






Satisfaction of work and professional performance of pediatricians who develop hospital activities.

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Abstract

Introduction: Job satisfaction is a topic that stands out in health organizations and companies considering employees as their most valuable asset. Job performance satisfaction can be studied. The objective of this study was to analyze the sociodemographic variables and the perceptions of pediatricians who graduated from the Pontificia Universidad Católica del Ecuador (PUCE) about their work.

Methods: The Minnesota Satisfaction Questionnaire (MSQ) job satisfaction survey was used. The study is observational, descriptive, and cross-sectional, through an online questionnaire to pediatricians from the 8 PUCE graduate classes.

Results: Of the 202 pediatricians, 182 answered the survey (90.09% rate). 40% are 36-40 years old; the majority are women (73.62%), and 49.5% work as pediatricians between 2 and 4 years. 62.6% work in the public sector. The results showed a mean general job satisfaction of 44% and high of 29%, a mean intrinsic satisfaction of 48.4%, and a mean extrinsic satisfaction of 36.8%. Staying in the workplace for more than four years is the only factor significantly associated with experiencing high extrinsic satisfaction. Social recognition through praise terminates satisfaction, while dissatisfaction with progress in the workplace.

Conclusions: This research allows us to identify the employment situation of PUCE graduate pediatricians, which can help identify improvement measures. The survey indicates that satisfaction is at a moderate level to not completely satisfied, and permanence in employment constitute the most significant variable for the specialists.


Keywords:

MESH: Job Satisfaction; Personal Satisfaction; Pediatricians; Residence Time; Social Desirability; Observational Study.

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Introduction

Job satisfaction is a topic that stands out in health organizations and companies, considering employees as their most valuable asset. Satisfied and motivated employees are significant contemporary key factors separating successful companies from alternatives [1, 2]. Likewise, job satisfaction is the positive emotional state derived from the subjective perception of each person's perceptions of a workplace. The balance point is the functions that a worker is driven to fulfill and what he performs [3–5].

Playing professional satisfaction is obtained from relationships between individual effort, performance acceptance rewards, the achievement of personal objectives, attitudes [6–8], and the individual's interaction with the group [9]. Boxall, studying high performance work systems, states that performance is a function of employee ability, motivation, and the opportunity to participate or contribute. To ensure good performance, staff members need to be competent and have a suitable work environment with an acceptable workload, adequate supply, and equipment [10, 11].

By studying job satisfaction in organizations, we can anticipate and reduce internal situations such as staff turnover, low productivity, frequent absenteeism, and poor relationships. Likewise, on the other hand, with adequate control and concern for the job satisfaction of the staff, the increase in efficiency and effectiveness of these is achieved, improvement is obtained in the processes, teamwork and, consequently, harmony is achieved in different areas [12].

Several tools, techniques, and research have been studied and considered to determine job satisfaction. The main tools are the Minnesota Satisfaction Questionnaire (MSQ) carried out by Weiss, Dawis, England, and Lofquist; Brief Index of Affective Job Satisfaction (BIAJS) by Smith, Kendall, and Hulin; Job Descriptive Index (JDI) made by Smith, among others. All of them have been carried out in tother information on the dimensions of the work, what is expected of an employee and how these activities were carried out.

The Minnesota Satisfaction Questionnaire (MSQ) was created to measure employee satisfaction with their workplace. There are three available forms of the MSQ: two long forms (1977 version and 1967 version) and one short form. The long-form has 100 questions

that investigate 20 dimensions of work; on the other hand, the short record consists of 20 questions that report three essential aspects of satisfaction [13]. By applying the short form of the MSQ, this study will help us identify three job satisfaction scales, allowing us to see the satisfaction of pediatricians specifically. Catholic University of Ecuador (PUCE) is a private higher education institution founded in 1946 by the Society of Jesus and the Archbishop of Quito, Cardinal Carlos María de la Torre [14]. The Faculty of Medicine created the postgraduate course in Pediatrics in 2008, where 13 promotions of specialists in pediatrics have been trained, of which three are in training, 10 are graduates, and eight are actively working in hospitals in Ecuador. Thus, higher education training projects must be conceived in response to the criterion of relevance, which requires permanent feedback to guarantee the impact that the work of the graduates generates in their area of influence, which, together with the contributions of their process career work, constitutes an essential indicator of few studies on job satisfaction in pediatricians that inform us about their qualitative quality of service they offer to society [16].

