



Research Article

Quality of Life and Job Satisfaction among Radiographers Working in Kermanshah Hospitals, IranZahra Shamohammadi¹, Rahman Panahi^{2*}, Mohammad Mahboubi^{3,4}, Fazel Zinat-Motlagh⁵, Roudabeh Lotfikangarshahi⁶, Mohammad Fattahi⁷¹. Student Research Committee, Kermanshah University of Medical Sciences, Kermanshah, Iran.². Ph.D Student of Health Education and Promotion, School of Medical Sciences, Tarbiat Modares University, Tehran, Iran.³. Health Services Administration, Kermanshah University of Medical Sciences, Kermanshah, Iran.⁴. Assistant Professor, Abadan College of Medical Sciences and Health Services, Abadan, Iran.⁵. Social Determinants of Health Research Center, Yasuj University of Medical Sciences, Yasuj, Iran.⁶. Imam Khomeini Hospital, Kermanshah University of Medical Sciences, Kermanshah, Iran.⁷. Shadegan Health Center, Ahvaz University of Medical Sciences, Ahvaz, Iran.**ARTICLE INFO**

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Rahman Panahi, Ph.D Student of Health Education and Promotion, School of Medical Sciences, Tarbiat Modares University, Tehran, Iran

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Several study reported job satisfaction could be effective on quality of life; the main objective of present study was determine job satisfaction level and its relation to quality of life among radiologists working in medical training hospitals in Kermanshah, Iran. It was a descriptive, cross sectional study which investigated 120, this descriptive, cross sectional study was conducted between 120 radiologists working in medical training hospitals in Kermanshah in 2013. Data collection based on standard self-report questioner and was analyzed by SPSS version 20 using bivariate correlations, t-test, One-way ANOVA, and linear regression statistical tests at 95% significant level. We found the correlation between sex, marital status and job satisfaction ($P < 0.05$). Also, we found the correlation between sex and quality of life ($P < 0.05$); but our result showed not significant between education level, marital status and quality of life among participants ($P > 0.05$). Linear regression analysis showed the job satisfaction, was accounted for 12% of the variation in quality of life. Our result indicated correlation between job satisfaction and quality of life.

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1. Introduction

Occupation satisfy many of essential economical needs of human and creates social identity and feeling of being useful; many people even attend most of their day at work [1]. Remind that human force is considered as the most important asset of any organization [2] and organization success depends on endeavor and job satisfaction of its employees [3]. Meanwhile, medical care organizations are important in all societies due to their function in prevention, control and cure [4]. However, medical care services in Iran are facing different challenges which the important one is low quality of offered services. Here, an effective factor to undesirable medical care services could be human factors which play an essential role in development and progress of medical care stuff. One of the main and most complicated assignments of a manager is to motivate working [5], and managers should

maintain and hold human resource to create their employees satisfaction [3]. Job satisfaction is defined as a positive evaluation of emotion and attitudes of staff to their occupation [1], while job motivation and output of employees, who report job satisfaction, is always discussed by experts. Regarding this some researches show that there is a relationship between job satisfaction and higher partnership of employees to gain organizational goals, customers' satisfaction, more commitment of organization staff, and increased organizational efficacy and interest [6-8]. Studies on job satisfaction, also, showed that there was a relationship between job satisfaction and employees' physical and spiritual wellbeing and it is meaningfully related to mental and spiritual problems, exhaustion, self-confidence, depression and anxiety [9]. On the other hand, lack of job satisfaction results in decrease of

employees' mentality and motivation, going slow and being absent at work, resignation, leaving job, early retiring and physical and mental problems [3, 8]. Job satisfaction is affected by conditions and events which people experience at work and, therefore, management model, organization culture, organization structure, job nature, job conditions and relationship with coworkers are all important factors to job satisfaction [10]. From Spector's point of view, the most important sides of job satisfaction are: satisfaction with organization, job, supervising, colleagues, salary and advantages and satisfaction with promotion and progress [11]. Different studies, also, showed that job features and attributes, job diversity, payment, job security, role ambiguity, organization structure, job physical conditions, environmental factors such as availability of recreation, exercising and welfare tools at work, relationships with colleagues, patterns of governing management in organization and staff participation in job processes are the most effective factors on job satisfaction [9].

