

Association between job stress and job satisfaction among Iranian Gynecologists

Morteza Salimi¹, Minoo Rajai², Hamid Haghighi³, Masoud Shareghi¹, Mojtaba Salimi⁴, Sakineh Fallahi⁵, Seyed Reza Mirsoleymani¹, Ali Akbar Hesam⁶, Soghra Fallahi⁷, Fatemeh Zare⁸, Sakineh Dadipour⁸

- ¹. Student Research Committee, Department of Research and Technology, Hormozgan University of Medical Sciences, Bandar-e-Abbas, Iran
- ². Associate Professor, Research Center for Reproductive Health & Infertility, Hormozgan University of Medical Sciences, Bandar-e-Abbas, Iran
- ³. M.Sc in Family Counseling, Counseling & Psychological Service Center, Hormozgan Education Department, Bandar-e-Abbas, Iran
- ⁴. Student of MBA, Department of Management, Hormozgan University of Technology
- ⁵. M.Sc in Nursing, Research Center for Reproductive Health & Infertility, Department of Research and Technology, Hormozgan University of Medical Sciences, Bandar-e-Abbas, Iran
- ⁶. M.Sc Student of Clinical Psychology, Research Center for Reproductive Health & Infertility, Department of Research and Technology, Hormozgan University of Medical Sciences, Bandar-e-Abbas, Iran
- ⁷. M.Sc in Physiology, Research Center for Reproductive Health & Infertility, Department of Research and Technology, Hormozgan University of Medical Sciences, Bandar-e-Abbas, Iran
- ⁸. M.Sc Student of Health Education, Research Center for Reproductive Health & Infertility, Department of Research and Technology, Hormozgan University of Medical Sciences, Bandar-e-Abbas, Iran

pooya4022@yahoo.com

Abstract: The positive outcomes of job satisfaction (job satisfaction) lead to increasing the productivity (promotion on ability) ensuring the physical and mental health, and increasing the speed of Training New job skills. This study evaluated the effects of occupational stress on job satisfaction. The study sample consisted of gynecologists. 130 subjects were selected by sampling method. The instruments include a questionnaire of 35 questions on hospital stress and 45 questions of job satisfaction. Results indicated that the five components of job stress, can significantly predict job satisfaction which explains in total, 79% of the variance in job satisfaction. the results of Friedman test showed that the components of job satisfaction (nature of the work itself) has the first rank, salary and benefits (compensations and benefits) has the second rank and job promotion (promotion opportunities) has the third rank. Results also showed that specialists under 40 years of age have higher job satisfaction than 41 to 50 years old and 51 to 60 years old groups. It seems that job stress is one of the negative factors on job satisfaction among gynecologists. [Morteza Salimi, Minoo Rajai, Hamid Haghighi, Masoud Shareghi, Mojtaba Salimi, Sakineh Fallahi, Seyed Reza Mirsoleymani, Ali Akbar Hesam, Soghra Fallahi, Fatemeh Zare, Sakineh Dadipour. **Association between job stress and job satisfaction among Iranian Gynecologists.** *Life Sci J* 2012;9(4):3583-3586] (ISSN:1097-8135). <http://www.lifesciencesite.com>. 530

Keywords: Job stress, Job satisfaction, gynecologist

1. Introduction

Job satisfaction is one of the necessary and valuable components in the promotion of health and life satisfaction. Job satisfaction in the field of medical and hospital services has always been of interest to researchers, because it ensures the personnel working in the field of public health. The mental and physical health damage to manpower expert with the cost savings and convenience is not justified by any reason (1).

Job satisfaction is a general attitude toward one's job and so someone who has a high level of job satisfaction, has a positive attitude towards his/her job (2). Some researchers argue that job satisfaction refers to the degree of positive feelings and attitudes that people have toward their jobs. This means that when someone expresses a high job satisfaction, then

it can be concluded that she/he really likes her/his job, has a good feeling toward his/her job and possibly does his/her job correctly (3). Many factors have been associated with job satisfaction one of these is job stress. Job stress is the accumulation of stress – making factors and job-related situations. In other words this is a stress that a certain person faces with. Job stress occurs in many occupational groups. One of these is the health field. Studies have shown that occupational stress is highly prevalent among medical staff, including doctors, and can reduce job satisfaction (4-8).

Among these, gynecologists face lots of job stress due to long working hours, high stress environment, fear of malpractice and the pursuit of justice and sensitivity among medical staff that can affect their job satisfaction and professional

performance (9, 10). This study examines the relationship between job stress and job satisfaction among female professionals. Although many studies have been done in the field of occupational stress among medical staff, but there is little evidence on the relationship between job stress and job satisfaction. Therefore, in this study we investigated the relationship between job stress and job satisfaction among gynecologists to provide grounds for further actions to improve the health system.

2. Material and Methods

This research study was descriptive - correlation, regression analysis. The study sample consisted of all gynecologists. 130 doctors were selected as sample in the study. Those doctors who participated in scientific seminars were chosen for the study. All participants in the study were female.

