Job satisfaction and related factors among health center staff in Gonbad kavus city

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Abstract

Background & Aim: In general, the success of any organization depends on its employees' efforts and job satisfaction. Thus this study conducted to investigate job satisfaction and its related factors among health centers staff in Gonbad kavus city in 2014.

Methods: This descriptive/cross-sectional study was carried out on 151 staff working at health centers of Gonbad kavus city in 2014. Subjects were selected through stratified random sampling. To collect Data, two demographic characteristics check-list and Brayfield and Rothe's job satisfaction questionnaire were used. Data was analyzed by SPSS 18 software.

Results: Mean age of subjects was 35.9±6.2 years old. Most of them were female (58.3%) and married (88.7%). Mean score of job satisfaction was 57.5± 11.4 of 90. There was significant relationship between job satisfaction and individual's viewpoint to family income level ($P<0.05$), whereas there was no significant difference between job satisfaction and demographic variables ($P>0.05$).

Conclusion: Since job satisfaction among health center staff was at moderate level, it is suggested to improve job satisfaction and quality level of services through appropriate payment system.

Keywords: Job satisfaction, Health care staff, Health center

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