

## Views of Medical Teachers Regarding Job Satisfaction

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### Abstract

#### Objectives

To assess the level of job satisfaction among the medical teachers according to their views including existing barriers and ways of further improvement.

#### Materials and methods

This was a cross sectional type of descriptive study and was carried out for one year. In depth interview were performed using interview schedule among twenty five medical teachers those were willing to participate in this study and working in preclinical, Para clinical and clinical departments of 5 non government and 5 government medical colleges.

#### Results:

In depth interview was conducted among 11 assistant professors, 6 associate and 8 professors. Among them 12 teachers were working in non government and 13 in government medical colleges. Of them 3 teachers were from preclinical, 5 from paraclinical and 17 from clinical departments. Expressed satisfaction level was very low in 5 (20%), low 12 (48%), moderate 5 (20%), high 2 (8%) and undecided 1 (4%). Good academic environment, good relation with administration, colleagues and students, job security and location of the institute causes much satisfaction. Main causes of dissatisfaction includes political interference in posting, transfer and promotion of the medical teachers. Low salary, lack of necessary teaching materials. Fifty percent teachers had expressed their dissatisfaction regarding their working place. All of the teachers believed that job satisfaction influences teaching quality and there should be provision for professional development of teachers.

#### Conclusion

Job satisfaction among medical teachers is low. There are several causes of satisfaction and so many causes of dissatisfaction. Political consideration in cases of recruitment, posting, transfer and promotion, low salary, lack of educational materials and educational environment is very important issue for causing dissatisfaction. On job training for professional development of teachers is recommended by all.

#### Key Words:

#### Introduction

According to Maslow (1954) 'a person's satisfaction is determined by the fulfillment of his five levels of need'.<sup>1</sup> Job satisfaction defined by Grieshaber et al at 1995 as the positive or negative attitudes held by the individuals toward their jobs<sup>2</sup>. It is a complex function of a number of variables

related to the teachers demographic characters, the work itself, pay, work responsibilities, variety of tasks, promotional opportunities, and relation with co-workers etc. A person may be satisfied with one or more aspects of his/her job but at the same time may be unhappy with other things related to the job<sup>3</sup>. The degree of satisfaction of job is largely depends on satisfaction of these employee variables<sup>4</sup>. Level of job satisfaction can affect both individuals and organization. At the individual level, low level of job satisfaction is a threat to mental and physical health, quality of life, achievement of organizational goal and personal development<sup>5</sup>. Job satisfaction is very important but very less studied issue. Medical teachers job satisfaction decreased dramatically over the past years due to excessive work load, high stress in work area and often losing career opportunity and ambition. The resulting frustration affects quality of teaching and patient care. It also influences behavior towards co-workers and students<sup>6</sup>. This study was planned to search the answer of the research question- What are the views among medical teachers regarding their job satisfaction?. With the objective to find out the views of medical teachers regarding their job satisfaction the study was carried out.

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## Methodology

This was a cross sectional type of descriptive study and was carried out for one year in preclinical, Para clinical and clinical departments of 5 non government and 5 government medical colleges. In depth interview were performed among 25 teachers those were willing to participate in this study . Sampling technique was convenience sampling. Data collection instrument was interview schedule .Data was presented by detailed description , percentage and verbatim.

## Ethical Issues

There was no ethical problem because all the information has been collected anonymously with prior permission of the authority and all the participants has given their opinion voluntarily. Researcher maintained confidentiality in all cases.

## Results

Among the teachers 11 were Assistant Professor, 6 were Associate Professors and 8 were Professors . The participants were 3 from preclinical, 5 from para clinical and 17 from clinical departments.

The teachers responses on their views regarding medical teachers job satisfaction can be categorized in to two for the purpose of analysis . i) views on the level of satisfaction in general ii) teachers satisfaction regarding their won job.