The study's objective is to measure the level of satisfaction with the professional work performance of the pediatric specialist who graduated from Pontificia Universidad Católica del Ecuador with eight promotions in hospitals of Ecuador through the use of the MSQ with which the three elements of job satisfaction will be described, including extrinsic happiness, intrinsic joy and general satisfaction about their activities within hospitals.

Population and methods

Design of the investigation

This study was an observational cross-sectional study.

Stage

The study was conducted electronically by mail. The study period was from January 1, 2021, to March 30, 2021. The report was completed on September 30, 2021.

Inclusion criteria

Participating specialists in pediatrics will enter the study and graduate from 13 to 2020 (8 years). The other inclusion criterion was the hospital workplace,

and participants with incomplete records were excluded from the analysis.

Studio size

The general population of pediatricians who graduated from the eighth eighth promotions of the PUCE register of 202 graduates was invited to collaborate in this study. The sample for the investigation was 182 pediatricians since it was impossible to obtain the universe's participation, and those who voluntarily agreed to answer the survey were considered.

Variables

The variables were job satisfaction measured with the "Minnesota Satisfaction Questionnaire" which has the following assessment dimensions:

1) Activity, 2) Independence, 3) Variety, 4) Social position, 5) Supervision Human relations, 6) Supervision – Technique, 7) Moral Values, 8) Security, 9) Social Service, 10) Authority, 11) Use of ability, 12) Company Policies, 13) Compensation, 14) Advancement, 15) Responsibility, 16) Creativity, 17) Working conditions, 18) Coworkers, 19) Recognition, and 20) Achievement.

Demographic variables were measured: gender, age, workplace, financial experiences, time at current job, and time as a pediatrician.

Data sources/measurement

Participants were recruited through an email sent up to 4 times. Those who did not respond were located by cell phone through the WhatsApp private messaging platform, including clouded an invitation, informed c, and a job satisfaction survey. Questions were completed electronically in survey management software (Google Forms). The instrument had two sections: 1. Generated a day and 2. Job Satisfaction Questionnaire (MSQ). Using Microsoft Office Excel for Mac 2015 (Microsoft, Santa Rosa, CA), a database was created to process the information. Its reliability was 0.922 using Cronbach's alpha.

Statistical method

The project data analysis began with the computation of frequency distribution for the different items that measure satisfaction. The mean of each intrinsic, extrinsic, and general question percentage of each MSQ

item was calculated. The Excel tool helped to have descriptive statistics. For the analysis, the statistical package SPSS v.25 (Armonk, NY: IBM Corp). was used. Chi² calculation was performed, P values ≤ 0.05 , OR to find the different associations between the variables and the degree of satisfaction. Univariate, multivariate analysis, and correlation coefficient.

The statistical analysis was carried out with the calculation of Cronbach's alpha to measure the validity of the survey and the Chi-square test to assess the association between the different variables studied. The three different degrees of satisfaction (low, medium, and high). The association was also studied using logistic regression to calculate the odds ratio of the effect of each variable reviewed on each of the types of satisfaction (general, intrinsic and extrinsic). The satisfaction variable, categorized into: low, medium, and high satisfaction, was re-categorized into a binary variable. The low and medium categories were combined, and the increased satisfaction category remained independent. In these binomial categories, to apply the logistic regression technique to explore which factors are associated only with a high degree of job satisfaction, compared to those with low or medium levels of satisfaction, each Odds ratio was calculated crudely and then adjusted for possible confounders accompanied by their respective P values and confidence intervals to determine the probability of having found our results under the idea that the null hypothesis is true.

