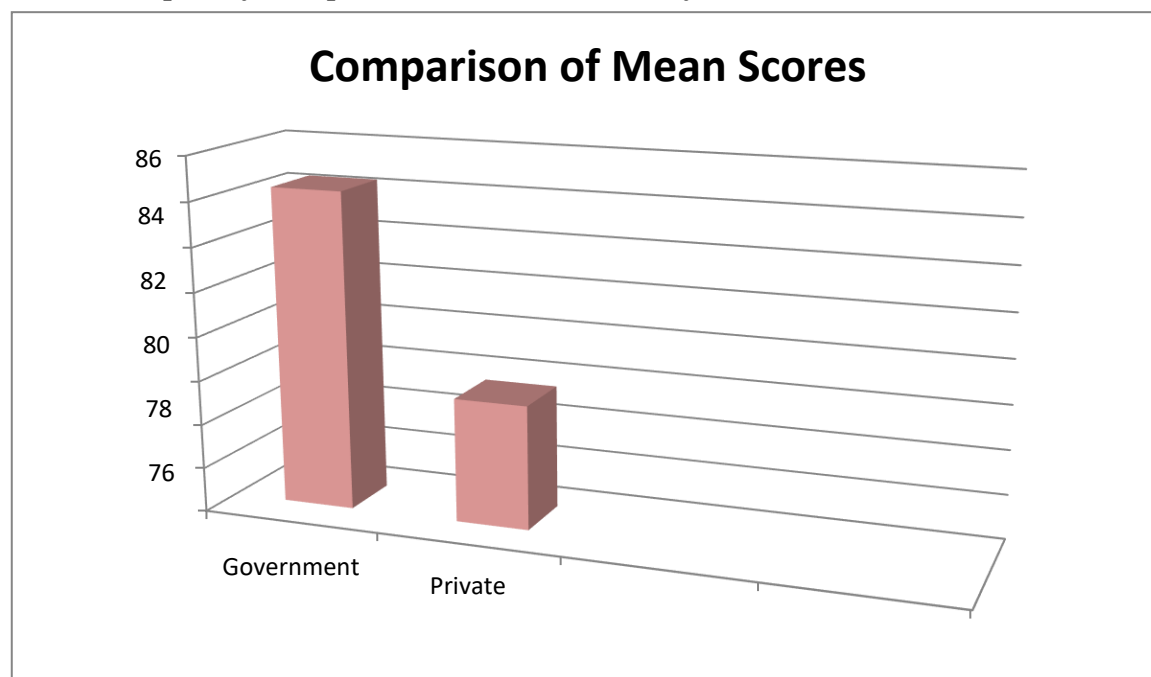


Table and figure no-1 indicated that mean scores of doctors working in government and private hospitals were 84.40 (SD= 28.27) and 75.61 (SD= 26.94) respectively. It can be concluded on the basis of the above results that doctors working in government hospitals have more job-satisfaction as compared to doctors working in private hospitals. When t-test

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was employed to confirm the impact of job-status of doctors on job satisfaction then significant 't' value was displayed ($t= 2.46, p< .05$).

Table-2 Mean, SD & 't' value between Male and Female Doctors for Dependent Variable Job- Satisfaction

Job-Status	N	Mean	SD	't' value	Sig. Level
Government	120	81.15	27.00	0.63	NS
Private	120	78.86	28.85		

Figure-2 Comparison of mean scores between Male and Female Doctors or Dependent Variable Job-Satisfaction

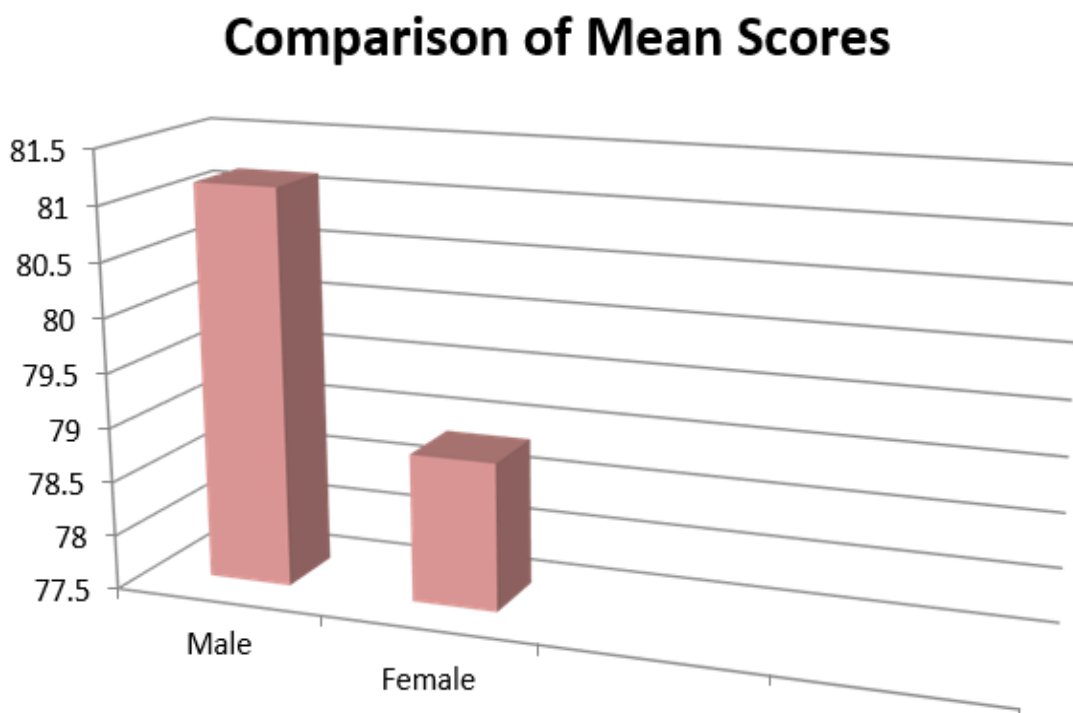


Table and figure-2 revealed the effect of the second independent variable i.e., Gender on job- satisfaction of doctors and it was confirmed non-significant ($t= .63, p> .05$). The mean scores of male and female doctors were 81.15 (SD= 27.00) and 78.86 (SD= 28.85) respectively. The mean difference between the above two groups was reported as 2.29. It is concluded that male and female doctors have a similar level of satisfaction in their jobs working in the medical field.