They has given their opinion on 11 issues which were categorized in to 6 themes as follows: (1). Views regarding level of job satisfaction in general , (2 ) Views about the factors causing high or low level of job satisfaction of medical teachers, (3). The factors causing satisfaction or dissatisfaction in their work places, (4). Views on how job satisfaction influences quality of teaching, (5). Views regarding the provision for professional development of teachers and the possible methods of professional development of medical teachers. (6). Views regarding the ways for improvement of the current situation.

### 1. Views regarding level of job satisfaction in general

The views of medical teachers regarding job satisfaction in general were as follows - 5 among 25 (20%) believes that, medical teachers has very low level of job satisfaction , 12 among 25 (48%) believes satisfaction is low , 2 among 25 (8%) - moderate level of satisfaction, 5 out of 25 (20%) - high level of satisfaction and 1 out of 25 (4% ) was undecided about the level of satisfaction.

One of the teachers working in public medical college became furious during interview and told “ *hell with job satisfaction. Write down , job satisfaction is very low in Bangladesh .It is just hopeless.*”

One paraclinical teacher of a public institute said “ *as medical teachers are the most neglected teachers in Bangladesh , so the level of job satisfaction is very poor.*”

One of the teachers working in non government medical college told that, “ *job satisfaction level is low but it is hidden in mind , no body will speak out with the actual truth.*”

### 2. Views about the factors causing high or low level of job satisfaction among medical teachers

#### I) High level of job satisfaction:

According to the views of the respondents factors influencing the job satisfaction in general were : healthy institutional environment 5 ( 20% ), good administration 5 (20%), good interpersonal relationship 5 (20%), Job security 5 (20%), location of the institute 5(20%)..

#### II) Low level of job satisfaction:

According to the teachers view main cause of dissatisfaction identified by 13 among 25 (42%) was political interference in recruitment, promotion ,posting. Factors identified by 10 among 25 (40%) teachers were - lack of support by the administration, interpersonal relationship, low teaching quality, lack of supporting staff, lack of adequate library facilities. Factors identified by 5 out of 25 (20%) teachers were lack of student friendly environment, excessive workload of clinical teachers, lack of collaboration among departments, lack of initiative from the authority, no provision for the further development of teachers.

“ *Scope of promotion is less and less job security is the cause for low job satisfaction*” said one senior level teacher.

One teacher said that,” *teachers of education cadre and university enjoy different facilities e.g. promotion, upper scales, training in home and abroad but medical teachers don't get any such facilities though they spends much time and give more labor than teachers of other departments.*”

“ *Improper way of promotion ,no rewards from the higher authority for good work , professional jealousy among colleagues, and political influences are the factors causing dissatisfaction*” indicated by one teacher.

“ *Less promotion opportunity ,low salary, dishonesty in promotion and transfer are the causative factors for dissatisfaction* ” said one teacher working in government medical college.

### 3. The factors causing satisfaction or dissatisfaction in work place

In spite of all short comings 12 out of 25 (40%) teachers were satisfied with their current work place.

#### I) Factors causing satisfaction in own institute :

According to the medical teachers view factors working behind the job satisfaction in own institute includes - good interpersonal relation and handsome salary(in cases of private medical colleges) - told by 6( 24% ) teachers , non transferable job( in cases of private medical colleges) and promotion opportunity, location of the institute , respect by the students and also freedom

of work was the source of satisfaction in 3(12%) teachers. Good administration was important factor for 3(12%) teachers. Good team work, good performance of the students and, teaching friendly environment got importance in 1(4%) teacher.

*“Only one aspect of satisfaction is – I have got an opportunity to teach my beloved students though I have so many deprivation from my higher authority”* said one teacher with feeling of great frustration.

*“As there is no alternative I am satisfied with the job in this institute”* said one.

*“Job in home district and known environment”* is the source of satisfaction for another few.

*“Sense of spiritual responsibility only causes satisfaction”* this sentence indicates how much frustration is existing among the medical teachers regarding their expectations from the job.

