Abstract:

This study has been conducted among Sudanese medical doctors in KTH, to assess possible factors that influence their job satisfaction. Across sectional survey done for 205 respondents, 119 house officers, 22 medical officers, 37 registrars, 27 consultants, using self administered questionnaire. Medical doctors were assessed for their satisfaction with the working environment, working relations, wages, time and work load, employment, incentives and promotions. Then we compared each item with overall satisfaction questions, and linear regression was used to model the predictors of satisfaction. Most of these medical doctors were dissatisfied; with overall satisfaction <7%, and dissatisfaction of 92%, they reported low satisfaction percentages in all of the above mentioned items: working environment 1%, working relations (you 60%-bosses 40% and colleagues10%-nurses 10%-lab tech 10% and pharm 40%), wages 1%, time and work load 4%, employment 3% and promotions and incentives <1%. This medical doctor’s survey suggests that doctors are struggling with work–life balance and are very dissatisfied with their career. Working environment, control over schedule and work hours, wages, incentives and promotions are important predictors of their satisfaction. All these factors should be taken in consideration so as to improve the overall health system outcomes.