Results

A total of 202 pediatricians were invited to participate in the study. A total of 182 (90.09%) responded to the survey.

General characteristics of the study sample

In table 1, sociodemographic characteristics are shown. The group of people between 6 and 40 years of age was the majority group (40.1%), most of the pediatricians were women (73.62%), and 49.5% had a graduation time between 2 and 4 years. A total of 62.6% practice the profession in the public sector, with work permanence times of 1 to 2 years (25%), 3 to 4 years (31.3%), and more than five years, with 29.7%.

Table 1. Sociodemographic and labor variables that influence the job satisfaction of pediatricians

	Total	Male	Female
		48 (26.3)	134 (73.7)
Age, no. (%)			
30-35 years	69 (37.9)	10 (20.8)	59 (44.02)
More than 41 years	40 (22)	17 (35.4)	23 (17.2)
Pediatric time, n (%)			
2 to 4 years	90 (49.5)	22 (45.83)	68 (50.74)
Work sector, n (%)			
Private	114 (62.6)	29 (60.41)	85 (63.43)
Permanence, n (%)			
Less than one year	52 (28.6)	12 (25.0)	40 (29.85)
3 to 4 years	24 (13.2)	7 (14.6)	17 (12.7)
Salary, n (%)			
500 to 1500 dollars	57 (31.3)	15 (31.3)	42 (31.3)
More than 3000 dollars	27 (14.8)	3 (6.3)	24 (17.9)
	17 (9.3)	11 (22.9)	6 (4.5)

Of those interviewed, 75.8% have salaries that range between 1,500 and 3,000 dollars per month.

Normative data of the types of job satisfaction in the study population

The average score of the MSQ of the satisfaction types shows a score for intrinsic satisfaction of 49.34 ± 6.48 , extrinsic satisfaction of 22.43 ± 4.25 , and a general satisfaction score of 79.42 ± 34 .

Factors associated with intrinsic satisfaction

In table 2, the intrinsic satisfaction scale is shown. Pediatric physicians with satisfaction perceived as "average" were the largest group, with 48.4%. The variables of permanence in the job >3 years and salary >3000 dollars show a significant association with intrinsic satisfaction ($P = 0.03$ and <0.0001).

Factors associated with extrinsic satisfaction

Table 3, extrinsic satisfaction occurs. It is shown that there is a statistical association between the private

work sector ($P = 0.02$) and permanence in the job for three years ($P = 0.05$).

Table 2. Intrinsic job satisfaction (IJS)

	No. (%)	IJS	No. (%)	
		88 (48.4)		
Sex			15 (31.3)	
Female	37 (27.6)	65 (48.5)	32 (23.9)	0.50
Ages				
30-35 years	25 (36.2)	34 (49.3)	10 (14.5)	
> 40 years	5 (12.5)	22 (55)	13 (32.5)	0.17
P-time			5 (20)	
2 to 4 years	29 (32.2)	43 (47.8)	18 (20)	0.09
W-Sector				
Public	26 (22.8)	62 (54.4)	26 (22.8)	
Private	12 (23.1)	25 (48.1)	6 (37.5)	0.06
Permanence				
< 1 year	11 (45.8)	11 (45.8)	2 (8.3)	
> 4 years	9 (16.7)	25 (46.3)	20 (37.0)	0.03
Salary				
\$500 to \$1,500	13 (48.1)	7 (25.9)	7 (25.9)	
\$1,501 to \$3,000	30 (21.7)	79 (57.2)	29 (21)	
> \$3,000	4 (23.5)	2 (11.8)	11 (64.7)	<0.0001

\$. Units in US Dollar. P-Time: exercise time of pediatricians. W-Sector: work sector.

