

## Survey Of Job Satisfaction Related Effective Factors In Health Centers Personnel Of Paveh, 1387

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### ABSTRACT

**Background and Objectives:** Human resource is the most important factor in the organization and job satisfaction of personnel shows the access to their expectation by their job. As Health services personnel are directly in contact with people's health, This study was conducted to determine the job satisfaction of governmental health centers personnel Paveh town, and also individual, familial and occupational related factors in order to recommend practical solutions to take steps forward to improve job satisfaction .

**Materials and Methods:** This was descriptive-analytical and cross-sectional study. The target group was the personnel of studied community in 1387. Questionnaire was used to collect data (Spearman, Man Whitney or Kruskal-Wallis).Data was tested through descriptive and analytic methods. In analytic method variables were classified by suite tests .

**Results:** From 110 participates in this study 48/2% were female and 51/8% were male. Results showed that there is a significant statistical relationship between job satisfaction and spouse job (significantly 0/015), employment condition (significantly 0/042) and personnel income (significantly 0/006). Although the results showed that 64/5% were moderately satisfied, 31/8% highly satisfied and just 3/7% was unsatisfied.

**Conclusion:** According to the results of this study there are acceptable job satisfaction level in understudied centers in contrast in some aspects there are notable gap between existing and optimum condition which requires to consider the organization managers. By using the results of this study managers can design efficient and effective interventions to increase the level of job satisfaction .

**Key word:** Job Satisfaction, Organization, Hospital, Health Centers

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