## II) Factors causing dissatisfaction in own institute :

Factors causing dissatisfaction in their own institutes includes- political interference in posting and promotion told by 6 among 25(24%), less skilled and biased administration 6 out of 25 (24%), student's reluctance for learning 5 out of 25 (20%).

Among many more causes of dissatisfactions the frequently told causes were - conflict between teacher and administration, non functioning work team, lack of support to the innovative ideas of teaching, lack of teaching materials, lack of IT facilities, and scarcity of supporting staff. Clinical teachers are more dissatisfied as they got less time for preparing classes due to their clinical responsibilities and emergency duties.

*“Being senior, proper status is not obtained. Juniors getting more privileges”* said one teacher of public medical college with great sorrow.

*“Job satisfaction level among medical teachers became intolerable for some senior teachers”* said one junior level teacher with much anger and frustration.

## 4. Views on how job satisfaction influences quality of teaching

Most of the teachers believe that job satisfaction influences the quality of teaching by different means.

*“A satisfied teacher can spend more and quality time for teaching”* were the views of 12 teachers out of 25 (48%).

*“Satisfaction propagates concentration which activates action”* were the views of 11 teachers among 25(44%).

*“Teaching friendly environment and availability of necessary teaching materials is very important to create interest”* told by 10 teachers out of 25(40%).

*“Low salary causes less interest for teaching may lead to*

*search for the additional work to maintain the family expenses which interferes with good teaching”* was opinion of 6 out of 25 (24%) teachers.

Interpersonal relationship is one of the important issue related to job satisfaction. About 8 out of 25(32%) teachers views were *“Good interpersonal relationship with teachers, authority and students, and as well as social security is important for job satisfaction.”*

*“Mental satisfaction enhances motivation which triggers the action”* was thought by 8 out of 25 (32%) teachers.

*“Unhappiness leads to low drive to teaching and an unsatisfied person can not serve the purpose properly”* were the views of 5 out of 25(20%) teachers.

*“If any one has inborn interest for teaching, that teacher will have the creativity and nothing needs for teaching quality”* said by one teacher.

*“Available and rich library facilities with IT is an important issue for good teaching”* was the thought of 5 among 25(20%) teachers.

*“Timely promotion, training in home and abroad and independent salary scale can improve the job satisfaction and thus teaching quality”* view of 6 out of 25(24%) teachers.

## 5. Views regarding the provision and ways for professional development of medical teachers :

All the teachers 25 (100)% believes that there must be some provision for the professional development of teachers.

During interview teachers of all levels said that, *“Of course, there should be provision for professional development of all level of teachers.”*

Teachers have some suggestions about the ways and means of professional developments of them. Their views were as follows:

*“All teachers must go through the training on teaching methodology”* was the opinion of 12 teachers out of 25 (48%).

*“Frequent and periodic seminar, symposium, workshops on teaching and learning, research methodology etc. may be the alternatives of formal training courses on teaching and learning”* suggested by 11 teachers among 25 (44%).

Some teachers 10(40%) argued that all formal education needed trained teachers but in complicated teaching like medical education teachers are usually without formal training on teaching which is a strong disparity. So, they recommended that, *“medical teachers need - short or long courses on medical education.”*

*“Training on medical education in home and abroad”* was also recommended by 9 out of 25 (36%) teachers.

*“Visits to the different institutes where medical education*

*activities are going on*” was the recommendation to improve the teaching method by 9 out of 25 (36%) teachers.

#### **6.Views about the ways to improve the current situation:**

The views regarding the ways for the improvement of current situation of level of satisfaction of teachers in the educational institutes were, *“the factors causing dissatisfaction should be eliminated to improve the level of satisfaction”*.

*“Political interference is the first thing to eliminate from the educational institutes”* was recommended by 18 out of 25(72%) teachers.

*“Teachers salary must be handsome”* recommended by 12 among 25 (48%) teachers.

*“There should be strict principle to follow for recruitment, posting, promotion and transfer.”* was the opinion of 14 out of 25( 56%) teachers.

