
FACTORS RELATED JOB SATISFACTION OF RADIOGRAPHERS

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ABSTRACT

Job satisfaction is a critical factor influencing employee well-being, performance, and the overall quality of healthcare services. This study assesses the job satisfaction levels among radiographers and trainees at MMIMSR and MMDU Mullana Ambala. A total of 50 participants, including radiographers and trainees, were surveyed using a structured questionnaire. The results indicate that job satisfaction among radiographers is influenced by factors such as salary, working conditions, professional support, and career progression. Understanding the factors affecting job satisfaction in the radiography profession is essential for enhancing the quality of patient care and ensuring the well-being of healthcare workers.

Keywords: Radiographers, Job Satisfaction, Survey, Radiology, Profession.

I. INTRODUCTION

The discovery of X-rays by Wilhelm Conrad Roentgen in 1895 revolutionized the field of radiography, leading to the development of radiology departments in healthcare organizations worldwide. Radiographers play a crucial role in patient care, and their job satisfaction is essential for promoting the overall well-being of patients. Job satisfaction is a significant determinant of employee engagement and productivity. Employees with higher levels of job satisfaction tend to have a more positive attitude toward their work, while those with lower job satisfaction may exhibit negative attitudes.

II. METHODOLOGY

This study utilized a retrospective, cross-sectional research design. The study population included 50 participants, comprising both radiographers and trainees at MMIMSR and MM super-specialty hospital in Mullana Ambala. A structured questionnaire was developed to gather information regarding job satisfaction among the participants.

Data for this research was collected over a six-month period, from 1st October 2021 to 30th March 2022. The data collection was conducted at the Radiology Department of Maharishi Markandeshwar Institute of Medical Sciences and Research (MMIMSR) in MULLANA, Ambala, Haryana, India.

The study included all radiographers and trainees who met the eligibility criteria, which comprised individuals currently engaged in the field of radiology in India.

Radiologists and nurses were excluded from the study as their roles and responsibilities significantly differ from those of radiographers.

Ethical clearance was not deemed necessary for this research. Instead, informed consent was obtained from all radiographers and interns who voluntarily participated in the study. Participants were made aware of the study's objectives and the confidentiality of their responses.

Data collection & Data Analysis

Data was gathered through a self-administered survey. The survey instrument consisted of a series of open-ended and closed-ended questions designed to elicit information about participants' job satisfaction, working conditions, and their overall experiences in the radiology profession. The survey instrument was pilot-tested for clarity and comprehensibility before being administered to the study participants.

Quantitative data collected from the survey's closed-ended questions were analyzed using statistical software. Descriptive statistics and, where applicable, inferential statistics were used to summarize and interpret the data. Qualitative data obtained from open-ended questions were analyzed thematically to identify recurring patterns and themes

III. MODELING AND ANALYSIS

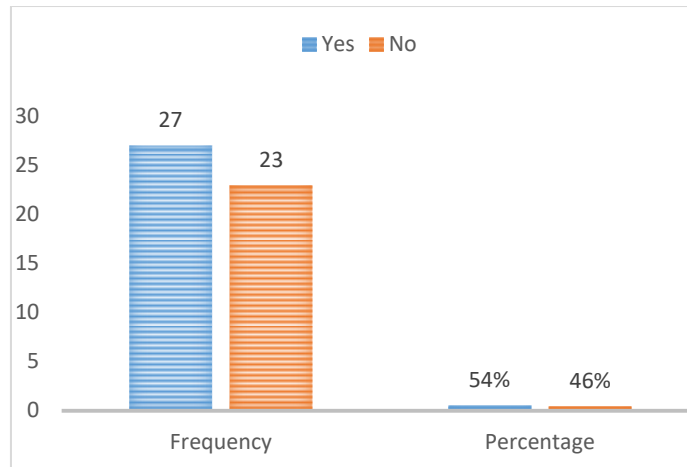


Figure 1: Graphical representation of are you satisfied with your pay scale

The above graph is representation of satisfaction related to pay scale of participants which is shown in cylindrical shape graph divided into frequency and percentage blue cylindrical shows the participants who had said yes, the frequency is n=27 and percentage of 54% and wine red shows the participants who are not satisfied with pay scale whose frequency is 23 and the percentage is 46%.

Table 1:

Are you satisfied with your pay scale	Frequency	Percentage
Yes	27	54%
No	23	46%
Total	50	100%

In above given table question was asked in yes or no format to n=50 participants in which n=27 chose yes and n=23 participants chose number.

