

Factors influencing job satisfaction of hospital staff, Urmia University of Medical Sciences

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Abstract

Background and objectives: One of the basics in human resources management to create incentives, is recognizing influenced factors in job satisfaction. Understanding influencing factors in job satisfaction, can create necessary motivation for employees to do their best. This study is aimed at investigating influencing factors in job satisfaction in hospitals of Uremia University of medical sciences.

Material and Methods: This is a descriptive- analytical study .A validated and evaluated Likert- based questionnaire was designed to collect data. 203 personnel working in hospitals of Urmia University of medical sciences were investigated. Collected data were analyzed using SPSS and described by Pearson correlation, independent T test, and ANOVA

Results: The results of the study illustrate factors influencing job satisfaction, job security, increasing wage, gratitude, respect from management, proper working conditions, a sense of belonging to the organization, incentive leave, respecting colleagues, a favorable climate of success, suitable for the growth and promotion, admired by others, interesting job, understanding and sympathizing colleagues, ability to influence other colleagues and overtime working were recognized as affective factors of job satisfaction respectively .

Conclusion: Results of the study defined a significant and positive relation between job experience, job security and job satisfaction. Consequently, policy makers and managers are advised to consider mentioned factors.

Key Words: job satisfaction, human resource management, educational hospitals, Urmia

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