

JOB SATISFACTION AND SELF-ESTEEM AMONG MBBS AND SPECIALIZED DOCTORS SERVING IN CMH & MH, RAWALPINDI

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ABSTRACT

Objective: To investigate the role of job satisfaction and self-esteem among MBBS and Specialized doctors.

Study Design: Cross sectional study.

Place and Duration of Study: Combined Military Hospital and Pak Emirates Military Hospital Rawalpindi, from Jun and Jul of 2018.

Methodology: A total of 80 doctors participated in the present study, including 40 MBBS and 40 specialized, through convenient sampling technique. Self-esteem scale by Rosenberg Scale and job satisfaction scale by Scott Macdonald and Peter Macintyre were used for data collection.

Results: Both Job satisfaction and self-esteem scale revealed satisfactory psychometric properties and data was normally distributed. Independent sample t-test revealed that gender, qualification, and marital status have non-significant mean differences on scores of job satisfaction and self-esteem. Bivariate correlation showed positive correlation of age with job satisfaction ($r=0.274^{**}$) and self-esteem ($r=0.313^{**}$). Job satisfaction and self-esteem was also significantly positively correlated ($r=0.524^{**}$).

Conclusion: With the advancement of age both MBBS and Specialized doctors achieve the level of job satisfaction that was a true reflection of satisfied self-esteem without any difference or effect of socio-demographic factors in a relationship.

Keywords: Job satisfaction, Self-esteem, Self-concept.

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INTRODUCTION

The occupied lives of overall doctors are presently experiencing reflective variations and will revolutionize further with advancement of age, medicine modernization, and technology upgradation. The pouring powers behind these changes are increasing financial boundaries, innovation and development in medicine; transformed potentials and hopes of provision distribution. Job satisfaction and self-esteem are dependent on each other¹. The direct and positive relationship of job satisfaction and self-esteem has been reported by empirical studies many time¹⁻³. Job satisfaction characterizes with both optimistic and pessimistic cognitions and attitudes that doctors have towards their work in form of their personal performance towards organi-

zation and empathies towards patients². It is commonly professed to be directly connected to efficiency as well as to personal well-being and self-esteem³. Job satisfaction further implies zeal and zest with one's work. It is the significant component that leads to high self-esteem, fulfillment of financial needs, and need of growth and the achievement of other life goals also⁴.

Job satisfaction of the doctor is much more important as it directly linked with satisfaction and treatment process of patients⁵. There are multiple studies, based on doctors of different settings where work environment and demand of job is different. They might be having defined working hours, flexible job commitments, comparative low expectations of clients and structured holidays. Whereas, in pak army, doctors have one of the most stressful and demanding jobs in the country. They need to be alert, need supervisory support, empathy and persistence all the time at work with soldiers and to their families.

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For this their self-esteem must be high to achieve all tasks and come to expectations of patients and their respective departments. Beside this, factors like age, gender, marital status, and area of specialization, undefined working hours, nature of responsibilities, frequent postings and attachments can effect their efficiency^{6,7}. So, job satisfaction and self-esteem in such stressful conditions does matter for their commitment and efficiency of work^{8,9}. For this reason present study pursued to investigate the role of job satisfaction and self-esteem among MBBS and specialized doctors serving in Combine Military Hospital & Military Hospital Rawalpindi.

METHODOLOGY

This cross sectional study was conducted at Combined Military Hospital and Pak Emirates Military Hospital Rawalpindi, to explore the relationship between job satisfaction and self-esteem among doctors. Consent to conduct current study has been taken from Psych Research Cell, Personnel Administration Directorate, GHQ Rawalpindi, Pakistan. Through purposive sampling technique, total 80 doctors including; 40 MBBS and 40 specialized doctors participated in this study. Data was collected through demographic sheet, Self-reported measure of job satisfaction scale comprised of 10 items with five-point Likert scale scoring base. Data analysis has been done by described guidelines of the authors of the scale i.e. 42-50 very high, 39-41 high, 32-38 average, 27-31 low, 10-26 very low. Self-esteem scale consists of 10 items at 4-point Likert scale (strongly disagree 1, disagree 2, agree 3, strongly agree 4), where item 2,5,6,8, and 9 are reversed score¹¹. Data of the present study were analyzed by descriptive statistics, t-test, Bivariate Correlation, and Moderation (Process Marco developed by Andrew F.) by using IBM SPSS version 23, at 0.05 significant level ($p \leq 0.05$).

