

10th World Congress on

HEALTHCARE & TECHNOLOGIES

July 17-18, 2017 | Lisbon, Portugal

RELATIONSHIP BETWEEN JOB SATISFACTION AND PATIENT SAFETY CULTURE

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Statement of the Problem: Recently, more importance has been given to the human factor and the organizational climate due to their influence on the motivation of the professionals and the improvement of performance. Some studies indicate that job satisfaction may be related to patient safety.

Aim: To evaluate the relationship between Safety Culture and Job Satisfaction in a medium-stay hospital, showing the relationships between the dimensions that define both constructs and identifying the dimensions with the greatest impact on both variables.

Methodology & Theoretical Orientation: Cross-sectional study conducted in 2015, using the Basque Health Service Job Satisfaction Survey and the Spanish version of the "Hospital Survey on Patient Safety" questionnaire (Agency for Healthcare Research and Quality). Result Variables: High Job Satisfaction and High Degree of Perceived Security (score \geq 75th percentile).

Predictor Variables: Socio-demographic characteristics and perception of the evaluated dimensions. The association between variables was quantified by adjusted Odds Ratio and the 95% Confidence Interval.

Findings: The mean Job Satisfaction was 7.21 (SD = 2.01) and the mean of Perceived Safety was 7.48 (SD = 1.98). The 75th percentile of the distribution in both cases was 9. The socio-demographic variables had little significance, while a positive perception of many of the considered dimensions was associated with high perception of the result variables. In the data analysis were obtained multiple significant correlations and cross-relations between the dimensions that define both constructs, as well as between the degree of satisfaction of the dimensions considered and the outcome variables.

Conclusion & Significance: The dimensions that define Work Satisfaction and Safety Culture present cross-relationships with each other and with the outcome variables, indicating that both constructs are related. These results reinforce the idea that if an adequate climate is created and Job Satisfaction increases, health workers improve their performance and increase Patient Safety.

Biography

Maria Jose Merino Plaza is a Pharmacist specialized in Clinical Analysis, responsible for the clinical analysis laboratory of Doctor Moliner Hospital, a medium stay Hospital in Valencia, Spain since 1994 Master in Quality Management. Since 2010 she is responsible for quality of the center and is very committed to the exciting topics related with Job Satisfaction and Patient Safety Culture. At the moment she is conducting her Ph.D. on Quality of Care and Patient Safety in a Hospital of medium stay Hospital in collaboration with the University of Granada, Spain. Among her professional competences can be highlighted the management of multidisciplinary human teams, the definition and implementation of quality management mechanisms and the high analytical, relational, interpersonal, organizational and empathy skills.

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