

# An Exploratory Study into the Level of Job Satisfaction of Midwives

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**Abstract:** Every organization should pay considerable attention to task performance and satisfaction and continually evaluate these phenomena.

**Objectives:** to focus on selected factors associated with midwives' job satisfaction, areas for improvement, and to establish whether, there is a statistically significant correlation between general job satisfaction and the selected factors.

**Methods:** The current descriptive-correlation survey was taken among 100 midwives working in the maternity teaching hospitals, Sudan. They were enrolled in the study by the total coverage sampling method. Data were gathered by self administered questionnaire. Data were analyzed with SPSS Version19.

**Results:** Finding of the study indicate overall midwives job satisfaction; also it indicates positive and significant correlation between midwives intention to continue their work post retirement and job satisfaction. Besides, these findings, job substantial has negative and marked correlation with midwives experience.

**Conclusions:** Authorities should facilitate the employees' improvement, so that, both women, and midwives can enjoy the benefits.

**Keywords:** Job Satisfaction, post retirement, Organizational, Midwives, maternity hospital, Sudan.

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## 1. INTRODUCTION

Employees play a central part in the continuous quality improvement in an establishment. Most importantly, job satisfaction has an impact on work efficiency, quality and employee retention [1]. High points of job satisfaction are protective towards stress, have a positive impact on self-esteem, and maybe take on increasing motivation. Doubtless, the most significant factor of any arrangement, manpower to fill with their jobs [2].

Examining the issue of job satisfaction with the quality of health care services for the patients, assessing job satisfaction is recommended in order to investigate the associated changes, at least one time every six months [3]. Developed countries spend a bunch of money to investigate the annual changes in their employees' job satisfaction. Records of annual changes in employees' job satisfaction are available in information resources. Such high expenses indicate the significance of this phenomenon in these countries [4]. Sercombe and Smith (1997) found that the factors presented by nurses as reasons for leaving were centered on the issues known to affect job satisfaction such as ineffective supervisory relationships and poor opportunities for professional development, rather than external labor market forces which managers would justifiably feel unable to control [5].

International surveys of job satisfaction have revealed interesting variations in countries; significantly shape an individual's attitudes to their work. The job satisfaction of African healthcare workers has only lately started to be studied

and research has generally found high degrees of dissatisfaction with different nations, including Kenya, South Africa, Uganda and others countries [6]. A survey of nurses in England by Shields and Ward (2001), found that job satisfaction was the most significant determinant of retention. Overall, there has been a relatively steady decline in career satisfaction reported on all dimensions [7]. Since midwives are at the foremost line of supplying health care services for pregnant women and their performance proven the quality of health care, evaluation of their job satisfaction is of importance [8]. Relatively few studies of job satisfaction focus specifically on midwives, despite some evidence that their professional group experiences significantly lower levels of satisfaction than doctors and nurses [6].

Lu et al (2005) determined that for health workers, the highest job satisfaction level occurred in health managers and was the lowest in midwives [9]. Other works show that low job satisfaction goes to high turnover among nurses and midwives (Curtis, Ball & Kirkham, 2006). Also job satisfaction affects the quality of service and the organizational commitment to employees [10]. The main objectives of our study were to acquire an understanding of how midwives in the Sudan feel about their work and concentrated on selected factors associated with midwives' job satisfaction and areas for improvement; and to establish whether, there is a statistically significant correlation between general job satisfaction and the selected factors.

**II. BODY OF ARTICLE**

Developed countries spend a bunch of money to investigate the annual changes in their employees' job satisfaction. Records of annual changes in employees' job satisfaction are available in information resources.

**METHDOLOGY:**

A cross-sectional study using the quantitative research methods was conducted. Study subjects included all midwives working in three maternity hospitals (Omdurman Maternity hospital, Alsheehk Mohamed ail Fadual, Oumbada Alnamoozagy hospital), in Omdurman province that were taken by the ministry of health (50 midwives in Omdurman maternity hospital, 30 midwives in Alsheekh Mohamed Ali Fadual Alsauidy, 20 midwives in Oumbaada Alnamoozagy hospital) (N=100 nurses). Information was collected using a self administered Standard Questionnaire on the Job Satisfaction. Data were entered and code using SPSS version16 software. Univariate analysis was calculated for each independent variable to assess descriptive indices and the Chi-squared tests were used to measure the statistical association. P values 0.05 was used to define the statistical significance of the tests. At the end, out comes are presented in texts, tables and graphs. This works sanctioned by the Ethics Committee of Alneelain University, Khartoum, Sudan and the hospital authorities' permission was sought as well as, verbal informed consent for voluntary participation in the study before completing the questionnaires.

**RESULT:**

A total of 100 respondents participated in this survey. The demographic data revealed that the most of the participant's age was 41-50 years (37%), and most of them were married (74.0%). The employment data revealed that they worked in their current job of an average for nearly 12 years. The midwives in this study held predominantly Diploma's degree (51%).

**Table number (1) what is the main motivation that led you to become a midwife**

Variable	Frequency	Percent
Income	6	6%
It was the only work chance to me in hospital	2	2%
I liked the humanitarian nature of work	57	57%
I was encouraged by family or friends	8	8%
I wanted to save mothers and newborn lives	27	27%
Total	100	100%

Most of these midwives (57%), like their work for humanitarian nature of work.

