

JOB SATISFACTION LEVEL AND DETERMINANTS AMONG ACADEMIC STAFF AT HEALTH COLLEGES IN PRINCESS NOURAH BINT ABDULRAHMAN UNIVERSITY, RIYADH SAUDI ARABIA

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ABSTRACT

Background: Job satisfaction of the employee in an organization leads to positive healthy climate which affects the relationship with the performance of the work and overall productivity. The aim of this study was to measure the level and factors that affects job satisfaction among academic staff at Princess Nourah Bint Abdulrahman University health colleges. The study design was descriptive cross-sectional survey with a sample size of 154. The sample was calculated by epi calculator and distributed among colleges by probability proportional to size. Data was collected by using modified standard questionnaire with close-ended questions composed of four sections that measures job satisfaction level and determinants. Data was analyzed using Statistical package for social sciences. Ethical approval was obtained from Princess Nourah Bint Abdulrahman University institutional review board and Informed consent was filled by the participant. Results: the general score of the overall satisfaction level was 3.94. There is significant statistical relationship between years of experiences, salary, social relation and age with job satisfaction ($p=0.00$), and there is no statistical relationship between work place and nationality with job satisfaction ($p>0.05$).

Keywords: Job satisfaction, Academic staff, University, Health Colleges

INTRODUCTION

Education is one of the vital elements in the life and is considered responsible for generation of future leaders (Qasim *et al.*, 2012). Academic staff are the key resource in educational institutions in term of achieving the educational goals (De Lourdes *et al.*, 2011). Job satisfaction of the employee plays a central role in any organization and is considered as one of the pre requisites for the performance of the worker in any institution in addition to that students learning and success depends on the performance of the academic staff (Qasim *et al.*, 2012). (Gautam *et al.*, 2006). Satisfied staff feel secure and motivated which leads to accomplish stated goals, commitment, decreased absenteeism and turnover and increased work efficacy which contribute in organization success and competitiveness - (Muindi, 2011, (Bruce and Blackburn, 1992 (Noordin and Jusoff, 2009). The importance of job satisfaction lies in its consequences for human health and well-being in term of damage to physical, mental and social health, leading to problems in the organization and in the work environment (De Lourdes *et al.*, 2011; Clark, 1997). Factors that affecting job satisfaction level of the academic staff was revealed by many researches that focus on determinants of job satisfaction such as salary, working The objective if this study (environments, social relation, overall job satisfaction (Tai and Chuang, 2014) is to measure and determine factors affecting job satisfaction among academic staff in Health Colleges at Princess Nourah Bint Abdulrahman University.

MATERIALS AND METHODS

A descriptive cross sectional study was conducted at Princess Nourah Bint Abdulrahman. The target population was the academic staff of health colleges excluding staff that appointed less than six months.

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The sample size was 156 calculated using the epi calculator form total population 261 and prevalence of highest satisfaction (50%), desired margin of error of (5%), and confidence interval of = 95%. The sample size was allocated respectively into the health colleges according to probability proportional to size and the sampling technique was convenience sampling. Data was collected by modified standard questionnaire with a close-ended questions composed of socio-demographic criteria, Job satisfaction factors. The questionnaire was pretested to verify the validity and reliability which was tested by CRONBACH'S ALPHA Test. The data were coded and entered in computer software program (statistic package for social science) version 24 and cleansing was made, The data was presented in descriptive tables for socio-demographic criteria, job satisfaction level and factors and Inferential statistics for the relationship of socio-demographic factors with factors affecting job satisfaction, the p-value was taken as 0.05.

Ethical approval was obtained from Institutional Review Board at Princess Nourah University participants. Signed informed consent with full awareness of the objective of study and participation was completely voluntarily was taken from participants. Confidentiality of the data was secured by anonymous distribution.

RESULTS AND DISCUSSION

Table 1: Socio-demographic factors for academic staff

Variable	Description of the variable	Frequency	Percent
Age	Less than 30	24	15.6
	30-40	72	46.8
	More than 40	58	37.7
Qualification	Master degree	55	35.7
	Ph.D	71	46.1
	Others	28	18.2
Marital Status	Single	21	13.6
	Married	129	83.8
	Divorced or widow	4	2.6
Years of Experience	Less than 5	68	44.4
	5-10 years	37	24.2
	More than 10 years	48	31.4
Nationality	Saudi	52	33.8
	Non Saudi	102	66.2

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Table 2: Factors affecting Job satisfaction level as stated by study population using Likert scale

	Factors	Highly dissatisfied	Dissatisfied	Neutral	Satisfied	Highly satisfied
Social	relation	0.00	0.16	0.39	2.18	2.28
Work	Satisfaction					
	environment		0.26	0.65	2.63	1.43
	Satisfaction	0.03				
	Salary satisfaction	0.84	1.3	1.2	1.4	0.29
	Overall job Satisfaction	0.13	0.16	0.78	2.05	1.89

Table 3: The relationship of factors affecting satisfaction with level of satisfaction

Relation	Chi Square	, P-value
age with job satisfaction	18.76	.016*
years of experiences in current job with job satisfaction	29	.000*
Salary with job satisfaction	18.799	0.016*
Social Relations with job satisfaction	40.656	.000*
nationality with job satisfaction	5.27	0.260
work place with job satisfaction	15.533	0.486

Results

This study revealed a high level of job satisfaction which is significantly associated with age social relations and year of experience. The obtained results of satisfaction level and determinants were demonstrated in tables (1-3).

Discussion

The purpose of present study is to measure job satisfaction level and the relationship between factors affecting and sociodemographic factors among academic staff at Princess Nourah University in health colleges. The findings of the study showed that the level of job satisfaction can be affected by several factors and the focus has been on four factors which are salary, working environment, social relation and overall job satisfaction. The level of overall satisfaction is 3.94 as measured by Likert Scale Equivalent to 78.8% which is similar to the overall satisfaction level of a study was conducted in King Faisal University Dammam among academic staff where the overall satisfaction level was 73.6% (Al-Rubaish *et al.*, 2009) and public Universities in Malaysia where the general satisfaction score of the Academic Staff

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was at 3.82 of the 5-point Likert scale (Noordin and Jusoff, 2009). The factor that has the highest satisfaction level in this study is social relation (45.5%) this might be due to the fact that the staff are from different countries and have a different culture which makes them share the same feeling. Salary satisfaction was found to be the lowest percentage (5.8%) in contrast to academic staff working at Comsats university in Pakistan which shows that 63% of total respondents are satisfied with the salary (Naseem and Salman, 2015). The study showed a significant relation between age and job satisfaction. Those who are over age 40 are more satisfied which is similar to another study conducted in North Cyprus which showed there is a significant relation between job satisfaction and age (Saner and Eyupoglu, 2012). The current study found that there is no significant relationship between nationality and job satisfaction and that was due to the high ratio of the non-Saudi staff in comparison with Saudi staff. The years of experience shows significant relationship with job satisfaction which was different from a study that was conducted in Vietnam where there are no significant difference. Conclusion
 There is a high level of job satisfaction which is significantly associated with age social relations and year of experience, no relationship between nationality and work environment with job satisfaction.

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