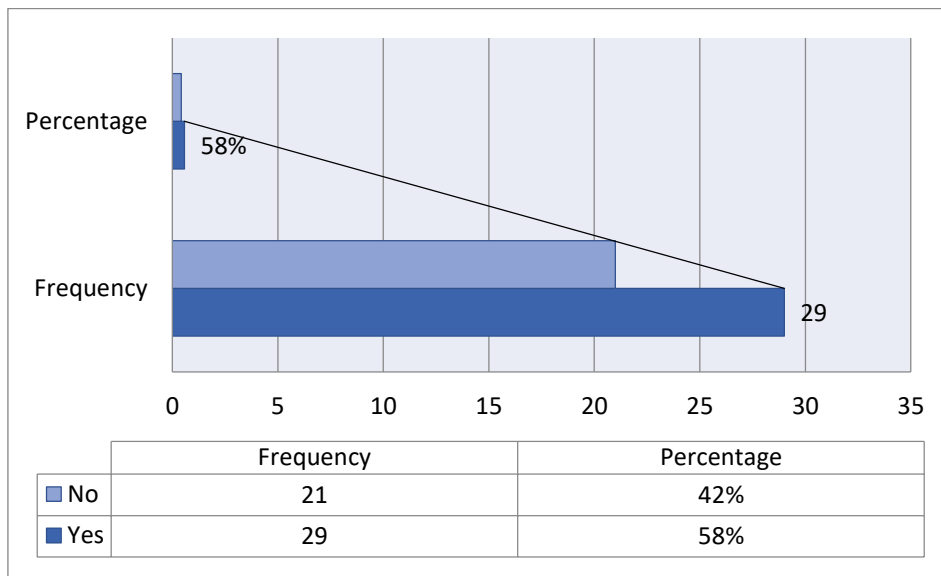


Figure 2: Graphical representation of health affected by doing a job or training in radiology department

The above fig 2 is the graphical representation of health affected by doing a job or training in radiology department among participants. The blue 3d bar graph represents the percentage of participants who have answered Yes which is 58% and sky blue 3d bar graph represents the percentage of participants who have answered No which is 42%.

Table 2: Health affected in radiology department

Has job or training in radiology department affected your health?	Frequency	Percentage
Yes	29	58%
No	21	42%
Total	50	100%

In the above table 2 a question was asked to participants about the health affected by doing job or training in radiology department which was divided into two sections of Yes and No. the total n=50 participants participated in which n=29 had answered Yes and remaining n=21 had answered No

IV. RESULTS AND DISCUSSION

Out of this study it was indicated that majority of the participants about 27 (54%) was satisfied with their pay scale while 23 (46%) was not satisfied with their pay scale. .It was found from this study that majority of the participants 29 (58%) agreed that a job or training in radiology department affected their health while 21 (42%) did not agree about their job or training in radiology department had affected their health.

V. CONCLUSION

The study provides insights into the job satisfaction, preferences, and challenges experienced by radiography professionals. The findings suggest that approximately half of the participants were content with their pay scale, with potential reasons including strong family support and the coverage of daily expenses. However, a significant portion faced continuous medical discrimination and lacked access to Continuing Medical Education (CME).

- Job preferences indicated a preference for government jobs (54%) due to security and facilities, while 12.8% preferred the private sector for experience. Meanwhile, 34% favored both sectors due to job availability. Workload pressure was reported by 50%, possibly due to staff shortages or high patient loads, while 42% did not experience such pressure.
- Job security was noted by 56%, likely due to medical benefits and salary increments. However, 44% lacked job security, possibly due to private sector employment. Patient interactions revealed that most patients sought their assistance quickly, likely due to staff shortages.
- Dealing with aggressive patients was common (94%), potentially due to procedural delays, while equipment availability was reported by 74%, likely in well-equipped facilities. However, 26% did not have access to necessary equipment, possibly due to lower patient numbers.
- Training in the radiology department had an adverse effect on health for 58%, potentially due to inadequate protection measures, while 42% did not experience health issues. Many participants found it challenging to secure a radiography job in India (72%), possibly due to high competition, while 28% disagreed, suggesting issues related to education and skills.
- Regarding working hours, 76% were content, while 24% were dissatisfied due to irregular shifts. Participants gained knowledge and recognition (88%), likely due to their contributions, while 12% did not, potentially due to poor communication or lack of interest.
- Appreciation was received by 76%, primarily for proactive contributions during emergencies. Job satisfaction affected performance for 66%, potentially due to stress or payment issues, while 34% saw no impact, possibly due to the lack of promotions or age-related factors.
- Safety measures and radiation measurement were prevalent among participants. Precautionary measures during procedures were taken by 84%, highlighting the importance of experienced radiographers. During the COVID-19 pandemic, 78% faced challenges as frontline workers, primarily due to staff shortages and inadequate PPE. However, 22% did not encounter significant issues, possibly due to better facilities.

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