

**JOB SATISFACTION AMONG MEDICAL DOCTORS IN
WEIFANG PEOPLE'S HOSPITAL IN CHINA**

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ABSTRACT

A descriptive cross-sectional study was conducted on job satisfaction among medical doctors in Weifang People's Hospital in China with the aim of identifying the socio-demographic factors, job characteristic factors and attitude and opinion which influence the job satisfaction.

The sustainable development of medical health services depends on more highly qualified, satisfied and more highly stable team of medical doctors. This research was conducted in Weifang Peoples' Hospital in China in order to understand the level of job satisfaction among medical doctors, to detect the main influence on job satisfaction, to identify the existing problems and put forward some pertinent countermeasures to improve the level of job satisfaction based on these findings. The study revealed that pediatricians were the group with the lowest level of job satisfaction at the "satisfactory" level while doctors in the department of traditional Chinese medicine had the highest level. Five factors were found to influence job satisfaction: working condition of the hospital, approval of achievement, ownership and identification with the hospital, the harmonious relationship, and welfare.

About 54 percent of the respondents intended leaving the hospital. The medical doctors who had a high education had the strongest intention to leave. The key factors affecting the medical doctors to engender the intention of leaving hospital were: job satisfaction, the equity of remuneration, promotion, environment for medical practice, welfare and the opportunity to fully use their skills. This study should be used as the input to adjust the management to monitor the satisfaction of working staff.

KEY WORDS: JOB SATISFACTION, WORKING CONDITION, ENVIRONMENT FOR MEDICAL PRACTICE

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