One of the developing issues in last 25 years was to consider quality of life in relation to being healthy [12-14]. Accordingly, FDA defined quality of life as each person understanding of their position in life according to cultural norms and value structure of the society they live in; such understanding of main aims gets its concept from people understanding and recognition from life. This fact has a wide range which is affected differently by physical, mental, personal believes and social connections [15]. Results of studies suggest that people are happier and more satisfied if their personal and professional lives are compatible; it, also, increases quality of life [16].

One of the risky jobs is working with ionizing ray which could results in irreversible and incurable damage. However radiology is frequently used as an advanced diagnostic method in today's medication, radiologist is affected by the ray and, therefore, it is considered as a hard and damaging job. Study results represented that being in contact with ionizing ray longer than the standards could affect blood production, digestion, central nerve system and, totally, all body or it might affect cell DNA which would affect next generations. Radiologist, especially men, could suffer from fertility as X-ray makes sperms move slowly or even ruin them. Also, lead in the environment has negative effect on sperms which results in men infertility [17]. Considering the importance of the issue, present study aims to determine job satisfaction level and its relation to quality of life among radiologists working in medical training hospitals in Kermanshah, Iran.

2. Methods

It was a descriptive, cross sectional study which investigated 120 radiologists working in medical training hospitals in Kermanshah in 2013. Asking for approval of university dean and chairmen of medical training hospital supervised by medical care university in Kermanshah, hospitals were con-

sidered as levels and samples were selected according to the level and number of staff of hospital through simple random sampling. Questionnaires were handed to the selected samples. It should be mentioned that participants were informed about study style, its aim and information security and they were all willing to participate in the study. Note that, omitting incomplete questionnaires, 102 complete questionnaires were analyzed (answering rate was 85 per cent).

Data was gathered using a three-part questionnaire:

Part one: demographic and basic information; it included five questions which investigated age (year), gender (male, female), education (diploma, BSc, MSc), marital status (single, married) and job experience (year).

Part two: job satisfaction; using standard questionnaire including 36 questions of Spector's job satisfaction scale (SJSS), maximum and minimum score gained by each person would be 180 and 36, respectively, and people are categorized in a group as: score from 36 to 72 (completely unsatisfied), 73 to 108 (unsatisfied), 109 to 144 (satisfied) and 145 to 180 (completely satisfied) [11].

Part three: Short form health survey scale (SF-12); the 12 items in the SF-12 [18], are summarized as two scores: the physical component summary (PCS) and the mental component summary (MCS).

Data were analyzed by SPSS version 20 using bivariate correlations, t-test, One-way ANOVA, and linear regression statistical tests at 95% significant level.

3. Result

The mean age of respondents was 33.46 years [95% CI: 31.93, 34.99], ranged from 22 to 50 years. Also the mean work history of respondents was 9.50 years [95% CI: 8.10, 10.90], ranged from 1 to 26 years. Almost, 50% (51/102) of participant was men and 50% (51/102) of them was women. Regarding the educational status: 25.5% (26/102) had in associate degree, 70.6% (70/102) BSc, and 3.9% (4/102) were MSc. Furthermore, 38.2% (39/102) of participants was single, and 61.8% (63/102) of them reported married.

We found the correlation between sex, marital status and job satisfaction. Also, we found the correlation between sex and quality of life, but our result showed not significant between education level, marital status and quality of life among participants (Table 1).