RESULTS

Total of 80 doctors were taken (age: 33.34 ± 4.41) that consisted of 50% Men ($n=40$) and 50% women ($n=40$). 77.5% participants were married ($n=62$) while 18 were unmarried (22.5%). 40

participants did MBBS (50%) and 40 were specialized doctors (50%).

Table-I gives information about Mean, Standard deviation, Cronbach's alpha reliability, Skewness, Kurtosis and Range of each used scale used in the present study. Both job satisfaction scale (Mean \pm SD 36.35 ± 5.84 , $\alpha=0.73$) and self-esteem scale (Mean \pm SD 30.71 ± 4.38 , $\alpha=0.80$) consists of 10 items each and possesses satisfactory reliability. So it has been found that all scales have acceptable reliabilities coefficient (i.e. $\alpha > 0.7$). Data is normally distributed and it is fulfilling assumption of parametric testing. The values of skewness and kurtosis ranged between 2 ± 2 and they are statistically acceptable by George & Mallery in 2010.

Figure-1 has shown the distribution of Job Satisfaction level among over all doctors including MBBS and specialists. 50% of sample (MBBS and Specialized doctors) fall under the category of high job satisfaction level, participants in very high and low category are equal in percentage that is 17.5 and only 15% doctors have shown very low job satisfaction.

Figure-2 showed that maximum doctors (MBBS and Specialists) have high self-esteem, as they fall in the range of 30 to 35. Whereas, few are in the range of 20 to 25 and 35 to 40; and very few or rare cases are at very low level.

Independent sample t-test was applied on gender and marital satisfaction. Findings of the study reveals that there were no significant gender differences on score of Self Esteem ($t=0.43$, $p=0.66$) and Job Satisfaction ($t=1.15$, $p=0.25$). Moreover, no significant marital status differences has been found on score of Self Esteem ($t=0.72$, $p=0.47$) and Job Satisfaction ($t=1.92$, $p=0.08$).

Table-III of bivariate correlation showed positive correlation of age with job satisfaction ($r=0.274^{**}$) and self-esteem. ($r=0.313^{**}$). This showed higher the age higher would be level of job satisfaction and self-esteem. Whereas job satisfaction and self-esteem were also significantly positively correlated ($r=0.524^{**}$).

To study the effects of moderator age, gender, marital status and qualification level in the relationship between job satisfaction and self

predicts increase in self-esteem without any effect of moderator. However, the overall model did not show significant moderation of age, gender,

Table-I: Mean, Standard deviation Cronbach’s Alpha Reliability, Skewness, Kurtosis and range of Job satisfaction and self esteem, (n=80).

Variables	No. of Items	Mean	Standard Deviation	α	Skewness	Kurtosis	Range	
							Potential	Actual
Job Satisfaction	10	36.35	5.84	0.73	0.42	0.30	10-50	22-49
Self Esteem	10	30.71	4.38	0.80	-1.07	2.00	10-40	13-39

α=Cronbach alpha reliability.

Table-II: Gender and marital status differences on scores of self esteem and job satisfaction scale among MBBS and specialized doctors (n=80).

Variables	Mean ± Standard Deviation	Mean ± Standard Deviation	p-value	95% Confidence Interval	
	Men (n=40)	Women (n=40)		Lower Limit	Upper Limit
SSE	30.50 ± 5.54	30.92 ± 2.83	0.66	-2.38	1.53
SJS	35.60 ± 6.99	37.10 ± 4.38	0.25	-4.09	1.09
	Married (n=62)	Unmarried (n=18)			
SSE	30.90 ± 4.43	30.05 ± 4.22	0.47	-1.49	3.18
SJS	37.01 ± 5.58	34.05 ± 6.31	0.08	-0.10	6.02

SSE= Scale of self esteem, SJS= Scale of Job satisfaction, p>0.05.

esteem. Moderation analysis was performed by using Process Marco developed by Andrew F. Hayes. Results of table-IV showed the main role presented by age, gender, marital status and qualification level on the scores of job satisfaction

marital status and qualification level in relationship between JS and SE.

