ABSTRACT

This study aims to investigate the levels of job satisfaction concerning hygiene and the motivation factors among health center personnel in Xiengkhuoang province (XKP), Lao PDR, and to describe socio-demographic characteristics and working experience aspects in relation to levels of job satisfaction of the health center personnel.

The study design was a cross-sectional, descriptive study. The target group of the population study was all the health center personnel who were working at health centers in Xiengkuong province. The research instrument was a self-administrated questionnaire. Data were analyzed by using descriptive statistics such as percentage, mean, standard deviation, median and chi-squares test.

This study revealed that approximately ninety percent of health center personnel in XKP had an unsatisfied level of job satisfaction. The research also found that the problems leading to level of job satisfaction among health center personnel included planning, personnel and budget policies and supervision system. The most significant association with the level of job satisfaction was gender (P= 0.03). However, other socio-demographic characteristics and working aspects could not be found to have affect on level of job satisfaction among health center personnel.

Based on the findings of this study, job satisfaction of health HCP in Xiengkhuoang province should be a serious concern. In addition, since this study was conducted to search for levels of job satisfaction of HCP only in XKP, future research should be conducted to generalize the whole country of Lao PDR.