

Abstract

The present study describes the level of job satisfaction and its selected correlates of Public Health Midwives who are working in District of Ratnapura.

Three hundred and twenty six (326) Public Health Midwives who are working in District of Ratnapura were included in the study as a convenient sample.

Job satisfaction was assessed with thirty questions under the ten sub headings which were developed based on two factor theory of Herzberg et al.

A majority 153 (59.5%) of the Public Health Midwives had scored their level of job satisfaction as neither satisfied nor dissatisfied and 65(23.7%) are satisfied as PHHM.

However 39(15.2%) of the study population are not satisfied while 1.6% are strongly satisfied and non of them are strongly dissatisfied.

A majority 226b (88%) of the PHM are satisfied on support exerted at MOH level. More than half of the PHHM are not satisfied on existing appraisal system, promotion based on work performance, extra payment and salary increment within the system.

Experience as a PHM, presence of immediate supervisor, age of the PHM and number of children has significant influence on job satisfaction while total population, mode of travelling, place of residence, and distance from place of residence to the field has no significant influence on job satisfaction.

Improving basic facilities in working environment, appointing PHNS or SPHM for each MOH area, provision of efficient feed back at MOH level, conducting regular in service programmes to update the knowledge are the main recommendations.

This study is first of the nature in Sri Lanka and data are not available for comparison. Comparison between studies in local or international literature is difficult and inappropriate unless the working setting and study instrument were the same.

Study was limited to a selected district namely Ratnapura due to logistical constrains which is a major limitation of this study. Thus the external validity of study finding is hindered.