

EXPLAINING JOB SATISFACTION AND JOB CONTROL: A SURVEY AMONG FINNISH PSYCHIATRISTS

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Background: Job satisfaction has major impact on mental health and job performance. Expected work satisfaction may influence choice of specialization within medicine.

Methods: A postal survey was conducted in 2009 among the members (N=1398) of Finnish Psychiatric Association. Out of these respondents 1132 were still working-aged. All in all 64.8% (N=738) of the working-aged members returned the survey. Only psychiatrists and residents were included in the final cohort of the study (665). Factors associated to work satisfaction were studied and a principal component analysis was conducted on factors reported to disturb working. The correlations of factors scores with job satisfaction and job control were analyzed. Spearman correlation coefficients were calculated between factor scores and work satisfaction.

Results: Most respondents (73.8%) were satisfied with their work. Job satisfaction showed a negative correlation with increase in pace of work ($\rho = -0.24$, $p < 0.001$). Job control correlated positively with job satisfaction ($\rho = 0.46$, $p < 0.001$). "Working conditions" factor explained 28.6%, "leadership" 8.8%, "failure without support" 7.8%, fear at work 6.5% and "patient records" factors 5.9% of the variation of perceived harmful factors at work. "Working conditions" and "leadership" factors showed the strongest and most significant negative correlations with job satisfaction ($\rho = -0.45$, $p < 0.001$, $\rho = -0.32$, $p < 0.001$, respectively). "Working conditions" associated strongly and significantly with and job control ($\rho = -0.57$, $p < 0.001$).

Conclusion: Job satisfaction may be better than expected among psychiatrists. However, employers should put emphasis on good fit between person and job to promote well-being of their employees.