Factors associated with general satisfaction

In table 4, the general satisfaction of the group surveyed is presented. Age between 30 and 35 years has a statistical association ($P = 0.01$) with overall satisfaction. Also, the time greater than five years as a specialist has a statistically significant association with the level of general satisfaction. ($P = 0.02$). In contrast, those with less than a year of experience have a low or medium level of satisfaction. The length of stay > 3 years in a job ($P = 0.02$) and has a statistical association with general job satisfaction. Salary > \$3,000 is also statistically associated with high overall satisfaction ($P = 0.005$).

Table 3. Extrinsic job satisfaction(EJS)

	Low EJS No. (%)	Medium EJS No. (%)	High EJS No. (%)	P
	54 (29.7)	67 (36.8)	61 (33.5)	
Sex				
Male	15 (31.3)	16 (33.3)	17 (35.4)	0.84
Female	39 (29.1)	51 (38.1)	44 (32.8)	
Age				
30–35 years	26 (37.7)	28 (40.6)	15 (21.7)	0.11
36–40 years	18 (24.7)	25 (34.2)	30 (41.1)	
> 40 years	10 (25)	14 (35)	16 (40)	
Pediatric time				
One year	9 (36)	8 (32)	8 (32)	0.13
2 to 4 years	29 (32.2)	38 (42.2)	23 (25.6)	
> 5 years	16 (23.9)	21 (31.3)	30 (44.8)	
Work sector				
Public	38 (33.3)	37 (32.5)	39 (34.2)	0.02
Private	8 (15.4)	27 (51.9)	17 (32.7)	
Mixed	8 (50)	3 (18.8)	5 (31.3)	
Permanence				
< 1 year	12 (50)	9 (37.5)	3 (12.5)	0.05
1 to 2 years	14 (29.8)	19 (40.4)	14 (29.8)	
3 to 4 years	17 (29.8)	22 (38.6)	18 (31.6)	
> 4 years	11 (20.4)	17 (31.5)	26 (48.1)	
Salary				
\$500 to \$1,500	10 (37)	8 (29.6)	9 (33.3)	0.36
\$1,501 to \$3,000	41 (29.7)	54 (39.1)	43 (31.2)	
> \$3,000	3 (17.6)	5 (29.4)	9 (52.9)	

\$: Units in US Dollar. TimeP: exercise time of pediatricsSector-T: work sector.

Table 4. General job satisfaction(GJS)

	Low GJS No. (%)	Half GJS No. (%)	High GJS No. (%)	P
	49 (26.9)	80 (44)	53 (29.1)	
Sex				
Male	13 (27.1)	18 (37.5)	17 (35.4)	0.47
Female	36 (26.9)	62 (46.3)	36 (26.9)	
Age				
30–35 years	25 (36.2)	34 (49.3)	10 (14.5)	0.01
36–40 years	17 (23.3)	29 (39.7)	27 (37)	
> 40 years	7 (17.5)	17 (42.5)	16 (40)	
P-time				
One year	6 (24)	12 (48)	7 (28)	0.02
2 to 4 years	29 (32.2)	44 (48.9)	17 (18.9)	
> 5 years	14 (20.9)	24 (35.8)	29 (43.3)	
W-Sector				
Public	30 (26.3)	54 (47.4)	30 (26.3)	0.06
Private	11 (21.2)	24 (46.2)	17 (32.7)	
Mixed	8 (50)	2 (12.5)	6 (37.5)	
Permanence				
< 1 year	10 (41.7)	11 (45.8)	3 (12.5)	0.02
1 to 2 years	12 (25.5)	25 (53.2)	10 (21.3)	
3 to 4 years	16 (28.1)	26 (45.6)	15 (26.3)	
> 4 years	11 (20.4)	18 (33.3)	25 (46.3)	
Salary				
\$500 to \$1,500	11 (40.7)	9 (33.3)	7 (25.9)	0.005
\$1,501 to \$3,000	35 (25.4)	68 (49.3)	35 (25.4)	
\$3,000	3 (17.6)	3 (17.6)	11 (64.7)	
> \$3,000				

\$: Units in US Dollar.P-Time: exercise time of pediatricsW-Sector: work sector.

