

# Job Satisfaction among Health Care Professionals in a Teaching Hospital of West Bengal

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**Abstract:** *Background: Job satisfaction health of professionals is the positive personal perception toward work experiences and it influences the quality of health care and productivity.*

**Aims and Objectives:** *To assess the job satisfaction of physicians and nurses working in teaching hospital of West Bengal.*

**Methods:** *A hospital based, observational, descriptive, cross sectional study was conducted among physicians and nurses of a medical college for three months. The sample size was 106. Data on different aspects of job satisfaction was collected with a comprehensive pre designed, pre tested, semi-structured, self administered, seven domain "Job satisfaction questionnaire" proforma developed and validated by Kumar and Khan after modification with 28 items instead of 49 questions due to lack of time and reluctance of the participants. Job satisfaction was measured using five point Likert Scale.*

**Statistical analysis:** *Data was analyzed with SPSS 22.0 (licensed). Numerical data was presented as mean, standard error, range, proportions and qualitative attributes by proportions.*

**Results:** *The study had 60 physicians and 46 nurses. The mean age and duration in current service were 38.30 years and 6.99 years respectively. More than half physicians worked between 6 to 10 years. The mean score of interpersonal relation and co operation was highest (18.25) while least for career development (8.59). The nurses were more satisfied with pension benefit, inter employee relationship, job security, supply of essential items/logistics, learning new skills, carrier growth in comparison with physicians while the physicians were more satisfied with salary, working environment, demand from patients and workload.*

**Conclusions:** *In the present study, half of physicians and nurses were satisfied with their job. Results of the present study might be an eye opener for the improvement of the future growth, hospital culture and job prospect.*

**Keywords:** *Health care professionals, job satisfaction, domains, cross sectional survey.*