

ORIGINAL PAPER

Job Satisfactions of Nurses and Physicians Working in the Same Health Care Facility in Turkey

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Abstract

Background: Job satisfaction is defined as the degree to which employees like or enjoy their jobs and the degree of satisfaction is based on the importance placed upon this reward and benefit.

Objective: Aim of this study was to determine the job satisfaction levels of nurses and physicians working in the same health care facility, analyze the factors that may affect job satisfaction levels. This study was conducted as a descriptive study and was carried out in one Medical Care Center Northwestern Region of Turkey, Bursa.

Results: A job satisfaction scale developed by researchers according to literature review. The scale contained 36 items related to measure job satisfaction levels of the participants. Data were collected from 65 nurses and 15 physicians. Motivation of nurses is significantly higher than physicians. There is no affect of nurses' education levels on general job satisfaction levels ($p>0.05$). No significant association was found between gender and motivation ($p>0.05$). Payments and organization-related factors affect job satisfaction among nurses and physicians.

Conclusion: This scale yielded significant results in all subgroups except for satisfaction with patient treatment, care services and age. Seniority in the profession and age correlates with general job satisfaction level. Future studies need to focus on if job dissatisfaction affects health care workers to quit their jobs, differences among genders and profession.

Key Words: Nurse, physician, job satisfaction