

Research Paper

A Study on Empathy and Job Satisfaction among Ayurvedic and Allopathic Doctors

Vinayak P L^{1*}, Vinutha A²

ABSTRACT

The present study was conducted to assess the level of empathy and job satisfaction among ayurvedic and allopathic doctors. The study is a comparative study and correlation method. A purposive sample of 120 doctors (60 ayurvedic doctors and 60 allopathic doctors) was selected for the study. Jefferson Empathy Scale (Dr. Mohammadreza Hojat, 2000) and Job Satisfaction Scale (Dr. Amar Singh & Dr. Sharma, 1986) were used to collect data. The result was analyzed using an independent sample ttest and Pearson's coefficient of correlation. The results indicate a significant difference in the level of job satisfaction among ayurvedic and allopathic doctors, a significant difference in the level of empathy among ayurvedic and allopathic doctors, and a significant relationship between empathy and job satisfaction among both ayurvedic and allopathic doctors.

Keywords: *Empathy, Job Satisfaction, Ayurvedic Doctors, Allopathic Doctors*

Ayurvedic Medicine

The word "Ayurveda" is derived from Sanskrit and means "science of life." Ayurveda emphasizes that general health and wellness rely on achieving balance and harmony. This ancient Indian medical system uses a "natural" and holistic approach, combining plant-based products, diet, exercise, and lifestyle modifications.

Allopathic Medicine

Allopathic medicine refers to modern Western medicine. It treats diseases with remedies that produce effects different from those caused by the disease. Allopathic physicians, known as MDs, use conventional medical treatments such as surgery, medication, and therapies.

Empathy

Empathy is the ability to emotionally understand what others feel, see things from their perspective, and imagine oneself in their place. In healthcare, empathy is crucial for effective doctor patient relationships and improves patient outcomes and overall well-being.

¹Guest Faculty, DOSR in Psychology, Tumkur University, Tumakuru, Karnataka, India.

²Counselling Psychologist, Bangalore, Karnataka, India

*Corresponding Author

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Job Satisfaction

Job satisfaction refers to how content and motivated employees feel about their jobs. It encompasses their overall feelings about their work environment, conditions, and their career growth opportunities. For doctors, job satisfaction impacts their mental and emotional wellbeing and the quality of patient care they provide.

REVIEW OF LITERATURE

Muhammad Imarn Malik, Farida Saleem, Mehboob Ahmad (2010): Explored job satisfaction, worklife balance, turnover intentions, and burnout levels among doctors in Pakistan, highlighting the positive outcomes of effective worklife balance management.

Dae Hun Suh, Jong Soo Hong, Dong Hun Lee (2012): Assessed the psychometric properties of the Korean version of the Jefferson Scale of Physician Empathy (JSPE) among Korean physicians, identifying significant gender and specialtybased differences.

Bouwkamp J.C., Whiston M.S.C., Hartung P.J. (2013): Studied work values and job satisfaction among family physicians, finding significant predictors of job satisfaction.

Fortney L., Luchterhand C., Zakletskaia L., Zgierska A. (2013): Investigated the impact of mindfulness intervention on job satisfaction and compassion among primary care clinicians, finding significant improvements postintervention.

Charles J.A., AhnfeildentMollerup P., Sondergaard J. (2018): Measured variations in physician empathy among Danish GPs and its connection with job satisfaction.

Lal A., Tharyan A., Tharyan P. (2019): Examined job stress, job satisfaction, and burnout among medical and surgical faculty, finding significant correlations with empathy and religious or spiritual beliefs.

Karanikola M.N.K., Zartloui A., Nystazaki M., Papathanassogolu E.D.E. (2020): Investigated the relationship between depressive symptoms, job satisfaction, and empathy among Greek psychiatricmental health nursing personnel.

Lyeke P. (2020): Explored the impact of job satisfaction on empathic behavior of healthcare workers, finding a positive association.

