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Research Article

THE IMPORTANCE OF JOB SATISFACTION FOR EMPLOYEES IN HEALTH FACILITIES

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Abstract:

The importance of job satisfaction for employees in health facilities, the importance of having all the needs of the employee in the workplace, the importance of providing all means of comfort so that the employee performs his work with ease and ease, the importance of giving an employee all his legitimate rights to his co-workers, the importance of not having pressure from his manager and co-workers, work has been done. A questionnaire was conducted via Google Drive, and was distributed via the social media network (700 questionnaires), and a response to 650 questionnaires was obtained via email.

Keywords: Job description, Employment, Health facilities

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INTRODUCTION:

Job satisfaction or job satisfaction is a description of the state of satisfaction that an individual has with his or her job ⁽¹⁾⁽²⁾⁽³⁾. The happier a person is with his job, the more satisfied he feels. The state of job satisfaction is not considered the same as the state of enthusiasm, despite the strong interrelation between them. The job outlines goals that enhance job satisfaction and performance and methods that include rotation, expanding scopes of work, and enriching the job. The culture and style of management, activating the role of employees, and giving powers to joint work groups are among the influences that shape job satisfaction. This satisfaction is a very important factor that is evaluated by various bodies. One of the most important methods of this evaluation is the voting rates on what employees report on their impressions of their jobs. Inquiries relating to pay rates, job responsibilities, multiple tasks, promotional job opportunities, and teamwork. Most establishments seek to provide a healthy work environment, as the effectiveness of any organization is linked to its efficiency. The human element and its ability and desire to work is an influential and effective element in using available material resources. To maximize results, management depends on rationalizing the use of material resources. And available human resources so as not to affect work productivity. To demonstrate this, ⁽⁴⁾ indicated that for workers to have a healthy environment, the factors that work must be satisfied. On satisfaction, such as pay and rewards, relationships with colleagues and superiors, special needs for growth, participation in decision-making, and the work environment. Motives

affect many human phenomena in the organization, where lack of interest leads to developing positive motivations towards work, and the organization leads to the emergence of some negative phenomena among employees. One of the most important of these phenomena is the phenomenon of job dissatisfaction, despite the presence of many the phenomena that have received attention include work trends. Job satisfaction is considered one of the most important phenomena that has received great attention from researchers and behavioral scientists, the term job satisfaction is one of the terms most discussed in psychological studies and research, although this term is commonly used in many studies and research, in addition to its use in daily life, there is no general agreement on its definition ⁽⁵⁾. This is due to its many dimensions, the diversity of factors affecting it, and the perspective that studies and research have addressed it, ⁽⁶⁾ defined it as the association of psychological, physical, and environmental conditions that a person honestly says he is satisfied with his work. ⁽⁷⁾ defined it as two directions a person's affective attitude towards the work roles he currently occupies. On the other hand, Kaliski knew him ⁽⁸⁾ It is a person's feeling of accomplishment and success in his work, and this is usually linked to productivity, in addition to maintaining personal health. Al-Baroudi ⁽⁹⁾ defined it as the result of an interaction between the individual with his job, which is a reflection of the extent of satisfaction he derives from this work, and his affiliation with and interaction with his work group and the internal and external work environment, and therefore it refers to the total job feelings or

psychological state that the individual feels towards his work. Others ⁽¹⁰⁾ saw it as it is an internal feeling that the individual worker or employee feels about the work, he does in order to satisfy his needs, desires, and expectations in his work environment towards the job he currently occupies, and these feelings may be Positive or negative. For a long time, work used to be associated with sacrifice.

The notion of work as a means of self-actualization emerged during the renaissance ⁽¹¹⁾, when work came to be seen as an opportunity for creation, achievement, and personal growth, enabling man to leave an imprint on the world ⁽¹²⁾. Work should be integrated with life and should have a meaning; it cannot be merely a means of survival. In order to carry out plans and projects at work, individuals need to nurture good relationships. In the health sector, this includes not only peers but also the medical staff and patients, which helps improve the quality of care ⁽¹²⁾. Management, with its various types and elements, is one of the basic pillars of the production process in institutions, which are attributed to the processes of developing and improving the affairs of employees by providing them with conditions and physical and moral capabilities and improving job satisfaction for all employees. A person who is satisfied with his job or. He accepts his profession with strength and effectiveness, which leads him to happiness and increased productivity. However, when he is dissatisfied with his profession, this leads to an inability to adapt, which can create an emotional balance in his life, which leads him to become very bored and bored, and his condition worsens and becomes dominated by frustration and tension, and this was confirmed by a study. (Sheikh) that job satisfaction among employees leads to a deep connection between them as they are characterized by competence motivation and achievement, because of what they feel. Psychological comfort and reassurance are more important to them than financial returns for the job it has ⁽¹³⁾.