Logistic regression analysis, factors associated with job satisfaction

The odds ratios statistically related to intrinsic job satisfaction are presented in table 5; age, length of stay, and salary are also fundamentally associated with job satisfaction. In table 6, the variables age and length of stay are associated with extrinsic job satisfaction. In table 7, age, length of stay, and salary are associated with general job satisfaction

Multivariate analysis

Tenure in the workplace of more than four years was identified as the only independent factor significantly associated with a statistically 6fold increase in the likelihood of experiencing high extrinsic satisfaction (Table 8).

Correlation between the variables of job satisfaction of pediatricians

The correlation coefficient of intrinsic with extrinsic satisfaction is $r = 0.75, P < 0.001$, general satisfaction with intrinsic satisfaction is $r = 0.95, P < 0.001$, and general satisfaction with extrinsic satisfaction is $r = 0.91, P < 0.001$.

MSQ element frequencies

The components of the MSQ survey are presented as independent items and their scores. Within the intrinsic satisfaction variable, the most punctuated element was social service, and the most punctuated feature was "recognition" (Table 9).

Table 5. Association between intrinsic job satisfaction (IJS) and sociodemographic and economic variables.

	Low-medium IJS	High IJS	OR	P
Age				
30-35 years	59 (85.5)	10 (14.5)	1	
36-40 years	49 (67.1)	24 (32.9)	2.9 (1.26-6)	0.01
> 40 years	27 (67.5)	13 (32.5)	2.8 (1.1-7.3)	0.03
Permanence				
< 1 year	22 (91.7)	2 (8.3)	1	
1 to 2 years	35 (74.5)	12 (25.5)	3.8 (0.7-18.5)	0.1
3 to 4 years	44 (77.2)	13 (22.8)	3.25 (0.7-15.7)	0.14
> 4 years	34 (63)	20 (37)	6.4 (1.4-30.5)	0.02
Salary				
500 -1 500	20 (74.1)	7 (25.9)	one	
1501-3000	109 (79)	29 (21)	0.76 (0.3-1.97)	0.57
> \$3,000	6 (35.3)	11 (64.7)	5.2 (1.4-19.5)	0.01

\$. Units in US Dollar. OR: odds ratio.

Table 6. Association between extrinsic job satisfaction (EJS) and sociodemographic and economic variables

	Low-medium EJS	High EJS	OR	P
Age				
30-35 years	54 (78.3)	15 (21.7)	1	
36-40 years	43 (58.9)	30 (41.1)	2.5 (1.25-2)	0.01
> 41 years	24 (60)	16 (40)	2.4 (1.0-25.6)	0.04
Permanence				
< 1 year	21 (7.5)	2 (12.5)	1	
1 to 2 years	33 (70.2)	14 (29.8)	2.97 (0.8-11.6)	0.12
3 to 4 years	39 (68.4)	18 (31.6)	3.2 (0.85-12.2)	0.085
> 4 years	28 (51.8)	26 (31.6)	6.5 (1.7-24.4)	0.006

OR: odds ratio

Discussion

Feature results of the present investigation showed that the percentage of specialists who experience average intrinsic satisfaction was 48.4%, low at 25.8%, and high at 25.8%. The percentage of specialists with a medium extrinsic satisfaction level was 36.8%, high at 33.5%, and low at 29.7%. At the same time, the percentage of specialists with average general satisfaction increased was 44%, a high of 29.1% and a low of 26.9%.