Lamiani G., Dordoni P., Vegni E., Barajon I. (2020): Assessed the impact of empathy on moral distress, job satisfaction, and job retention intentions among Italian clinicians.

Troels Kristensen, Charlotte Ejersted, Justin A. Charles (2022): Surveyed Danish GPs using the Jefferson Scale of Empathy to assess the relationship between physician empathy and antibiotic prescribing patterns.

Yue Z., Qin Y., Liu C. (2022): Analyzed the influence of empathy on burnout among medical staff, highlighting the mediating roles of job satisfaction and job commitment.

METHODOLOGY

Aim: To study empathy and job satisfaction among ayurvedic and allopathic doctors.

Objectives:

1. To study the level of empathy and job satisfaction among ayurvedic and allopathic doctors.
2. To study the relationship between empathy and job satisfaction among ayurvedic and allopathic doctors.
3. To study the difference between empathy and job satisfaction among ayurvedic and allopathic doctors.

Research Questions:

1. What is the level of empathy among ayurvedic and allopathic doctors?
2. What is the level of job satisfaction among ayurvedic and allopathic doctors?
3. What is the relationship between empathy and job satisfaction among ayurvedic and allopathic doctors?

Variables:

- Independent Variables: Ayurvedic doctors, Allopathic doctors
- Dependent Variables: Empathy, Job satisfaction.

Hypotheses:

1. There is no significant difference in the level of job satisfaction among ayurvedic and allopathic doctors.
2. There is no significant difference in the level of empathy among ayurvedic and allopathic doctors.
3. There is no significant relationship between empathy and job satisfaction among Ayurvedic doctors.
4. There is no significant relationship between empathy and job satisfaction among allopathic doctors.

Sample: A purposive sample of 60 ayurvedic doctors and 60 allopathic doctors (total: 120).

AYURVEDIC DOCTORS	ALLOPATHIC DOCTORS	TOTAL
60	60	120

Research Design: Comparative study and correlation method.

Inclusion Criteria:

- Ayurvedic doctors
- Allopathic doctors
- Both male and female

Exclusion Criteria: MBBS Doctors

Tools:

- **Jefferson Empathy Scale:** Developed by Dr. Mohammadreza Hojat (2000) to measure empathy.

A Study on Empathy and Job Satisfaction among Ayurvedic and Allopathic Doctors

- **Job Satisfaction Scale:** Developed by Singh & Sharma (1971) to measure job satisfaction.

Procedure: Participants were invited to participate in an online survey through email, with consent obtained and confidentiality assured.

RESULTS AND DISCUSSION

Table No. 1 Level of job satisfaction among ayurvedic and allopathic doctors

Area		N	Mean	SD	T(value)	P(value)
Job Satisfaction	Ayurvedic	60	39.8500	4.79345	2.751	.007
	Allopathic	60	36.7167	7.40612	2.751	.007

The independent sample t-test showed a significant difference, indicating higher job satisfaction among ayurvedic doctors ($p < 0.05$).

Table No. 2 Level of empathy among Ayurvedic and allopathic doctors

Area		N	Mean	SD	T(value)	P(value)
Empathy	Ayurvedic	60	59.2167	4.86806	-3.169	.002
	Allopathic	60	62.6333	6.78724	-3.169	.022

The independent sample t-test showed a significant difference, indicating higher empathy among allopathic doctors ($p < 0.05$).

Table No. 3 Correlation between empathy and job satisfaction among Ayurvedic doctors

Scales		Values
Empathy	1	.879**
Job Satisfaction	.879**	1

Pearson's coefficient of correlation showed a strong positive relationship ($r = 0.879$, $p < 0.01$).

Table No. 4 Correlation between Empathy and job satisfaction among allopathic doctors

Scales		Values
Empathy	1	-.879**
Job Satisfaction	-.897**	1

Pearson's coefficient of correlation showed a strong negative relationship ($r = 0.879$, $p < 0.01$).

DISCUSSION

The results of this study provide valuable insights into the levels of job satisfaction and empathy among Ayurvedic and Allopathic doctors, as well as the correlation between these two variables within each group.

