

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

Rafiei N¹, khoshkam A², Heshmati H³, Amini S⁴, Seyedghasemi NS^{5*}

1- PhD student in Health Services Management, Health Management and Social Development Research Center, Golestan University of Medical Sciences, Gorgan, Iran.

2- BSc student in Public Health, Student Research Committee, Golestan University of Medical Sciences, Gorgan, Iran.

3- MSc in Health Education, Department of Public Health, School of Health, Torbat Heydariyeh University of Medical Sciences, Torbat Heydariyeh, Iran.

4- PhD student in Health Services Management, Research Center for Modeling in Health, Institute for Futures Studies in Health, Kerman University of Medical Sciences, Kerman, Iran.

5- MSc in Biostatistics, Health Management and Social Development Research Center, Golestan University of Medical Sciences, Gorgan, Iran.

***Corresponding Address: Golestan University of Medical Sciences, Gorgan, Iran.**

Email: seyedghasemi_n@yahoo.com

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