*“There should be teacher evaluation process which must be fair, followed in all cases and the result should be taken in to account.”* was the feeling from heart by 15 out of 25 (60%) teachers.

*“Administration must be supportive to the teachers and students.”* was the view of 15 out of 25 (60%) teachers.

*“All concerned persons should be treated equally according to their need”* told by 10 among 25 (40%) teachers.

*“Feedback must be constructive”* recommended by 9 out of 25 (36%) teachers..

*“Training on clinical teaching, theoretical teaching, behavior and more interaction between teachers and students ; need to maintain unified standard of examination system in all medical colleges”* are also suggested.

#### **Discussion**

Study done in Brazil by Nilce Maria (2009) Showing that factors determining satisfaction and dissatisfaction with the teaching career can be economic, institutional, pedagogical, relational and social<sup>7</sup>. Teaching is seen as pleasurable by a clear majority of teachers ( 57.14%). The opinions of the Brazilian teachers were like Bangladeshi teachers and were – ‘ it is what I like to do most. I earn less, but it’s what I enjoy the most’ or ‘ of all the things I do in life , teaching is the most enjoyable thing, the most pleasurable’ or ‘ I am in love with it ‘ or I enjoy it so much, I can not tell you’. One of the teacher working in a government medical college in Bangladesh said, ‘I like the job very much as I can teach my beloved students , though I am very much deprived from my higher authority, still ’or as another teacher ‘sense of spiritual responsibility only causes satisfaction’ and ‘if any one has inborn interest for teaching , that teacher will have the creativity and nothing needs for teaching quality.’

During interview 50% teachers expressed their low level of

job satisfaction, some one said job satisfaction as ‘hopeless’ . They are not only frustrated but very much disappointed with some of the existing systems. Teachers of public sectors were more dissatisfied. It is might because that, in most cases they talked openly but in private medical colleges teachers may not be opened up the actual truth as one said ‘ job satisfaction level is low but it is hidden in mind . No one will speak out the truth’

All teachers believes that job satisfaction influences the teaching quality ‘a satisfied teacher can spend more and quality time for teaching’. Study done in Iran by Teamur and Ismaeil (2010) supports this study findings<sup>8</sup>.

All the interviewee teachers believes that ,’ in the health system there must be some provision for professional development of all level teachers’. The ways may be – long / short course / training on teaching methodology, frequent and periodic seminar, symposium, workshop on teaching and learning and research methodology . Visits of different institutes where medical education activities are going on and training abroad may be the other alternatives. Quality of educational environment has been identified by Reem Abraham et al (2008) as crucial for effective learning which supports the present study<sup>9</sup>.

For improvement of the current situation of level of satisfaction there were some suggestions. Most important suggestion was to eliminate political intervention. Handsome salary of the teacher creates satisfaction so, salary must be handsome. All the teachers must be evaluated properly and result of evaluation should have utilized . Feed back from the authority must be frequent and constructive. Promotion of the teachers should be on the basis of the result of the teacher evaluation.

#### **Conclusion**

Job satisfaction among medical teachers is below average. Political interference was the most important cause for dissatisfaction . Teachers were in favor of implementing the fair and unbiased policy of recruitment , promotion, posting and teacher evaluation process. There should be some procedure for professional development of medical teachers of all level they recommended.

#### **Recommendations**

From the findings of this study the recommendations are as follows :

1. Teachers salary must be increased. So, the teacher can pay attention to his teaching quality whole heartedly.
2. Political interference is the most important obstacle in relation to administrative aspect, both local and central. This situation needs to change immediately.
3. Facilities of the teachers professional development should be equal for all teacher at a frequent interval . Facilities other than the salary should be increased.
4. Evaluation of teacher and feed back from the authority

should be maintained properly and regularly. Teachers position should be offered on the basis of teacher evaluation report.

- All of the teachers must have training or short/long courses on teaching methodology and medical education.

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