

Original Research**AN ASSESSMENT OF JOB SATISFACTION: A CROSS-SECTIONAL STUDY AMONG PROSTHODONTISTS****Mohannad Almusined¹, Fahad Alotibi², Amer Alrashedi³, TareqAlqunayan⁴, Nasser Almosallam⁵, Ashwin C Shetty⁶**¹ College of Dentistry, King Saud University, Riyadh, Saudi Arabia^{2,3} College of Dentistry, Riyadh Elm University, Riyadh, Saudi Arabia^{4,5} College of Dentistry, Prince Sattam Bin Abdulaziz University, Alkharj, Saudi Arabia⁶ Assistant Professor, College of Dentistry, Riyadh Elm University, Riyadh, Saudi Arabia

ARTICLE INFO



Keywords:

Prosthodontists, Satisfaction, Saudi Arabia

ABSTRACT

Aim: To determine the level of job satisfaction among dental among prosthodontists in Riyadh city, Saudi Arabia. **Methods :** The study was conducted among 64 prosthodontists in Riyadh city, Saudi Arabia. Job satisfaction was measured by using a modified version of the Dentists Satisfaction Survey questionnaire. Descriptive analysis was undertaken to present an overview of the findings from this sample. **Results:** The majority agree that overall they are satisfied with their career. However, just over half the respondents agree that compared to other specialty their total income is much lower than they desired. The majority agree that prosthodontists has more back problem compared to other specialty. There was no statistically significant association between various satisfaction items and demographics. **Conclusion:** Overall job satisfaction among orthodontists was medium. The most satisfying aspects of prosthodontists were dentist-patient relations and professional development time. The least satisfying aspects of orthodontics are personal time and back problem.

Introduction

Dentistry has been described as a stressful occupation and stress may be a significant feature of the job¹⁻². Job satisfaction has been defined as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences”³. Job satisfaction is an affective and emotional response to various facets of one’s job⁴. Stress and job satisfaction have a complex inter-relation⁵. Hence, it is essential to study job satisfaction because of its reported influence on a person’s physical and mental well-being and also its possible effects on job-related behaviors and performance⁶.

The most commonly reported instrument used to evaluate job satisfaction in dentistry is the Dentist

Satisfaction Survey (DSS)⁷. The DSS uses 10 items to evaluate overall job satisfaction. Additional items to measure facets of job satisfaction and overall quality-of-life scale is used in conjunction with the DSS⁸. Job satisfaction has been well researched for many professions. Several studies have evaluated job satisfaction in dentistry but job satisfaction in prosthodontics has not been sufficiently reported. Only one study has described job satisfaction among prosthodontists⁹.

High prevalence of tooth loss in Saudi Arabia is a health challenge¹⁰. Hence, it is essential to understand the work environment of prosthodontists in Saudi Arabia and also the factors affecting their performance in meeting these challenges. Moreover, it is important to understand the

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job satisfaction of Prosthodontist to encourage healthier work environment that enables them for better dental care of their patients. No studies have reported the prosthodontists job perception and characteristics related to job satisfaction with their dental practice in Saudi Arabia. The aim of the study was to determine the level of job satisfaction among prosthodontists in Riyadh city, Saudi Arabia.

Materials and Methods

Study design

A cross-sectional questionnaire survey was conducted to assess the job satisfaction among prosthodontics practitioners in Saudi Arabia.

Ethical approval

Ethical approval of this study was obtained from the research ethics committee of Riyadh Elm University, Riyadh, Saudi Arabia.

Study population

The study consists of practicing Prosthodontist in Riyadh city, Saudi Arabia. A questionnaire was mailed to all subjects with an introduction and covering letter. Confidentiality and anonymity were maintained. A follow-up questionnaire was sent two weeks later to the prosthodontists who had not replied to the initial mailing.

Informed consent

Consent was obtained from the prosthodontists and they were assured that the information would be confidential.

Survey instrument

An existing validated questionnaire modified version from the DSS was used with some items amended to apply to the prosthodontics practitioner. The questionnaire instrument had items comprising the

overall job satisfaction scale and measuring facets of job satisfaction. For each item, the respondent was asked to indicate his or her agreement using a 5-point Likert type scale: strongly disagree, disagree, neither agree nor disagree, agree, and strongly agree.

The questionnaire also included information about the personal and professional characteristics of the subjects that has been reported to affect job satisfaction⁷. The questionnaire was piloted on a small sample of practicing prosthodontists and revisions were made based on their feedback. All collected data were kept confidential and anonymous, and participation in the study was voluntary.

Statistical analysis

A statistical analysis of descriptive and inferential statistics was performed using SPSS version 22 (SPSS Inc., Chicago, IL, USA). Descriptive analysis was undertaken to present an overview of the findings from this sample. Differences between groups were examined using Chi-square test. A p value of ≤ 0.05 was used as a statistical significance level.

