

PREDICTORS OF JOB SATISFACTION AND ENGAGEMENT: A STUDY WITH HEALTHCARE PROFESSIONALS

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**ENFERMERÍA
DEL TRABAJO**

360°

**II CONGRESO INTERNACIONAL DE
LA ASOCIACIÓN DE ESPECIALISTAS
EN ENFERMERÍA DEL TRABAJO**

**13 JORNADA DE LA AET
8ª JORNADA DE ACITSL**

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Job satisfaction

Satisfaction, understood as the balance experienced by the worker between a need and circumstances that compromise it.

(Pocinho & Garcia, 2008)

Engagement

Defined as a positive affective-motivational state of mind related to work, which is characterized by vigour, dedication and absorption.

(Bakker, 2017)

Introduction

Are crucial in building healthy and safe working environments.

Directly impacting workers' health and the quality and safety of the care provided.

OBJECTIVES

To identify the predictors of job satisfaction and engagement among healthcare professionals at a hospital centre.

MATERIAL AND METHODS

Correlational and
cross-sectional study

Applied to a
convenience sample
of 325 healthcare
professionals

Online questionnaire:

- ✓ Sociodemographic/professional characterisation
- ✓ Job Satisfaction Questionnaire - S20/23 (Meliá & Peiró, 1989; Pocinho & Garcia, 2008)
 - 5 factors
 - Satisfaction with: Supervision, Physical environment, Organization's Benefits and Policies, Intrinsic and Participation
 - 23 items, 7-point Likert scale (1 - extremely dissatisfied to 7 - extremely satisfied)
- ✓ Utrecht Work Engagement Scale - UWES (Shaufeli et al., 2006; Sinval et al., 2018)
 - 3 Subscales: Vigour, Dedication, and Absorption
 - 9 items, 7-point Likert scale ranging from 0 (never) to 6 (every day)



MATERIAL AND METHODS

Data analyses

Multiple linear regression,
including qualitative variables,
following the Stepwise method of
selecting predictor variables

Study approved by the
institution's Ethics Committee
and informed consent received
from the participants

SAMPLE CHARACTERIZATION

- 78.3% mostly female
- 60.4% married
- 41.3 years (SD=9.6) average age
- 68% with children
- 31.5% with a university degree
- 31.8% were nurses
- 25.6% operational assistants
- 15.4% physicians
- 21.8% worked in the medical department
- 60.8% had rotating working hours
- 87.6% perceived their work as stressful



RESULTS

The following results are highlighted

Satisfaction with Supervision factor, the predictors were:

- having non-stressful work ($\beta=1.122$; $t(301)=5.383$; $p<0.001$)
- qualifications ($\beta=0.188$; $t(301)=2.670$; $p=0.003$)
- working in the emergency department, intensive care medicine and anaesthesiology ($\beta=-0.801$; $t(301)=-3.340$; $p=0.001$)
- length of professional experience in current position ($\beta=-0.183$; $t(301)=-2.213$; $p=0.028$)
- working in the surgical department ($\beta=-0.671$; $t(301)=-2.764$; $p=0.006$)
- not having children ($\beta=0.364$; $t(301)=2.002$; $p=0.046$)

The model results were significant ($F(6.301)=11.674$; $p<0.001$) and explained 17.3% of the variability of this factor

RESULTS

The following results are highlighted

Engagement, the predictors in the Vigour dimension were:

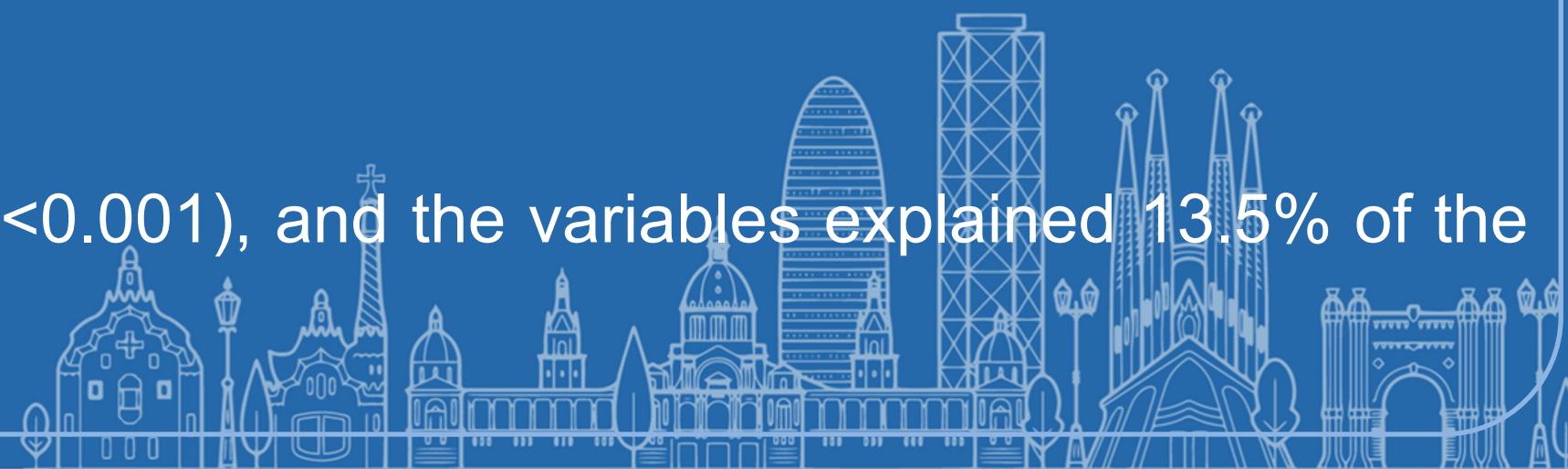
With positive influence

- having a non-stressful work ($\beta=1.144$; $t(302)=5.331$; $p<0.001$)
- being a senior technician ($\beta=0.552$; $t(302)=2.160$; $p=0.03$)
- not having children ($\beta=0.617$; $t(302)=3.319$; $p=0,001$)

With negative influence

- working in the emergency department, in intensive care medicine and anaesthesiology ($\beta=-0.525$; $t(302)=-2.068$; $p=0.039$)
- being a physician ($\beta=-0.492$; $t(302)=-1.979$; $p=0.049$)

The model proved to be highly significant ($F(5.302)=10.582$; $p<0.001$), and the variables explained 13.5% of the variability for Vigour



DISCUSSION

The present results corroborate the studies of Bakker & Demerouti (2013) and Ginbeto et al. (2023).

CONCLUSION

All the job satisfaction factors and engagement dimensions show that "not feeling that work is stressful" is a strong predictive variable with a significant positive impact on the produced outcomes.

LIMITATIONS

The fact that it was a convenience sample with a cross-sectional design.



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¡Muchas gracias!



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