DISCUSSION

The objective of this study was to investigate the role of job satisfaction and self-esteem among

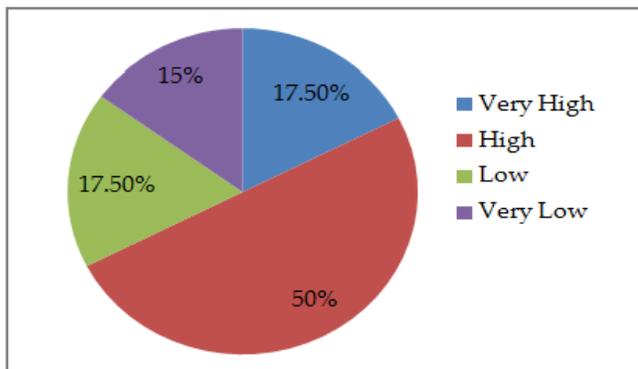


Figure-1: Job Satisfaction level among doctors (MBBS and Specialists=80).

is non-significant, which means amount of job satisfaction does not predict increase or decrease in self-esteem. Age, gender, marital status and qualification level have neutral effect in relationship of JS and SE. It also has been seen that effect of JS on SE is positively significant (p<0.001***) that means increase in job satisfaction

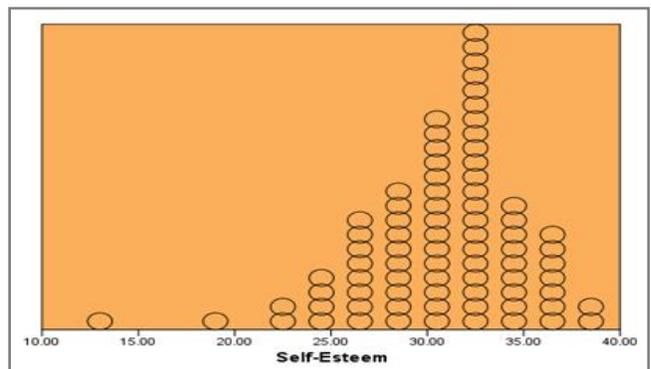


Figure-2: Distribution of Doctors (MBBS and Specialists=80) on Level of Self-Esteem.

MBBS and specialized doctors serving in CMH & PEMH Rawalpindi. Results revealed 50% of study sample (MBBS and Specialized doctors) fall under the category of high job satisfaction level that is usually considered to be ideal, as it is generally assumed that, people with very high job satisfaction are practicing element of social

desirability. Unlike, very high and low are equal in percentage that is 17.5 and only 15% doctors have shown very low job satisfaction. Furthermore, current study explains maximum doctors (MBBS and Specialists) have high self-esteem, as they fall in the range of 30 to 35. Whereas, few were in the range of 20 to 25 and 35 to 40; and very few or rare cases are at very low level.

Contrary to the literature^{8,9,12,13} in this current study sample, findings revealed that there were non-significant mean differences of gender, qualification, and marital status on study variables. Probably because the doctors of Combined Military Hospital and Pak Emirates Military

Table-III: Correlation of age, job satisfaction and self esteem scale among mbbs and specialized doctors (n=80).

Variables	1	2	3
Age	-	0.274**	0.313**
Job Satisfaction	-	-	0.524**
Self Esteem	-	-	-

**Correlation is significant at the 0.01 level (1-tailed), *Correlation is significant at the ** $p < 0.01$, * $p < 0.05$.