Table 7. Association with general job satisfaction (GJS) and sociodemographic and economic variables

	Low-medium GJS	High GJS	OR	P
Age				
30-35 years	59 (85.5)	10 (14.5)	1	
36-40 years	46 (63)	27 (37)	3.46 (1.5-7.9)	0.003
> 40 years	24 (60)	16 (40)	3.9 (1.56-9.9)	0.004
Permanence				
< 1 year	21 (87.5)	3 (12.5)	1	
1 to 2 years	37 (78.7)	10 (21.3)	1.9 (0.46-7.6)	0.37
3 to 4 years	42 (73.7)	15 (26.3)	2.5 (0.7-9.6)	0.18
> 4 years	29 (53.7)	25 (46.3)	6 (1.61-22.6)	0.008
Salary \$				
500 to 1500	20 (74.1)	7 (25.9)	1	
1501 to 3000	103 (74.6)	35 (25.4)	0.97 (0.37-2.5)	0.95
> 3000	6 (35.3)	11 (64.7)	5.24 (1.4-19.5)	0.01

\$ Unit in US dollars

Intrinsic satisfaction was associated with the years of permanence of the pediatrician in a job ($P = 0.03$) from 3 to 4 years and more than four years four more medium and high satisfaction. The salary received by the pediatrician ($P < 0.0001$) over \$3,000 generated high satisfaction. In the pediatricians surveyed, it was shown that there is an association between extrinsic satisfaction and the work sector ($R = 0.02$); those developed in the private sector had a higher average joy of 51.9% ($n = 27$) and a high average joy of 32.7% ($n = 17$). On the other hand, working in a mixed sector (private plus public), 50% ($n = 8$), a quarter of those who work in this way, had low satisfaction.

General satisfaction showed that the statistically associated factors were age ($P = 0.01$), time working as a pediatrician ($P = 0.02$), job tenure ($R = 0.02$), and salary ($P = 0.005$), suggesting that the older the associated with intrinsic and general satisfaction. On the other hand, age and job tenure were related to extrinsic satisfaction

Table 8. Multivariate analysis

	Intrinsic satisfaction		Extrinsic Satisfaction		Overall Satisfaction	
	OR	P-value	OR	P-value	OR	P value
Sex, no. (%)						
Male	1		1		1	
Female	1 (0.42-2.40)	0.98	1.05 (0.472-3.2)	0.89	1 (0.44-2.29)	0.99
Ages, n (%)						
30-35 years	1		1		1	
36-40 years	2.31 (0.836-4)	0.10	1.69 (0.694-15)	0.24	2.32 (0.86-6.30)	0.09
> 40 years	1.80 (0.526-17)	0.34	1.28 (0.423-84)	0.65	2.04 (0.62-6.73)	0.23
Permanence, n (%)						
< 1 year	1		1		1	
1 to 2 years	4.21 (0.7822-50)	0.09	3.52 (0.82-15)	0.12	1.95 (0.448-62)	0.37
3 to 4 years	2.42 (0.3915-04)	0.34	3.66 (0.76-17.49)	0.085	1.85 (0.379-15)	0.45
More than four years	4.20 (0.64-27.52)	0.13	6.73 (1.2835-21)	0.02	3.72 (0.70-19.76)	0.12
Salary, n (%)						
500 to 1500 dollars	1		1		1	
\$1,501 to \$3,000	0.43 (0.131-35)	0.15	0.43 (0.141-27)	0.12	0.49 (0.151-54)	0.22
More than 3000 dollars	2.63 (0.51-13.38)	0.24	0.83 (0.173-86)	0.81	2 (0.4-10.11)	0.39

Table 9. Statistics of elements of job satisfaction.

Job aspects	Average	Typical deviation
intrinsic satisfaction		
Exercise	4.13	0.977
Independence	4.20	0.763
Variety	3.95	0.948
Social position	4.11	0.873
Moral values	4.24	0.937
Security	3.55	1.139
Social service	4.40	0.704
Authority	4.04	0.708
skill utilization	4.30	0.765
Responsibility	4.18	0.831
Creativity	4.08	0.724
Achievement	4.15	0.727
Extrinsic Satisfaction		
Supervision, Human Relations	3.85	1.013
Supervision - Technique	3.87	0.828
company policies	3.70	0.965
Compensation	3.59	0.952
Advancement	3.54	1.017
Recognition	3.89	0.904
Working condition	3.85	0.955
Coworkers	3.80	0.954

Specialists and perhaps a longer permanence in their jobs are associated with higher percentages of medium and increased satisfaction.