Results

Table 1 shows the demographic characteristics of the participants. Among the 64 Prosthodontist who responded, approximately two-third were males and married (65.6%, n=42). The median age of the respondents was 35-44 years. Half the respondents (50.5, n=32) had 6-15 years of practice. Only 39.1% (n=25) had certificate in implant. The majority work with the presence of assistant (89.1%, n=57) and use the dental loupes (62.5%, n=40) with 3.5 magnification.

Figure 1 shows the overall job satisfaction of the respondents. The majority agree that overall they are satisfied with their career (89.1%, n=57). However, only 21.9% (n=14) agree that they would make the same decision to go to prosthodontics again. Almost all the

		Frequency (Percent) n (%)
Gender	Male	42 (65.6)
	Female	22 (34.4)
Age in years	25-34	26 (40.6)
	35-44	27 (42.2)
	45-54	9 (14.1)
	≥ 55	2 (3.1)
Marital status	Single	22 (34.4)
	Married	42 (65.6)
Years of practice	≤ 5	20 (31.3)
	6-15	32 (50.0)
	16-25	9 (14.4)
	> 25	3 (4.7)
Certificate in implant	Yes	25 (39.1)
	No	39 (60.9)

Table 1. Demographic characteristics

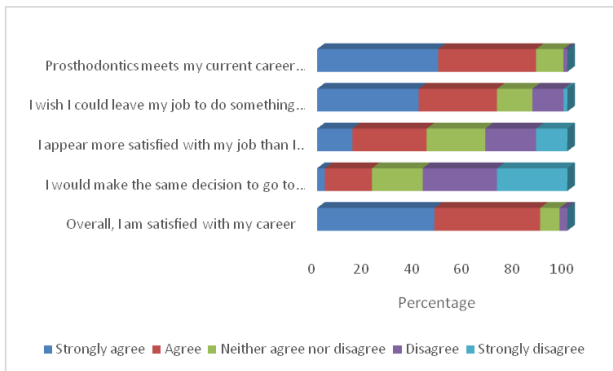


Figure 1. Distribution of overall job satisfaction

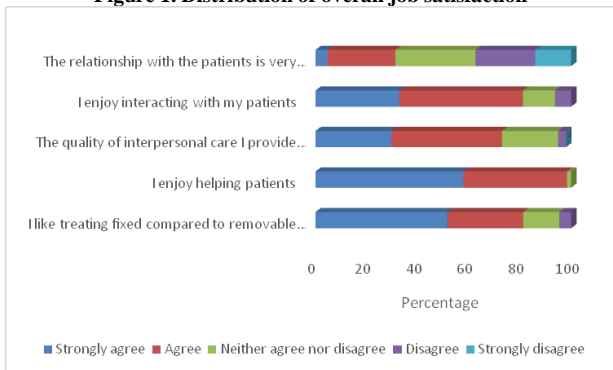


Figure 2. Distribution of satisfaction with dentist-patient relations

respondents (98.4%, n=63) agree that they enjoy helping patients (Figure 2). The majority (71.9%, n=46) agree that the staff at their office works well together (Figure