Hospital Rawalpindi, regardless of their gender, age, qualification and marital status, get the same amount of fringe benefits and entitlements and they also go through the same initial training phase. Though the results were non-significant but give positive impression by defining no differences. This was an eventual proof of dedication, commitment to job, promising attitudes, composed personalities, and seriousness towards the assigned job to the doctors of Pak army without any socio-demographic differences.

Age, job satisfaction and self-esteem among MBBS and specialized doctors serving in Combined Military Hospital and Pak Emirates Military Hospital Rawalpindi, Rawalpindi has shown significant positive results. It has been seen, with advancement of age, maturity level increases and doctors can better understand their responsibilities and pain of patient, which definitely comes up with high level of self-esteem^{5,14,15}.

Further study explores no moderating role of age, gender, marital status and qualification level

in relationship between job satisfaction and self-esteem. Which means though MBBS and Specialized doctors, male or female; married or unmarried; or MBBS or specialized, they all are subsi-

Table-IV: Distribution of job satisfaction and self esteem among MBBS and specialized doctors (n=80). Self Esteem (95% CI)

Predictor	Beta	Lower Limit	Upper Limit
Constant	30.56**	29.67	31.45
Age	0.10	-0.90	0.29
Job Satisfaction	0.38**	0.23	0.54
Age x Job Satisfaction	0.02	-0.02	0.54
R2	0.30		
F	10.69**		
ΔR2	0.28		
ΔF	0.99		
Constant	30.76**	29.91	31.61
Gender	-0.13	-1.83	1.57
Job Satisfaction	0.37**	0.21	0.53
Gender x Job Satisfaction	-0.12	-0.45	0.20
R2	0.27		
F	9.84**		
ΔR2	0.27		
ΔF	0.55		
Constant	30.66**	29.79	31.51
Marital Status	0.16	-1.97	2.29
Job Satisfaction	0.40**	0.25	0.55
Marital Status x Job Satisfaction	-0.11	-0.45	0.22
R2	0.27		
F	9.81**		
ΔR2	0.26		
ΔF	0.42		
Constant	30.71**	29.86	31.55
Qualification Level	-0.09	-1.78	1.61
Job Satisfaction	0.40**	0.25	0.55
Qualification Level x Job Satisfaction	-0.08	-0.37	0.22
R2	0.52		
F	9.70**		
ΔR2	0.26		
ΔF	0.25		

*** $p < 0.01$, * $p < 0.05$.

dizing equally in their profession. Furthermore, high job satisfaction leads to high level of self-esteem in all models. Contrary to previous studies^{6,12,13,16}, doctors with high demand job

nature, such as, doctors in Pakistan Army may have low job satisfaction and low self-esteem due to challenging job nature, disturbed routine, over time and irregular posting and attachments at times. Beside this, doctors with old age become used to with routine and their is certain level of lost interest and enthusiasm, like they have in young age. But in present study this proved to be false. Female doctors are mostly found dissatisfied with their job^{13,16,17,18}. Present study also negate the fact by giving empirical evidence of the fact that female and married doctors serving in CMH and PEMH Rawalpindi have equally contributed in the relationship of job satisfaction and self-esteem as males and unmarried do. Both of them are serving equally, they are judged, trained, demanded, and appreciated on equal grounds, without any discrimination. Lastly, it has been observed that be a MBBS doctor or Specialist both equally strengthen the relation of job satisfaction and self-esteem and show non-significant moderation role in a relationship. This also depicts the maintained discipline and fair work load distribution among senior and junior doctors of Combined Military Hospital and Pak Emirates Military Hospital Rawalpindi.

Though the present study has its significant strengths, but accompanied by few limitations. Findings of the study were unable to generalize due to small and limited sample of CMH and PEMH Rawalpindi. For more in-depth findings, comparative and qualitative study is suggested to design with collaboration of CMH and PEMH Rawalpindi of different cities as well as other private hospitals of Pakistan.

CONCLUSION

With the advancement of age both MBBS and Specialized doctors achieve the level of job satisfaction that was a true reflection of satisfied self-esteem without any difference or effect of socio-demographic factors in a relationship

CONFLICT OF INTEREST

This study has no conflict of interest to be declared by any author.

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