The instruments included a demographic questionnaire (including age, marital status, academic rank, location and service history), Hospital job stress questionnaire with 35 questions and job satisfaction questionnaires. The questionnaire was conducted in Iran in 2008. It's Reliability and validity was done by retest and Cronbach's alpha was 0.84 (11, 12). Measuring instrument as well as reliability and validity was done in 2009 and Cronbach's alpha was 0.89. SPSS software version 19 and descriptive tests were used to analyze data.

3. Results

Descriptive findings showed that 76.2% of the sample is comprised of physicians who worked in major cities and 23.8 percent of them worked in small towns. Also, 23.8 percent of participants were Assistant Professors and 13.8 percent, were Associates and 1.5 percent were professors and 60.8 percent were Non-faculty physicians.

Analysis of the relationship between the components of job stress with the components of job satisfaction using regression test showed that the relationship between job satisfaction and job Ergonomic is equal to 0.76 and the coefficient of determination or $0.59=R^2$. Thus, the five elements of ergonomic factors, role ambiguity, shift, chemical factors and the low load are variables that are

considered as significant predictors of job satisfaction. These five factors explain 79 percent of job satisfaction variables and are scales which show one of the aspects of stress.

To analyze the characteristics of job satisfaction Friedman test was used. The results, from the perspective of gynecologists showed that job feature has the first rank salary and benefits, has the second rank the working conditions has the third rank and job promotion has the lowest rank. Chi-square value was also 12/99 with 3 degrees of freedom at an alpha level of 0/01 was significant. The ANOVA test was used to examine age differences in job satisfaction among gynecologists.

Table 1. Values of multiple correlation coefficients between the components of job stress and job satisfaction

	Variables	R	R ²
Step 1	Ergonomic factors	0.76	0.59
Step 2	Ergonomic factors	0.84	0.71
	Ambiguity		
Step 3	Ergonomic factors	0.87	0.77
	Ambiguity		
	Shifts		
Step 4	Ergonomic factors	0.88	0.78
	Ambiguity		
	Shifts		
	Chemical factors		
Step 5	Ergonomic factors	0.89	0.79
	Ambiguity		
	Shifts		
	Chemical factors		
	Low load		

The results showed that there is a significant difference with a value of alpha 0.01 with amount of $F=9.61$ among gynecologists in the age range in the variable of Job satisfaction. Scheffe's test was used to accurately track the differences between age groups. Gynecologists under 40 years old have a higher job satisfaction than gynecologists of 41 to 50 years old or 51 to 60 years old.

Table 2. Results of ANOVA tests to examine differences in job satisfaction according to age groups

The source of change	SS	df	MS	F	P
Inter- group differences	14.9	3	4.69	9.61	0.01
Intra-group differences	61.55	126	0.48		
Total	75.64	129			

4. Discussions

This study examined the relationship between job stress and job satisfaction among gynecologists. Regression analysis of the relationship between job stress and job satisfaction components showed that totally five components, ergonomic factors, role ambiguity, shifts, and chemical factors and low load explain 0.79% of the criterion variables of job satisfaction. These components are considered as significant predictors of job satisfaction. Ergonomic factors refer to the suitability of work environment, duties and methods of working with staff. And it covers factors such as workers' abilities. According to the type of work and energy, physical body aspects (anthropometry), and psychological studies from the perspective of the relationship between people. Ambiguity was also one of the factors that lead to job stress. Role ambiguity refers to a situation in which some of the information necessary to perform the job are inadequate or misleading, thus the person does not know what others are expecting him to do. Low load of role is a condition in which a person's skills are not fully utilized (13). The stress from the situation is called the low load of role. Anything that is performed certainly outside the normal working hours per day (7:00 am to 18:00 pm) is called shift. Shift refers to issues such as night shift or day shift or fixed period or changes in shifts weekly. Shifts are also factors which cause job stress.

Chemical factors such as chemical matters used in working environments are the potential causes of stress (14). The findings of this study adjust with findings of Ghafooriyan, Ghasemi, Ebrahimi, Bartam, Abedi (3, 4, and 15). The study of importance order of job satisfaction components among gynecologists from the perspective of gynecologists showed that job characteristic has the first rank, salary and benefit has the second rank, working condition has the third rank and job promotion has the lowest rank. This finding can be explained by the theory of Ginzberg et al. Keynes's theory refers to both internal and external factors of job satisfaction. An internal satisfaction that comes from a job include issues such as working and observing development and abilities of the person. The external satisfaction includes work conditions, wages and bonuses, types and relationships between partners. According to Kinzberg and his colleagues, the general satisfaction is the result of the interaction between internal satisfaction and external satisfaction and the results of the present study also confirm the same issue (16).