Table-3 Mean, SD & 't' value between the Government and Private (Male and Female) Doctors for Dependent Variable Job-Satisfaction

Job-Status	Gender	N	Mean	SD	't' value	Sig. Level
Government	Male	60	98.75	24.84	6.43	P< .05
	Female	60	70.05	24.00		
Private	Male	60	63.55	14.96	5.46	P< .05
	Female	60	87.68	30.73		

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Figure-3 Comparison of mean scores between the Government and Private (Male and Female) Doctors for Dependent Variable Job-Satisfaction

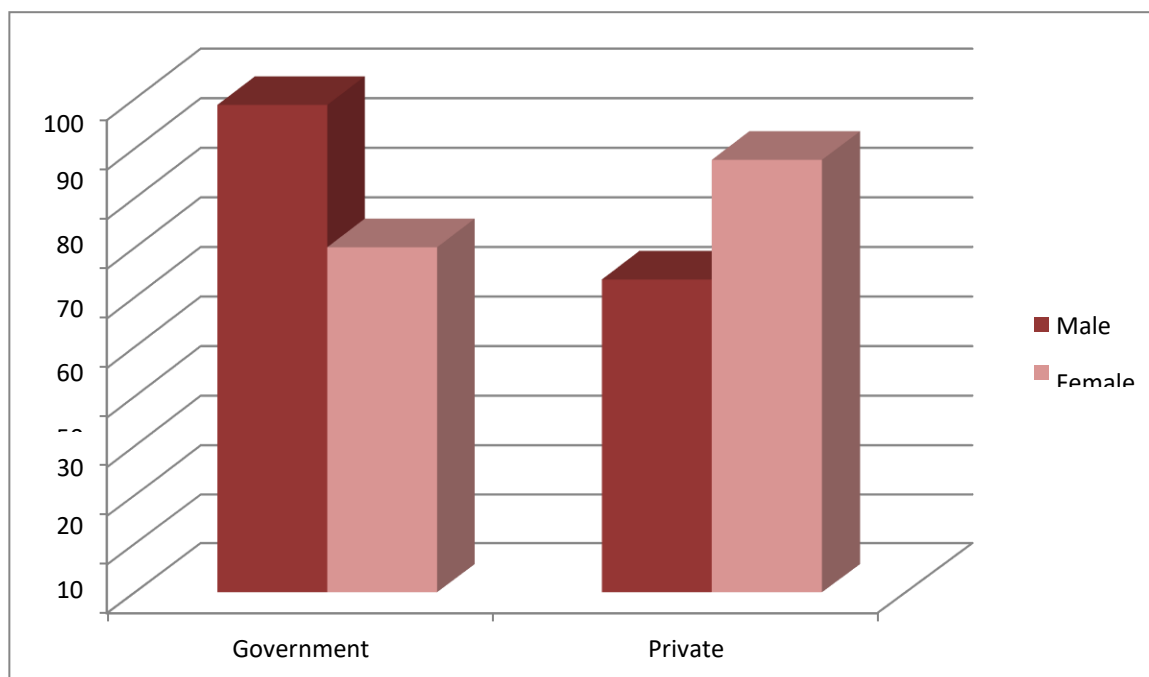


Table and figure-3 reported significant 't' ratio ($t= 6.43, p < .01$). The mean value of male doctors working in government hospitals and female doctors working in government hospitals were ($M= 98.75, SD= 24.85$) and ($M= 70.05, SD= 24.00$) respectively. This significant difference suggested that male doctors working in government hospitals have greater job satisfaction than those female doctors in the same hospitals.

Similarly, the mean value of male doctors working in private hospitals and female doctors working in private hospitals were ($M= 63.55, SD= 14.96$) and ($M= 87.68, SD= 30.73$) respectively for job-satisfaction. The 't' value was highlighted $t= 5.46, p < .01$, which was significant. This significant mean difference suggested that female doctors working in private hospitals have higher job satisfaction than male doctors working in private hospitals.

CONCLUSION

On the basis of research findings and studies, now it may be concluded that the doctors working in government hospitals have higher level of job satisfaction as compared to the doctors working in private hospitals. In contrary, Pillay (2009) study highlighted that private doctors were generally satisfied while government doctors were generally dissatisfied. Further, the findings indicated that both male and female doctors have a similar level of job satisfaction working in the medical field.

On the basis of present findings and numerous studies, it is concluded that female doctors in private hospitals have higher level of job satisfaction in comparison to male doctors working in private hospitals. Similarly, Peters et al. (2010) found that job conditions were better overall in private sector than in the public sector. Hence, female doctors working in private hospitals are more satisfied.

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Acknowledgement

The author(s) appreciates all those who participated in the study and helped to facilitate the research process.

Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: Kanojia, V. (2023). Job Satisfaction among Doctors in Government and Private Hospitals. *International Journal of Indian Psychology*, 11(3), 948-953. DIP:18.01.090.20231103, DOI:10.25215/1103.090