

Determinants of Job Satisfaction among Healthcare Workers at a Tertiary Care Hospital

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Abstract

Job satisfaction can be defined as "the extent to which people like or dislike their jobs". This definition suggests job satisfaction is a general or global affective reaction that individuals hold about their job. Family Roles are patterns of behavior by which individuals fulfill family functions and needs. Family role changes may affect their daily activities including a person's work. Unlike traditional job satisfaction surveys, this study was trying to explore the correlation between employee's personal profile and their satisfaction in their job. The personal profile determinants which were compared with overall job satisfaction were - Age, Gender, Work experience, marital status, dependent children and parents. It revealed that majority of the determinants studied were having positive impact on the job satisfaction. It is interesting to note that comparatively young employees with dependents were more satisfied with their job. They were feeling satisfied and motivated to work as they were contributing to the family.

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