

Indian Physician Job Satisfaction Scale: Development and Validation

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ABSTRACT Physician satisfaction is critical not only for their own well-being but also for the welfare of the patients. Physician satisfaction scales developed elsewhere in the world may not be appropriate in the Indian context. The aim of this study was to develop and test a reliable measure of physician satisfaction in the Indian context. Development of Indian Physician Satisfaction scale was a four step process. Review of literature for generating initial item pool, focus group discussion and pre-pilot study for consolidating the item pool, pilot study and finally validation of the instrument. Literature review yielded eighty- two item scale representing eleven facets (sixty- seven items) and three overall satisfaction measures (fifteen items). The refinement of the scale on the basis of content validity, data quality and construct validity led to a final instrument with fifty one items constituting eight facets (forty three items) and two global measures (eight items) of satisfaction. The internal consistency ranged between .776 to .907 (except autonomy which had internal consistency of .639) IPSS (Indian Physician Satisfaction Scale) appears to be a reliable and valid measure of physician satisfaction in Indian context. However, further research should be carried out covering more specialties and pan India.