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Factor analysis technique to determine job satisfaction among physicians in a Saudi Tertiary Medical Care Center

Background: Physician satisfaction decreased over years due to the amount of time spent with individual patients, personal autonomy, and time available for family and personal life. This study attempts to address physician satisfaction, correlates and predictors of high and low satisfaction levels.

Objectives: To measure the degree of job satisfaction among physicians working in a tertiary care hospital, to identify factors might affect job satisfaction among physicians.

Material & Method: This is a cross section study for 340 physicians selected from a tertiary care center using stratified random sample with proportional allocation using self-administered questionnaire with 5 points Likert Scale. Only 217 completed the questionnaire. Descriptive statistics was used appropriately, Mean + standard deviation for the quantitative variables while frequency and percentages for the qualitative variables. ANOVA, t-test, and Chi-square were used as necessary to find if there are any significant relationships between satisfaction scores and the predictor variables. Factor Analysis technique was used to find the hidden factors for job satisfaction among the surveyed physicians. Scree plot and Eigen values greater than 1 used to determine number of factors.

Results: Response rate was 63.8% from all physicians selected to participate in the study. They were mostly males (75.6%), and non-Saudis (52.5%). The overall perceived satisfaction as measured by one question was 3.42 points out of 5 (68.4%) significantly lower than the overall satisfaction which took in consideration all variables 3.67 points (73.4%). Mean satisfaction scores were significantly negatively related to number of children ($p < 0.001$), but positively correlated to each of: income, amount of vacations, sick leave policy, health coverage for the employee and his family, overall benefits package, involving in academic work, and doing research, ($p < 0.001$).

Conclusion: Work culture, relation with supervisors, benefits, appreciation, environment, encouragements, team work, development and privileges are the most important factors that affect physicians' satisfaction. Boosting satisfaction of physicians is important for both the success of the tertiary care center and for the high quality services offered to the patients

Biography

Ahmed A Bahnassy has completed his PhD from Tulane University. He is a Professor of Biostatistics and Medical Research in College of Medicine, King Fahad Medical City, Saudi Arabia. He has published more than 130 papers in reputed journals and has been serving as a Referee of 6 reputed journals.

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