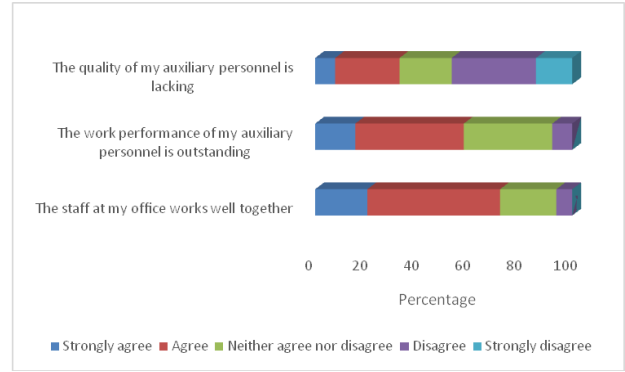


Figure 3. Distribution of satisfaction with staff

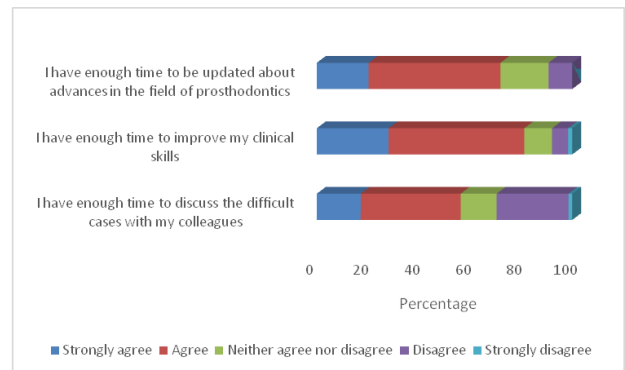


Figure 4. Distribution of satisfaction with professional development time

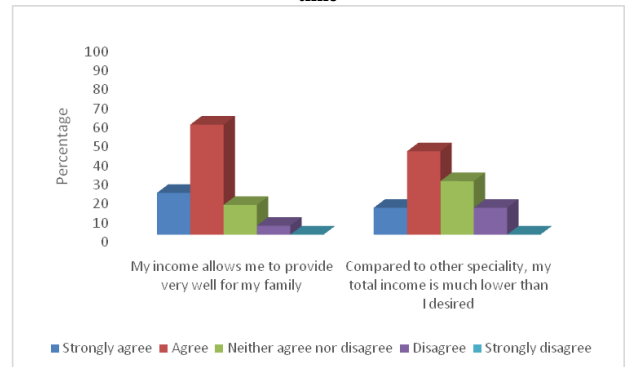


Figure 5. Distribution of satisfaction with income

3). The majority agree that they have enough time for professional development (Figure 4).

Over three-quarter (79.7%, n=51) of the respondents agree that their income allows them to provide very well for their family. However, just over half the respondents (57.8%, n=37) agree that compared to other specialty their total income is much lower than they desired (Figure 5). Only 21.9% (n=14) and 26.6% (n=17) agree that they have enough time available for their personal

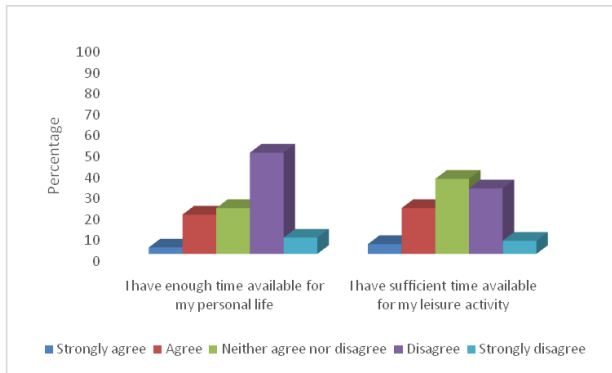


Figure 6. Distribution of satisfaction with personal time

life and have sufficient time available for their leisure activity respectively (Figure 6). The majority (79.7%, $n=51$) agree that prosthodontists has more back pain compared to other specialty (Figure 7). There was no statistically significant association between various satisfaction items and with demographics ($p>0.05$).

Discussion

Job satisfaction of dental practitioners is an important part of ensuring high quality care. Dissatisfied dentist may provide poor-quality and less-efficient care. This study was undertaken to measure professional satisfaction among prosthodontist in Riyadh city, Saudi Arabia. In this study, a modified DSS questionnaire was used to assess professional satisfaction. This survey was mainly conducted to know the satisfaction levels of prosthodontists regarding their dentist-patient relations, staff, income, professional relations, professional development time, personal time, back problem, and their overall professional satisfaction.

Although overall satisfaction among the prosthodontists was found to be similar to Canadian orthodontist¹¹ and Lithuanian dentist¹²; and higher than Indian¹³ and Korean dentists¹⁴ there is a need to confirm and replicate the findings of this study through other research methods and in other settings. Team building strategies are recommended for increasing the job satisfaction, which

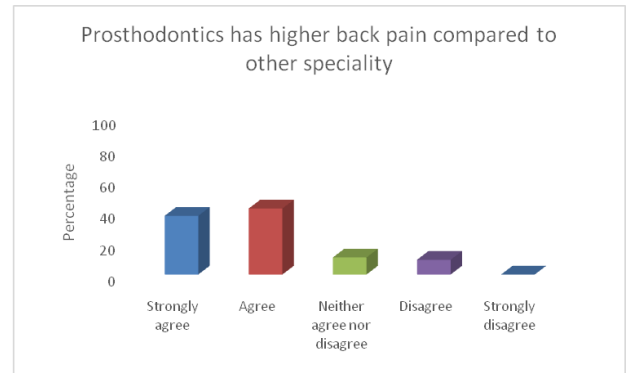


Figure 7. Back problem

strengthen interpersonal relationships, improve staff communication, and help them understand and clarify their roles¹⁵. This study included only 64 prosthodontist from Riyadh city. Hence, the findings of this study may have limited generalizability and may need to be confirmed by further research on a larger sample.

Conclusion

The findings of this study showed a medium level of job satisfaction among the prosthodontists. Factors found to influence job satisfaction were relationships with patients, professional development time, staff, income, and overall satisfaction. No significant association was found between demographic characteristics and job satisfaction items.

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