

Job satisfaction of radiographers

Poster No.: C-1635
Congress: ECR 2019
Type: Scientific Exhibit
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Keywords: Workforce, Quality assurance, Education and training, Physiological studies, Health policy and practice, Audit and standards, MR, Digital radiography, CT, Radiographers, Professional issues, Management
DOI: 10.26044/ecr2019/C-1635

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Aims and objectives

The purpose of this research was to evaluate the professional satisfaction of radiographers using the basic task dimensions tool developed primarily by Hackman e Oldham.

The specific objectives were:

- To understand the realtion between the several work content variables and the satisfaction with the job;
- To understand the relation between the several work context variables and the satisfaction with the job;
- Try to identify other factors related to the job satisfaction;
- Try to relate the socio-demographic data from radiographers to the job satisfaction.

Methods and materials

The dependent variable was the job satisfaction;

The independent variables were:

(1) *Work content dimensions*

- Variety of skills (VS);
- Identity (I);
- Task Meaning (TM);
- Autonomy (A);
- Intrinsic feedback (IF);
- Extrinsic feedback (EF);
- interrelationship (IR).

(2) *Work context dimensions*

- Satisfaction with the social environment (SE);
- Satisfaction with supervision (SS);
- Satisfaction with the possibilities of growth (SPG);
- Satisfaction with the physical environment (SPE);
- Satisfaction with payment and compensation (SPC);
- Satisfaction with Work Organization (SWO);
- Satisfaction with Safety at Work (SSW).

The survey was composed by:

- One section with 17 items, to access the work context;
- One section with 20 items, to access the work content;
- One section to access directly the satisfaction and dissatisfaction;
- A sociodemographic characterization.

The survey was paper-based and was applied directly to the radiographers that wished to participate.

Results

The sample was composed by 72 radiographers, selected by convenience, working in the public sector of the Algarve region.

Most of the participants work for 5 to 15 years [Fig. 1](#) on page 5.

The internal reliability of the survey was 0.881, assessed by the Cronbach's alpha.

There were no significant correlations between the sociodemographic data collected and the several dimensions of job satisfaction, accessed with the Kruskal-Wallis test.

The percentage of satisfaction related to work content dimensions ([Fig. 2](#) on page 5) were:

- Variety of skills (VS) = 90,5%
- Identity (I) = 100%
- Task Meaning (TM) = 100%
- Autonomy (A) = 93,7%
- Intrinsic feedback (IF) = 100%
- Extrinsic feedback (EF) = 59%
- Interrelationship (IR) = 61,9%

The percentage of satisfaction related to work context dimensions ([Fig. 3](#) on page 6) were:

- Satisfaction with the social environment (SE) = 98,4%
- Satisfaction with supervision (SS) = 74,6%
- Satisfaction with the possibilities of growth (SPG) = 88,7%
- Satisfaction with the physical environment (SPE) = 77,8%
- Satisfaction with payment and compensation (SPC) = 31,7%
- Satisfaction with Work Organization (SWO) = 90,5%
- Satisfaction with Safety at Work (SSW) = 71%

Images for this section:



Fig. 1: Professional Experience (years)

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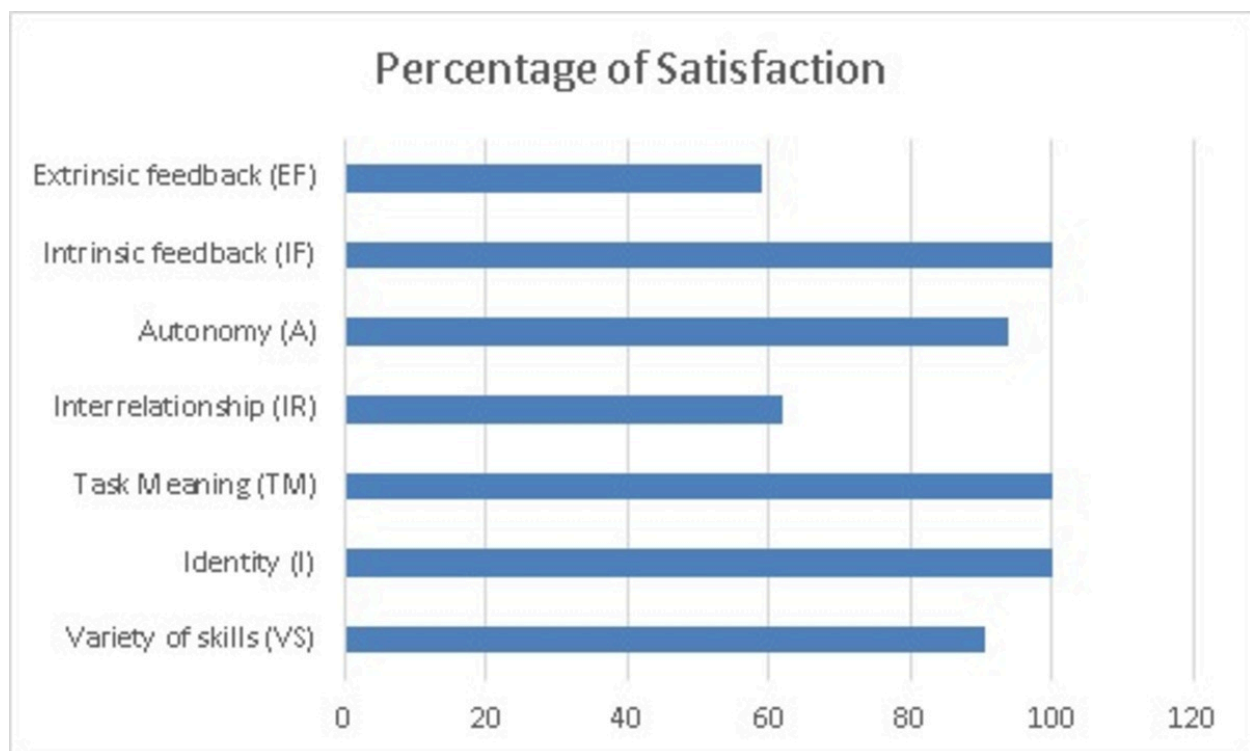


Fig. 2: Satisfaction related to Task Content Dimensions (%)

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Fig. 3: Satisfaction related to Task Context Dimension (%)

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Conclusion

This tool provides management with the satisfaction levels at different domains, which may allow to work on those areas.

Several areas shown to be at the minimal satisfaction level, which indicates the need to improve the weak areas.

In a global approach, the work context has the lowest satisfaction scores.

In general, it is possible to say that radiographers are professionally satisfied. However, it is of major importance to show to the managers that human resources policies and management related problems still need major attention and improvement.

In order to further strengthen and validate the findings of the study, interviews can be carried out.

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Images for this section:



Fig. 4

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