2-MATERIAL AND METHODS:

This study started in (the holy city of Mecca in Saudi Arabia), began writing the research and then recording the questionnaire in April 2022, and the study ended with data collection in September 2022. The researcher used the descriptive analytical approach that uses a quantitative or qualitative description of the social phenomenon (The importance of job satisfaction for employees in health facilities) ,this

kind of study is characterized by analysis, reason, objectivity, and reality, as it is concerned with individuals and societies, as it studies the variables and their effects on the health of the individual, society, and consumer, the spread of diseases and their relationship to demographic variables such as age, gender, nationality, and marital status. Status, occupation ⁽¹⁴⁾, And use the Excel 2010 Office suite histogram to arrange the results using: Frequency tables Percentages ⁽¹⁵⁾. A questionnaire is a remarkable and helpful tool for collecting a huge amount of data, however, researchers were not able to personally interview participants on the online survey, due to social distancing regulations at the time to prevent infection between participants and researchers and vice versa (not coronavirus participation completely disappearing from society). He only answered the questionnaire electronically, because the questionnaire consisted of thirteen questions, all of which were closed He only answered the questionnaire electronically, because the questionnaire consisted of thirteen questions closed, all of which were closed. The online approach has also been used to generate valid samples in similar studies in Saudi Arabia and elsewhere ⁽¹⁶⁾

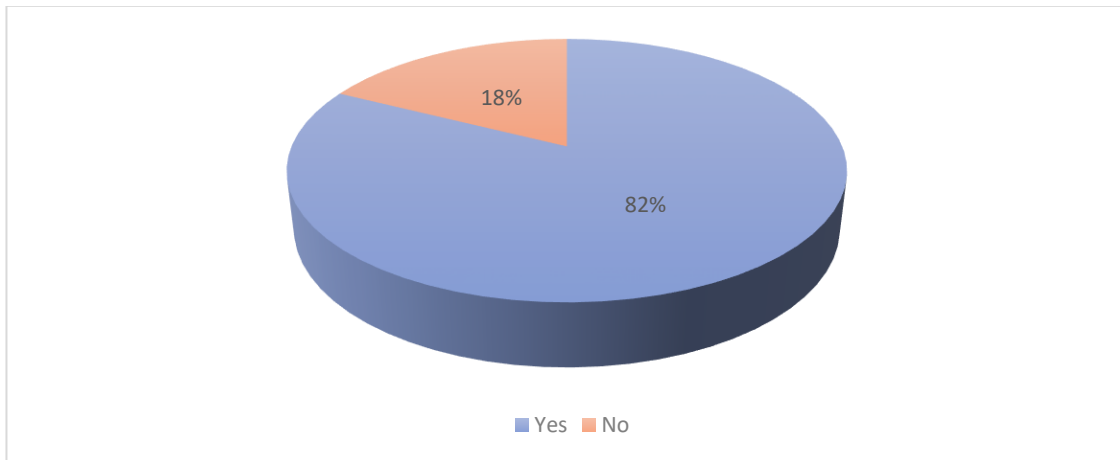
3- RESULTS:

As for those who agreed to participate in this questionnaire, they were as follows: 94.4% said yes, and 5.6% said no, with regard to the ages of the participants in responding to the research questionnaire. They were as follows: 25-34 years old, 29.4%, 35-44 years old, 17.6%, 45-54 years old, 47.1%, 55-60 years old, 5.9%. As for the gender of these participants, they were 64.7 males and 35.3% females. Regarding the nationality of the participants in responding to the questionnaire, they were all (100% male), and as for their professions, they were as follows: technicians 66.7%, administrators 33.3%. As for their educational status, it was as follows: primary certificate 0%, intermediate certificate 0%, secondary certificate 5.6%, diploma certificate 22.2%, university degree 44.4%, master's degree 22.2%, doctoral degree 5.6%. The first question was: Do you think you are comfortable in your current job? The answer was yes 82.4%, no 17.6%. The second question is: Do you think that your current work tasks are appropriate for your practical and practical abilities? The answers were yes 83.3%, no 16.7%. The third question: Do you suffer from inequality between you and your colleagues at work? Yes 38.9%, No 61.1%. The fourth question was: Do you suffer from your

manager being unfair to you in distributing work between you and your colleagues? Yes 27.8%, 72.2%. The fifth question was about: Did you submit to your manager a request for financial benefits at work at the Ministry of Health, and they were submitted to you and you were not paid the same as your colleagues? The answer was yes by 66.7%, and no by 33.3%. The sixth question: Are you pressured by your manager and colleagues at work? Yes 44.4%, and no 55.6%. The seventh question was about: Do you suffer from

burnout at work? The responses were equal, 50% yes and 50%. The eighth question was: Do you work frequently outside your official work time? The answers were as follows: yes 77.7%, 22.2%. The ninth question: Is the daily routine at work repetitive? Yes 66.7%, No 33.3%. The last question was about: Does your health facility provide all your needs with adequate facilities to perform work? The answer was yes 55.6%, no 44.4%. (figure N0.1)

Figure N0.1: Opinions of research participants about their satisfaction with work



4-DISCUSSION:

The current study finds that The percentage of job satisfaction with their work is 82.4%, while we find that they suffer from job burnout at a rate of 50%, and this is evidence of a lack of time management on their part, as some of them also suffer from their colleagues and managers at a rate approaching half (44.4%).

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