Table number (2) satisfaction from midwives:

		Frequency	Percent
Satisfaction from midwives: with your work as a midwife	Highly satisfied	71	71%
	Moderately satisfied	27	27%
	Dissatisfied	2	2%
	Total	100	100%
Are you satisfied with monthly salary	Highly satisfied	20	20%
	Moderately satisfied	41	41%
	Dissatisfied	39	39%
	Total	100	100%
What are the most important things that you like about your work as a midwife	Income	6	6%
	Serving my community	34	34%
	Saving mothers and their newborn lives	43	43%
	Stability of job and its future prospects	17	17%
	Total	100	100%
Do you have an intention for contours work after retirement	Yes	71	71%
	No	29	29%
	Total	100	100%

Table (3) provision of services:

		Frequency	Percent
Did you provide health service to the women at home	Yes	80	80%
	No	20	20%
	Total	100	100%
If your answer yes it is	Free	48	48%
	With pay	52	52%
	Total	100	100%

Table (4): Association between ages and satisfaction with work as a midwife

Age	Are you satisfied with your work as a midwife			Total
	Highly satisfied	Moderately satisfied	Dissatisfied	
Less than 30 years	8	11	2	21%
	8	11	2	21.0%
31 - 40 years	17	2	0	19%
	17	2	0	19.0%
41 - 50 years	25	12	0	37%
	25	12	0	37.0%
More than 51 Years	21	2	0	23%
	21	2	0	23.0%
Total	71	27	2	100%
	71.0%	27.0%	2%	100.0%

P-value = 0.01

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**Table (5): Association between Age and intention for contours work post retirement**

Age	Do you have an intention for contours work after retirement		Total
	Yes	No	
Less than 30 years	5	16	21%
	5	16	21%
31 - 40 years	15	4	19%
	15	4	19%
41 - 50 years	32	5	37%
	32	5	37.0%
More than 51 Years	19	4	23%
	19	4	23.0%
Total	71	29	100
	71.0%	29.0%	100.0%

*P-value = 0.00*

**Table (6): Association between experience and satisfaction in their work as a midwife**

Years of experience	Are you satisfied with your work as a midwife			Total
	Highly satisfied	Moderately satisfied	Dissatisfied	
Less than 10 years	8	11	2	21%
	8	11	2	21%
11 - 20 years	17	2	0	19%
	17	2	0	19%
21 - 30 years	25	12	0	37%
	25	12	0	37.0%
More than 31 Years	21	2	0	23%
	21.0%	2%	0	23.0%
Total	71	27	2	100
	71.0%	27.0%	2.0%	100.0%

*P-value = 0.46*

**DISCUSSION:**

Job satisfaction is known to play an important part in any decision to leave the job. Most important job satisfaction has an impact on work efficiency, quality and employee retention [1]. It is imperative to explore how both nurse and midwives perceive their jobs. So that, strategies might be identified to enhance the quality of their working lives and improve retention [11].

In this study, midwives generally appreciated and pleasant from practice where they are working. This appears in their opinion to choose the job for the human nature of their work (57%).

The Overall result of the midwives Job Satisfaction, that most of the midwives (71%) are satisfied or highly satisfied with their job. Hence the number of midwives was satisfied than dissatisfied. This consistent with the study conducted by Nehrir et al, showed higher job satisfaction and Monjamed et al, (total satisfaction = 78%) showed lower job satisfaction

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[12], [13]. Although, there is a moderate satisfaction with the salary, The reason for this could be that midwives working in the hospital accomplished this with home deliveries and offer postnatal services to the hospital delivery women at home. We find opposite when comparing with another study.

A study in Taiwan by Yin and Yang (2001), indicates salary and fringe benefits are the stronger factors influencing nursing turnover. However, this does not necessarily imply that institutions with high Salaries and attractive benefits have low staff turnover rates. Another study done in Jordan (Mrrayan, 2005), indicates that nurses in private hospitals were more satisfied, and had higher intentions to stay, than nurses in public hospitals.

The intentions of midwives working in the maternity hospitals in Sudan indicated a strong desire for midwives to carry on in their post-retirement work if given opportunity, with 98.0%. By comparing intentions of midwives living and working in the Northern Territory of Australia indicated a substantial interest in midwives to engage in post-retirement work, about 73.2% of respondents willing to continue in the active workforce.

Historic in this study demonstrated a significant relationship with job satisfaction. This relationship was seen in previous studies [16]. We find a negative correlation between work experience and job satisfaction in this study. This relationship can be justified with insufficient job salaries.

A survey of Estonian midwives found no important between job satisfaction and age, ethnicity, work abroad, or increased responsibility (Lazarus, Rasch & Liljestrand, 2005) [17].

**III. CONCLUSION**

Referable to the importance of job satisfaction, authorities should facilitate the employees' improvement, because both pregnant women or midwives can enjoy the benefits. We propose actions like modified and increased salaries, building effective communication, reform official promotion, more attention to midwives can be a useful way for improving Job Satisfaction.

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