Table 1: Association between sex, marital status, and educational level with quality of life and job satisfaction

	Variable	Mean	SD	t/f	P
Quality of Life	Sex				
	Women	41.60	12.53	2.090	0.039*
	Men	36.45	12.33		
Marital Status	Single	39.66	11.85	0.395	0.693
	Married	38.64	13.18		

Educational Level	Associate Degree	41.46	11.34	0.652	0.523
	BSc	38.15	13.31		
	MSc	39.06	6.25		
Job Satisfaction					
Sex	Women	108.05	14.13	2.96	0.004*
	Men	98.92	16.90		
Marital Status	Single	107.71	16.68	2.113	0.037*
	Married	100.87	15.39		
Educational Level	Associate Degree	98.11	12.12	2.267	0.109
	BSc	105.00	17.40		
	MSc	111.25	4.27		

In addition, a bivariate association between job satisfaction and quality of life was showed in Table 2 shows. As can see in table 2, job satisfaction while it was correlated with the quality of life (r=0.349).

Table 2: Correlation between Quality of Life and Job Satisfaction

Variables	X1	X2	X2
X1. PCS	1		
X2. MCS	0.528**	1	
X3. Quality of Life	0.917**	0.824**	1
X4. Job Satisfaction	0.346**	0.250*	0.349**

** p <0.01

* p <0.05

Finally, linear regression analysis was performed to explain the role of job satisfaction in variation of quality of life. As can be seen in Table 3, job satisfaction was statistically significant for predicting quality of life which, and was accounted for 12% of the variation in quality of life.

Table 3: Job Satisfaction Predictor Quality of Life among the Participants

Variable	B	SE B	Beta	T	P-value
Job Satisfaction	0.273	0.073	0.349	3.722	0.001*
R²=0.12, F=13.854, P < 0.001					

4. Discussion

Introducing hospitals as organizations to consider human pains, cure them and improve general health of society, it sounds important to pay attention to wellbeing of hospital staff as human resources are essential in developing and progressing medical care systems. Researchers believe that the higher the job satisfaction, the better the quality of care received by patients and, therefore, the higher the satisfaction of patients with care system [19-20]. Considering the importance of the issue, present study investigated job satisfaction level and its relation to quality of life among radiologists working in medical training hospitals in Kermanshah.

Results from the study suggested that most radiologists reported low satisfaction and only a small percent were completely satisfied. Aiken et al. reported that 41% of the nurses were completely unsatisfied with their jobs and it mostly related to their dependency to hospital management, work press and job security [21]. Gol-Afrooz et al. also showed that nurses were not completely satisfied from different aspects, which was expected as health care budget was a very small portion of national gross budget in comparison with other countries [22]. Present study reported a meaningful relation between job satisfaction and gender which corresponded to national study of England on satisfaction rate of general doctors [23].

Present study showed a meaningful relation between job satisfaction and marital status which corresponds to the study by Gol-Afrooz et al. where singles showed more satisfaction to married staff [22]. Having a family and experiencing more commitments, there would be higher charges in life and salary and advantages would not be enough to their needs and affect their job satisfaction.

Results, also, showed a meaningful relationship between gender and quality of life. McEntee et al. reported the same meaningful relationship in their study on cardiovascular patients [24]. Quality of life was better with women in comparison with men; considering the results, it is suggested that life quality of men be considered accordingly.

Present study reported no meaningful relation between education, marital status and quality of life. Ericson et al. showed that there was a meaningful relationship between education and quality of life among people having ADIS, which contrasted the results from present study [25].

Finally, linear regression analysis showed that job satisfaction predicted 12 percent of quality of life variance. Also, there was correspondence between job satisfaction and quality of life which is supported by results from Lu et al. and Hua et al. [26-27]. It should be mentioned that job satisfaction, like many other variables, is created by different factors and it, also, affects many other. On one hand, job satisfaction is an independent variable which affects dependent variables such as output, being absent, moving, leaving job, people behavior in society, and to some extent influences people attitudes to social, cultural, political, etc. environments; on the other hand, it is a dependent variable affected by independent variables such as salary and advantages, relationship with colleagues and supervisors, job security and type of job [19].

5. Conclusion:

According the reported correlation between job satisfaction and quality of life, it seems that paying attention to job satisfaction and, also, recognizing social and psychological factors effective to it could be helpful to improve employees' quality of life.

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Conflict of interest statement

The authors declare that they have no conflict of interest.

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