

ABSTRACT

Objectives

This study was conducted to describe the level of job satisfaction and job stress among Grade Medical Officers working in the government health care facilities in the Kurunegala district.

Methodology

A cross sectional descriptive study was carried out to meet the above objective. All 412 Grade Medical Officers working in 74 government health care facilities during the study period were included in the study. The study instrument was a pre tested self administered questionnaire. The level of job satisfaction and job stress was assessed by using a rating scale and a composite score.

Results

The response rate of the study was 78.8%. The mean age was 35.7 ± 5.4 years with a male preponderance (61.5%). 88.6% were married and among them 71% had children. 67.1% Grade Medical Officers were either extremely satisfied, satisfied or fairly satisfied while 26.1% were extremely dissatisfied, dissatisfied or fairly dissatisfied with their job. 6.8% were neither satisfied nor dissatisfied. Job satisfaction was statistically significantly associated with the following characteristics; Age ($P < 0.05$), religion (Buddhist vs others) ($P < 0.05$), marital status ($P < 0.05$) period of service in the government sector ($P < 0.05$), placed in a job of choice ($P < 0.001$), residing at a distance of $< 20\text{km}$ from work place ($P < 0.01$). GMOs were also dissatisfied with the salary (30.2%) and the physical working conditions (29.2%).

Stress among Grade Medical Officers range from 30 - 112. Mean stress score was 65.02 ± 13.9 . Level of job stress was statistically significantly associated with the following characteristics; Age ($P < 0.001$), sex ($P < 0.05$), period of service ($P < 0.001$), work place ($P < 0.05$), current post(designation) ($P < 0.001$), current post (curative/preventive) ($P < 0.05$),

working period of current post ($P < 0.001$), placed in a job of choice ($P < 0.001$), residing at a distance of $< 20\text{km}$ from work place ($P < 0.05$). Five variables which showed highest stress scores were lack of opportunity to update knowledge ((Mean = 3.11), current transferring system (Mean = 2.94), lack of opportunity for higher education (Mean = 2.91), working during weekends and public holidays (Mean = 2.86) and being responsible for the quality of work of other staff (Mean = 2.73)

Conclusion

67.1% Grade Medical Officers were either extremely satisfied, satisfied or fairly satisfied while 26.1% were extremely dissatisfied, dissatisfied or fairly dissatisfied with their job. 6.8% were neither satisfied nor dissatisfied. The factors significantly associated with high level of job satisfaction were older age, being unmarried, working in a preferable post, having a longer period of service and a residence at a distance of less than 20 kilometers from the work place. They were also dissatisfied with the salary and the physical working conditions. Grade Medical Officers have stress ranging from minimum of 30 to maximum of 112. Mean stress score was 65.02 ± 13.9 . The high level of stress was significantly associated with female sex and younger age. Grade Medical Officers working in curative sector showed a high stress levels. Those working in General Hospitals and Base Hospitals were in a stressful situation and Senior House Officers demonstrated the highest stress level. Other factors significantly associated with high job stress levels were less period of service, not working in a preferable post and not having a closer residence. Five variables which showed high stress scores were lack of opportunity to update knowledge and lack of opportunity for higher education, current transferring system, working during weekends and public holidays and being responsible for the quality of work of other staff.