ABSTRACT

The present study was planned to find out the influence of self efficacy, hospital climate and certain biographical variables such as age, sex, occupation, marital status, religion, experience on level of job satisfaction among doctors and paramedical staff of J. N. Medical College Hospital, Aligarh. Keeping in view the purpose of the present research various comparison groups were formed on the basis of Q₁ and Q₃ cut points and median. The self efficacy, hospital climate and biographical variables are independent variables whereas job satisfaction is the dependent variable. Each group of doctors and paramedical staff was divided into high and low self efficacy and high and low hospital climate groups. To see the varying effect of each independent variable on job satisfaction.

The study was conducted on sample of 360, doctors (N=190), paramedical staff (N=170) of J.N.Medical College Hospital. The job satisfaction scale developed and standardized by Khan and Sheeba. The Personal Efficacy Scale developed and standartized by Singh & Kumari (1989), and Hospital Climate Questionnaire developed by C.N. Daftuar (1988) were used, 39 null hypotheses were formulated to find out the significance of mean difference if any between various comparison groups. The data were analyzed by means of 't' test.

The results revealed that the high and low self efficacy group of doctors and paramedical staff differed significantly in terms of the level of job satisfaction. When we see the influence of high and low hospital climate on level of job satisfaction. It was found that the groups of doctors and paramedical staff differed significantly. High hospital climate group scored high and low hospital climate group scored low which are evident from their mean job satisfaction scores.

When we see the influence of high self efficacy and high experience and low efficacy and low experience on the level of job satisfaction of doctors and
paramedical staff. It was found that the groups compared in terms of their mean job satisfaction scores differed significantly from each other. Male and female doctors were found equally satisfied with their job and the trend of result was similar in case of paramedical staff too. The result also revealed that the occupational difference did not emerge as a contributory factor of job satisfaction.

The result also indicated that the Hindu and Muslim doctors including paramedical staff did not differ in terms of level of job satisfaction. The marital status did not emerge as a contributory factor of job satisfaction among doctors and paramedical staff.