A Study on Empathy and Job Satisfaction among Ayurvedic and Allopathic Doctors

Job Satisfaction Among Ayurvedic and Allopathic Doctors

Table 1 demonstrates a significant difference in job satisfaction levels between Ayurvedic and Allopathic doctors, with Ayurvedic doctors exhibiting higher job satisfaction ($M = 39.85$, $SD = 4.79345$) compared to Allopathic doctors ($M = 36.7167$, $SD = 7.40612$). The independent sample t-test yielded a t-value of 2.751 and a p-value of .007, indicating statistical significance at the $p < 0.05$ level.

This finding suggests that Ayurvedic doctors may experience higher levels of job satisfaction due to various factors such as alignment with their holistic approach to healthcare, greater autonomy in their practice, or a stronger connection to traditional practices that emphasize balance and harmony. These elements could contribute to a more fulfilling work environment and greater personal contentment in their professional roles.

Empathy Among Ayurvedic and Allopathic Doctors

Table 2 shows that Allopathic doctors have significantly higher empathy levels ($M = 62.6333$, $SD = 6.78724$) compared to Ayurvedic doctors ($M = 59.2167$, $SD = 4.86806$). The independent sample t-test results indicated a t-value of -3.169 and p-values of .002 and .022, confirming statistical significance at the $p < 0.05$ level. Higher empathy levels among Allopathic doctors might be attributed to the structured training they receive in patient care and communication during their medical education. Empathy is often emphasized in modern medical curricula as a crucial component of effective healthcare delivery, potentially leading to better patient outcomes and enhanced patient satisfaction.

Correlation Between Empathy and Job Satisfaction

The correlation analysis revealed contrasting relationships between empathy and job satisfaction among Ayurvedic and Allopathic doctors. For Ayurvedic doctors, Table 3 indicates a strong positive correlation between empathy and job satisfaction ($r = 0.879$, $p < 0.01$). This positive relationship suggests that higher empathy levels among Ayurvedic doctors are associated with greater job satisfaction. This could be due to the integrative and patient-centered nature of Ayurvedic practice, where understanding and addressing patients' emotional and physical needs holistically can enhance job fulfillment and professional satisfaction.

Conversely, Table 4 shows a strong negative correlation between empathy and job satisfaction among Allopathic doctors ($r = -0.879$, $p < 0.01$). This negative relationship implies that as empathy increases, job satisfaction tends to decrease among Allopathic doctors. Several factors might contribute to this phenomenon, including the emotional toll of high empathy in a demanding and high-pressure medical environment. Allopathic doctors with high empathy may experience greater emotional fatigue and burnout, leading to lower job satisfaction. Additionally, the rigorous and often fragmented nature of modern medical practice might make it challenging for highly empathetic doctors to maintain job satisfaction.

CONCLUSION

The study highlights significant differences in job satisfaction and empathy levels between Ayurvedic and Allopathic doctors, along with contrasting correlations between these variables within each group. These findings underscore the need for tailored strategies to enhance job satisfaction and support empathy in medical practice. For Ayurvedic doctors, fostering empathy can further improve job satisfaction, while for Allopathic doctors,

A Study on Empathy and Job Satisfaction among Ayurvedic and Allopathic Doctors

addressing the emotional demands of their practice may help mitigate the negative impact of high empathy on job satisfaction.

Future research should explore the underlying factors contributing to these differences and relationships, considering variables such as work environment, training, and cultural influences. Interventions aimed at promoting well-being and reducing burnout among Allopathic doctors could also be beneficial in improving job satisfaction and patient care outcomes.

Implications

These findings highlight the need for tailored support and interventions to enhance job satisfaction among doctors, considering the unique characteristics and challenges of each medical discipline.

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A Study on Empathy and Job Satisfaction among Ayurvedic and Allopathic Doctors

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Conflict of Interest

The author(s) declared no conflict of interest.

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