

## Job Satisfaction Levels and Related Factors of Research Assistant Doctors in the Department of Family Medicine and Surgery at Pamukkale University

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### Abstract:

**Introduction:** Job satisfaction; It is the worker's feelings or responses about his/her job or different dimensions of his/her job. In other words, it is his/her attitude towards his/her job. This attitude develops with experiences; in other words, it is learned. It is the attitude towards his/her job that determines the behaviors of the person at his/her job. It has been determined that there are behavioral differences between people with high job satisfaction and those with low job satisfaction. The motivation of people with high job satisfaction to work and the quality of the service they provide increase. When healthcare professionals are satisfied with their situation in the work environment, they focus their energy on increasing the quality of patient care.

**Materials and Methods:** The research is an analytical cross-sectional type research. The data collection process of the research was carried out between January 15, 2025 and February 1, 2025 in the departments of family medicine and surgery at Pamukkale University. The universe of the study consists of research assistant doctors working in the departments of family medicine and surgery at Pamukkale University in the 2024-2025 period. The universe of the study consists of research assistant doctors in the departments of family medicine and surgery at Pamukkale University (E-60116787-020-664934). There are a total of 165 research assistant doctors, 39 in family medicine and 126 in surgery departments. The sample size was calculated as 116 with a 95% confidence interval by taking the design effect as 1 according to the open-epi program. Job Satisfaction Scale (JSS): The Job Satisfaction Scale (JSS) was developed by Spector (1) and adapted to Turkish by Yelboğa (2009) (2). JSS consists of 36 items and 9 sub-dimensions. The total score of the scale is obtained by summing the scores of all items. A total evaluation scale format was used in the evaluation of the scale, and a 6-point scoring method was used, ranging from completely disagree to completely agree. Almost half of the scale is reverse scored, there are items written in both directions (positive and negative). There are two different approaches in the evaluation of the scale. One of them is evaluated based on the average score, the other is calculated based on the total score. In this study, the evaluation was made based on the total score. 5 questions related to sociodemographic characteristics, 4 questions related to professional characteristics, 7 questions related to professional factor characteristics, 36 questions from the JSS Scale, A 52-question questionnaire form prepared by scanning the literature was applied to the participants in the study. The questionnaires were collected by the 6th term students of the medical faculty by applying them to the participants under supervision. Approval was obtained from the Pamukkale University Non-Interventional Clinical Research Ethics Committee. Statistical Package for the Social Science (SPSS) for Windows 26.0 program was used in the evaluation of the data. Descriptive statistics were given as number, percentage for categorical variables; mean, standard deviation, median, minimum, maximum and quartiles for continuous variables. The data were tested for normal distribution using Kolmogorov-