

An Empirical Analysis of Job Content and Contextual Factors: A Case Study of Indian Physicians

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ABSTRACT This paper attempts to identify the factors influencing the overall satisfaction of Indian physicians, using stepwise regression and ANOVA (Analysis of Variance). Understanding the physicians' satisfaction is very crucial as their dissatisfaction does not only affect themselves, but may also have critical impact on the patients. A few of the major determinants influencing the overall satisfaction ($R^2 = 0.630$) include practicing medicine as a specialty ($B = 0.434$), delivery of care ($B = 0.410$), relationship with community ($B = 0.347$), having own hospital ($B = 0.293$), personal time ($B = 0.282$), practicing general surgery ($B = 0.260$), earnings ($B = 0.143$), resources ($B = 0.157$), employment in private hospital ($B = -0.326$), being in the same position for more than 6 years ($B = -0.285$), and practicing gynecology as a specialty ($B = -0.172$). The ANOVA showed no significant difference in perception towards overall satisfaction, on the basis of gender ($p = 0.265$) and experience ($p = 0.127$). The results from this study may be useful in designing satisfaction programs for the Indian physicians.