The results showed that job satisfaction decreases with age and younger professionals (under 40 years) reported higher job satisfaction than older

professionals (in the range of 41 to 50 years 51 to 60 years) (3). These findings do not confirm the findings of other research (17, 18, and 19). Because Ebadi and colleagues found that older practitioners are more satisfied with their jobs due to better job opportunities and higher relative prosperity (5, 9). However, in this study, job satisfaction decreases with age. On the other hand we can say that these findings are consistent with the findings of Roth et al and Mojamed et al. In their study, they showed that age is one of the factors affecting job satisfaction.

Since job stress components are predictors (ergonomic factors, ambiguity shifts, chemical factors and low load), it is essential to pay attention to these issues in order to improve the job satisfaction of gynecologists. On the other hand, the increasing support for gynecologists and providing counseling and psychological services in the field can be a useful help for reducing job stress.

Corresponding Author:

Sakineh Dadipour
Research Center for Reproductive Health & Infertility, Department of Research and Technology, Hormozgan University of Medical Sciences, Bandar-e-Abbas, Iran
E-mail: pooya4022@yahoo.com
Tel & Fax: +98.7613337104

References

1. Habib, Sepideh Shirazi, Mohammad Ali. (1382). job satisfaction and mental health in a general hospital. Journal of Psychiatric and Mental Clinical Immunology, Volume 8, Number 4, pp. 73-64
2. Robbins SP. Essentials of organizational behavior: Prentice Hall; 2005.
3. Abedi, Kamal Uddin, Zare, Mohsen Barkhordari, Abolfazl and Helvani, Gholam Hussein (1388) Job stress and job dissatisfaction and its relationship with individual factors and events in one of the industries in iran, Journal of Medical Sciences, Jahrom, Volume VII, No. 2, pp. 20-10.
4. Bartram T, Joiner TA, Stanton P. Factors affecting the job stress and job satisfaction of Australian nurses: implications for recruitment and retention. Contemporary Nurse. 2004;17(3):293-304
5. Monjamed Zahra, Ghorbani Tahereh, Mostofian Farnaz, Oveysi poor Roxana, Nokhostbandi Soghra, Mahmoodi Mahmood (1383). Job satisfaction of nursing groups in health centers and training nationwide. Life Magazine, Year 10, No. 23, pp. 48-39.
6. Ebadi Mehdi, Montazeri Ali, Azin Seyyed Ali, Shahid zadeh Ali, Harirchi Amir Mahmood,

- Baradaran Moghadam Hamid Reza, Yordkhani Fatemeh (1384). Job satisfaction of physicians with offices in Tehran, Payesh magazine, , No. 3, pp. 195-189.
7. Ghazali SSA, Shah IA, Zaidi SAA, Tahir M. Job satisfaction among doctors working at teaching hospital of Bahawalpur, Pakistan. J Ayub Med Coll Abbottabad. 2007;19(3)
 8. Dasgupta H, Kumar S. Role stress among doctors working in a government hospital in Shimla. European Journal of Social Sciences. 2009;9(3):356-70
 9. Roth SF, Heo G, Varnhagen C, Glover KE, Major PW. Occupational stress among Canadian orthodontists. The Angle Orthodontist. 2003;73(1):43-50
 10. Caplan RP. Stress, anxiety, and depression in hospital consultants, general practitioners, and senior health service managers. Bmj. 1994;309(6964):1261-3
 11. Smith PC. The measurement of satisfaction in work and retirement: A strategy for the study of attitudes. 1969
 12. Maraee Mohammad, (1379) Study of job satisfaction of workers in the cultural sector of Isfahan, Project of Management and Planning Organization.
 13. Khanifar Hussein (1387) job stress and professional environments (causes, theories, effects). Strategy Magazine, Year One, Issue 2, pp. 38-1.
 14. Badaghi Mazaher, (1389) Healthcare Job Stress Questionnaire. Tehran: Azmoon yar Pooya institute, No. 11.
 15. Ghafooriyan Homa, Ghasemi Iraj and Ebrahimi Muhammad, (1390) Evaluation of the impact of job stress on job satisfaction and school administrators. New Journal of Educational Sciences, year VI, No. 4, pp. 48-33.
 16. Ginzberg E, Ginsburg S, Axelrad S, Herma J. Occupational choice. New York. 1951
 17. Bahadori M., Toufighi S., Ameriun A., Ravangard R., Abbasi A., Jalalian M. Evaluation of Input Indicators Related to Human Resource Productivity in a Military Hospital in Iran. HealthMed. 2010; 4(2):323-327.
 18. Siddiqui A., Danial A. H., Muhammad F. H., Jalalian M. Perceived Issues and Challenges to Professional Development of Faculty Members in Tertiary Academic Institutes of Punjab, Pakistan. Journal of American Science. 2011;7(12):533-538. Available online at: http://www.jofamericanscience.org/journals/am-sci/am0712/069_7407am0712_533_538.pdf
 19. Danial A. H., et. al. A Review of Teachers' Professional Development Initiatives and Associated Issues and Challenges in Higher Education Institutes of Pakistan. Journal of American Science. 2012; 8(1):54-60. Available online at: http://www.jofamericanscience.org/journals/am-sci/am0801/008_7762am0801_54_60.pdf

9/9/2012