

ABSTRACT

Background

PHMM provide domiciliary health care services with minimum facilities as the “front line” health worker. So, quality of work life (QWL) is important and the deterioration of QWL may influence to change the employment. In the background of inadequate studies on QWL of the employees in health system in Sri Lanka, this study was undertaken to determine quality of work life (QWL), job turnover intention and associated factors among PHMM.

Methods

A descriptive cross sectional study was carried out in Gampaha district among the PHM staff of Medical Officer of Health (MOH) offices. All PHMM who fulfilled the inclusion criteria were selected and a self-administered questionnaire (based on brooks QWL survey and anticipated turnover scale (ATS) by Hinshaw and Atwood) was given. Sample size was 424. Data analyzed and associations for different categories were assessed and presented in frequency distribution tables and chi square test was applied for associations and significance looked at probability of 0.05.

Results

In the study, majority (57.4%) were above 40 years of age with mean age of 43.2 (\pm SD=9.19) years and 92.7 % (n=393) participants were married. Out of them, 49.8 % (n=211) had service more than 15 years as a field level PHM. The majority (n=358, 84.4%) had good QWL and nearly 70% of the participants (n=283) had intention to retain in the profession or no JTI. The good QWL was significantly associated with the advancing age of the PHMM ($p=0.029$) compared to youngsters, period of service >10 years as a field level PHM ($p<0.001$) and the total population of >6000 providing health care services in the field ($p<0.001$). The association between poor QWL and positive aspect of JTI were significant ($p<0.001$).

Conclusions

Majority (n=357,85%) of PHMM had good quality of work life and only 25.8 % out of them had JTI. This supports that majority are at mean age (43.2 years) and > 10 years of service (70.1%) having possible retention in the service as PHM after recruitment. Majority were unsatisfied on government allowances and facilities at the field office.

Key words:

Quality of work life (QWL), Job turnover intention (JTI), Public health midwives (PHMM)