The univariate analysis found that the pediatrician's age, job tenure, and salary were statistically.

In the multivariate analysis, the only factor statistically and independently associated with a high level of extrinsic satisfaction was the time spent at work. This multivariate analysis suggests that those who exercised the activity for more than four years showed the highest satisfaction levels. This finding is similar to the results obtained by a previous study [17] in which the job satisfaction of 546 health professionals from various specialties at a University Hospital in Murcia, Spain, was measured by applying an NTP-394 Job Satisfaction questionnaire, obtaining as a result that older workers with greater professional seniority (61-70 years) showed higher levels of satisfaction; these associations were statistically significant in seven aspects of the 17 evaluated. These findings, together with those found in this analysis, can potentially be explained by the fact that experience allows better adaptability to the job and a more objective view of nuances that other professionals qualify as unsatisfactory [18], which generates job prestige by contributing to the direct formation between human capital and nonmonetary earnings from work [19].

Grossman et al. [20], in their study of 518 pediatricians, described that older professionals and a longer tenure in their jobs are associated with a lower possibility of job exhaustion and greater job

satisfaction due to experience, the best position (headquarters, for example), which makes convey respect, rewards, and less time commitment.

Zaldua, G. [21] showed more job dissatisfaction in the vast majority of doctors and nurses who have occasional contracts or provisional appointments from the Ecuadorian organic law of public service showing job instability; in contrast, those who have collective or definitive agreements are more satisfied. The critical cutoff point for staff permanence is three years, which is associated with job satisfaction; this could be explained by the labor regulations of the Ecuadorian public sector that determine that essential workers can maintain their annual contract from the third year with a temporary appointment, which gives them long-term stability.

Recognition is one of the motivating factors of a job; in the results of Torres, A. [22], it was shown that 42% of the 96 people who work in the medical clinics of the Peasant Social Security of the Province of El Oro feel this aspect is essential in job satisfaction. The study had similar findings that pediatricians are interested in receiving praise for their work within extrinsic satisfaction.

The limitations presented in the present study are having used a possibly small sample to establish significant associations.

The study's strengths were the participation response of the target universe (90%) in various public and private hospital settings.

Conclusions

The time spent equal to or greater than three years in the job is a statistically significant factor related to high extrinsic job satisfaction. Factors such as age and salary can have a substantial effect on happiness

Abbreviations

BIAJS: Brief Index of Affective Job Satisfaction.

EJS: Extrinsic Job Satisfaction.

GJS: General Job Satisfaction

JDI: Descriptive job index.

IJS: intrinsic satisfaction

MSQ: Minnesota Satisfaction Questionnaire.

OR: odds ratio.

PUCE: Pontifical Catholic University of Ecuador.

SPSS: Statistical Package for the Social Sciences.

Supplementary information

Supplementary materials are not declared.

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Author contributions

Brian Patricio Mayorga Brito: Conceptualization, Data Retention, Fundraising, Research, Resources, Software, Writing—original draft.

Daniela Paola Cadena Taipei: Conceptualization, Data Conservation, Supervision, Acquisition of funds, Research, Resources, Writing: revision and editing.

Pablo Endara Dávila: Data curation, research, fundraising, Supervision, Methodology.

All authors read and approved the final version of the manuscript.

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Availability of data and materials

The data sets generated and analyzed during the current study are not publicly available due to participant confidentiality but are available through the corresponding author upon reasonable academic request.

Statements

Ethics committee approval and consent to participate

It was not needed.

Publication consent

It does not apply to studies that do not publish MRI/CT/Rx images or physical examination photographs.

Conflicts of interest

The authors declare no conflicts of interest.

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