

# 3<sup>rd</sup> International Conference & Exhibition on **Biometrics & Biostatistics**

October 20-21, 2014 DoubleTree by Hilton Baltimore - BWI Airport, USA

## **The effects of job satisfaction level on intention to leave and job search behaviour of health non-commissioned officers**

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**Objective:** One of the most important requirements for successful, happy and productive people is job satisfaction. This is the feeling of contentment with being detection of individual provided by work. At the same time, job satisfaction is an emotional reaction developed as result of the employee's job and work environment assessment. The main objective of this study is to examine the job satisfaction, role argument, role indefiniteness of the Health Noncommissioned Officers.

**Material and method:** A questionnaire including job satisfaction inventory, developed by Sahin, "Role Conflict and Role Ambiguity Questionnaire" developed by Rizzo, House and Lirtzman and some characteristics of the participants has been used for data collection to 105 health non-commissioned officers. Mann-whitney U and Kruskal Wallis tests have been used for analyzing the survey data.

**Results:** The mean age of participants was  $29.01 \pm 1.59$ . 26% of participants serve on the field and 65% at the hospital. 76% of participants graduated from GMMA Health Noncommissioned Officers College. The marital and children status, graduated school and duty station status of the participants didn't affect the job satisfaction level. The highest level of role ambiguity are the ones who work in the headquarters.

**Conclusion:** Job satisfaction for health noncommissioned officers express the level met by direction of expectations for physical, spiritual and social needs. This for people is one of the most important factors for their successful, happy and productive. Employees' job satisfaction shows differences between job groups, as well as the same jobs, among regions and countries, or even between institutions vary.

### **Biography**

Caglar Unlu graduated from Gülhane Military Medical Faculty and has been officially registered as a MD student in the MD Programme of the Department of Military Health Services, Gülhane Military Medical Academy, since October 01, 2012.

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